

2024-2025

USD Budget Profile



Salina Public Schools
USD 305

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- Summary of Expenditures (Sumexpen.xlsx)

2024-2025 Budget – General Information

USD #305

Introduction

Salina USD 305 is the twelfth largest school district in Kansas and encompasses the city of Salina, located in Saline County in north central Kansas. Salina USD 305 is driven to be the best place to learn and work by embracing challenges, creating belonging, fostering pride and inspiring hope. The district offers personalized and safe learning environments with a vast array of opportunities to engage every student beyond the classroom.

We believe our entire school community is responsible for the success of our students and we each share in the responsibility. It takes everyone, working cooperatively, to reach our common goal: *Transforming Salina and the World*.

An early-learning center, a 6-12 virtual school, eight elementary, two middle and two high schools serve students in pre-kindergarten through grade 12. Enrollment is 6,793 (September 2023).

The school district is the sponsoring agency for the following educational programs:

- Central Kansas Cooperative in Education: CKCIE is a special education cooperative for 12 school districts providing special education support services to public schools.
- Heartland Early Education/Head Start: This multi-county program serves children birth through age five and their parents, partnering with other social service agencies to provide support and opportunities. Funding sources include Parents as Teachers, Early Head Start/Head Start, Kansas Preschool Pilot and Preschool-Aged At-Risk.
- Salina Adult Education Center (SAEC): This program provides adult basic education, English as a second language support, GED® preparation and testing as well as college skill building for people 16 years of age or older and out of school. SAEC operates a diploma completion program for adults to meet requirements and earn a Central or South High School diploma. An intensive employment course called Partners 4 Success was developed by SAEC and is run in collaboration with Salina area agencies and employers.

Board Members

The board of education meets at 5:30 p.m. the second Tuesday of each month in the district office, 1511 Gypsum, Salina. Contact information is listed on the District website <https://www.usd305.com/about/board-of-education>.

Board Members (elected July 9, 2024)

- Gabe Grant, President
- Dana Kossow, Vice President
- Jim Fletcher , Member

- Scott Gardner, Member
- Paul Gebhardt, Member
- Bonnie Schamberger, Member
- Ann Zimmerman, Member

Key Staff

Superintendent: Linn Exline

Executive Director of Business: Lisa Peters

Accountant: Crystal Fowler-Srna

Deputy Superintendent/Executive Director of Educational Programs: Shanna Rector

Director of Elementary Programs: Krista Linenberger

Career and Technical Education Coordinator: Melanie Hammond

Curriculum Coordinator: Laura Lyons

Director of Student Support Services: Jody Craddock-Iselin

Director of Staff Development & Accreditation: Deanna Cullins

Executive Director of Special Education Cooperative: Jeff Hayes

Executive Director of Human Resources: Eryn Wright

Executive Director of Operations: Paul Mensching

Director of Food and Nutrition Services: Laine Norris

Director of IT and Security: Matt Brown

Director of Communications: Jennifer Camien

The District's Accomplishments and Challenges

Accomplishments:

Reading Comprehension

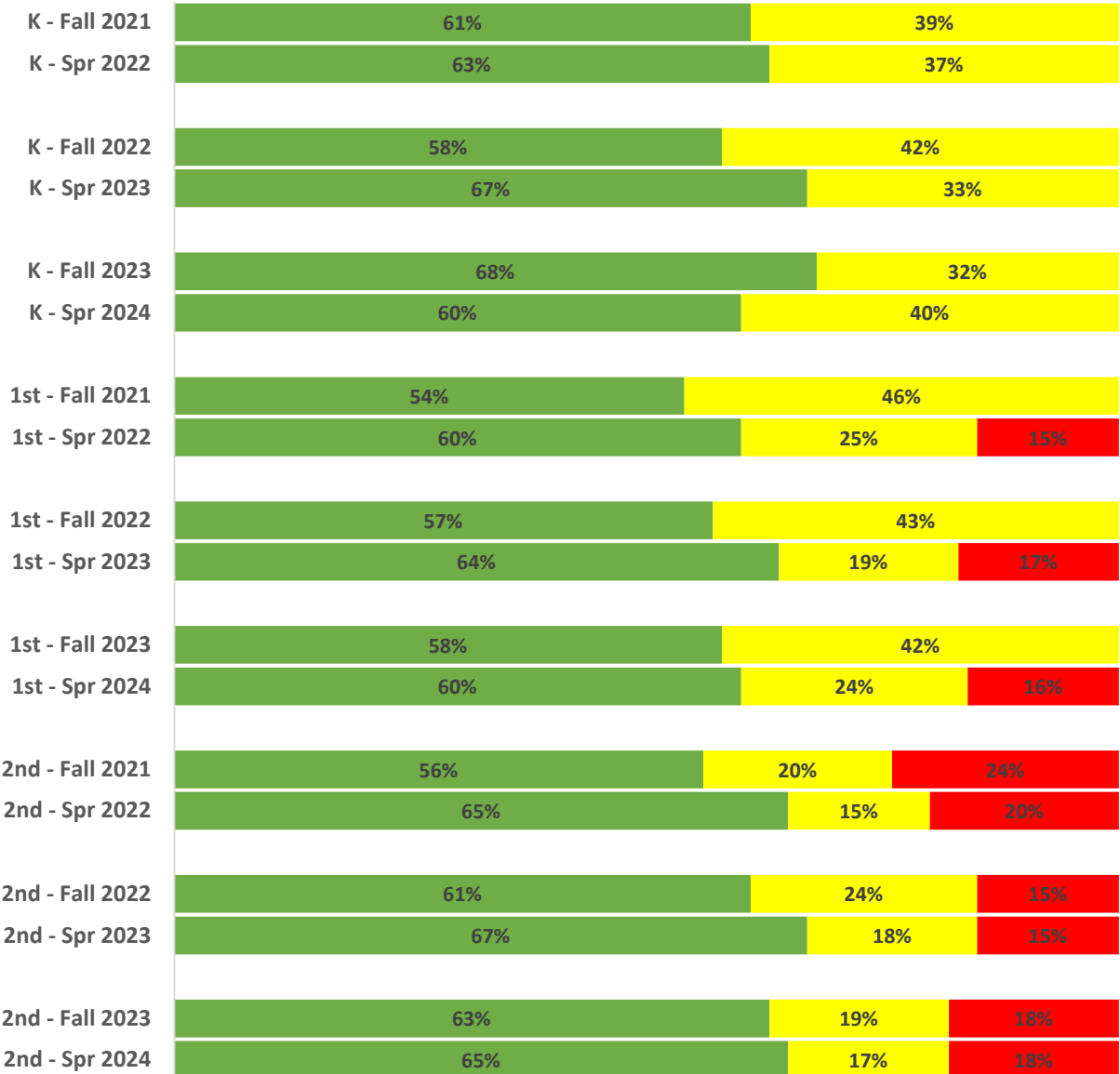
Each fall and spring, students are tested to measure their reading levels. The test is individually administered between a teacher and the student. It measures accuracy, fluency and comprehension.

USD 305 data show:

- At every grade level, more than 60% of our students were able to read grade level text when assessed in the spring of 2024.
- At nearly all grade levels, except for two, the percent of students reading on grade level increased from fall to spring.

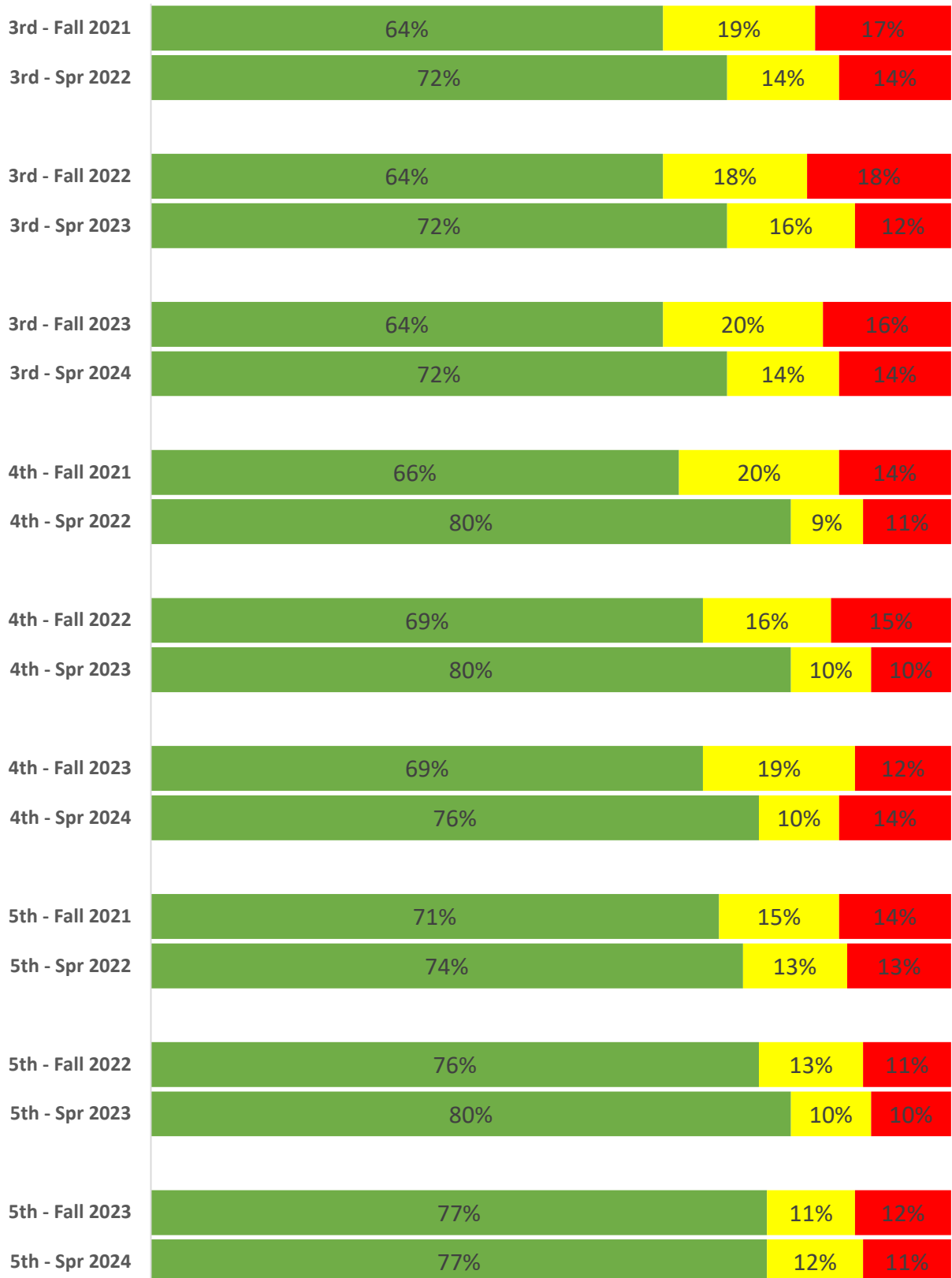
Reading Comprehension District Data Grades K, 1, 2

■ Mastery
 ■ Near Mastery
 ■ Remediation



Reading Comprehension District Data - Grades 3, 4, 5

■ Mastery
 ■ Near Mastery
 ■ Remediation



Kansas Assessments

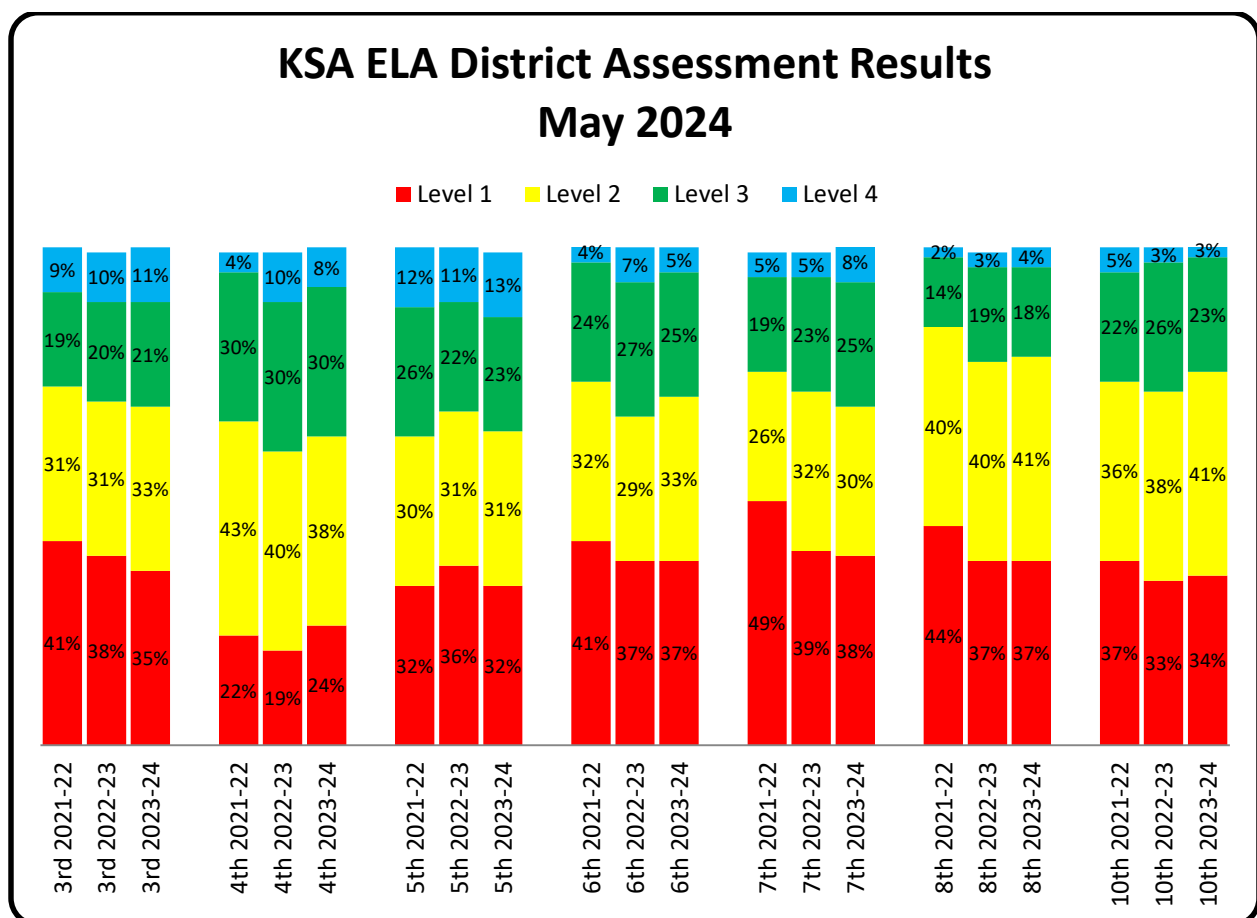
Each spring, our students in grades 3-8 and 10 take Kansas Assessments in English Language Arts (ELA) and math; grades 5, 8 and 11 take the state science assessment. Each assessment tests grade level content. The scores reflect a student's ability to understand and use the grade level skills and knowledge needed for postsecondary readiness. Scores are reported in four levels.

- Level one indicates limited ability
- Level two indicates basic ability
- Level three indicates effective ability
- Level four indicates excellent ability

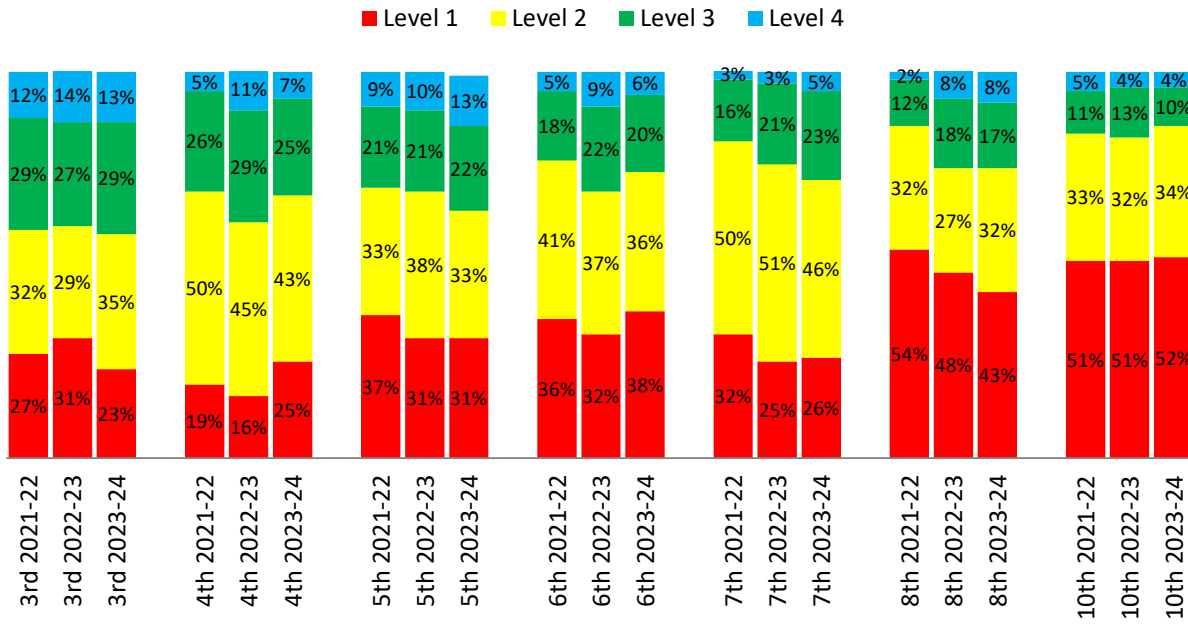
An analysis completed by the Center for Educational Testing (CETE) of the Kansas assessment and correlating ACT scores concluded that students scoring at the following levels are on track to being college and career ready.

- ELA, levels mid-2 to 4
- Math, levels 3-4

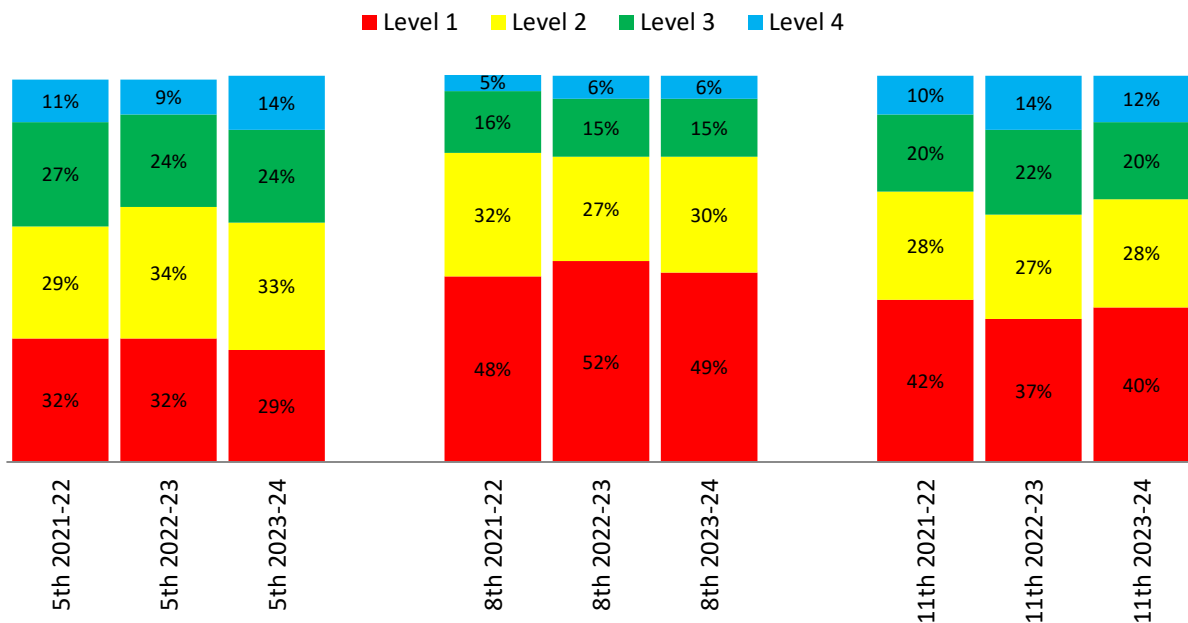
The three graphs below show a comparison of our students' performance by category on ELA, math and science assessments.



KSA Math District Assessment Results May 2024



KSA Science District Assessment Results May 2024



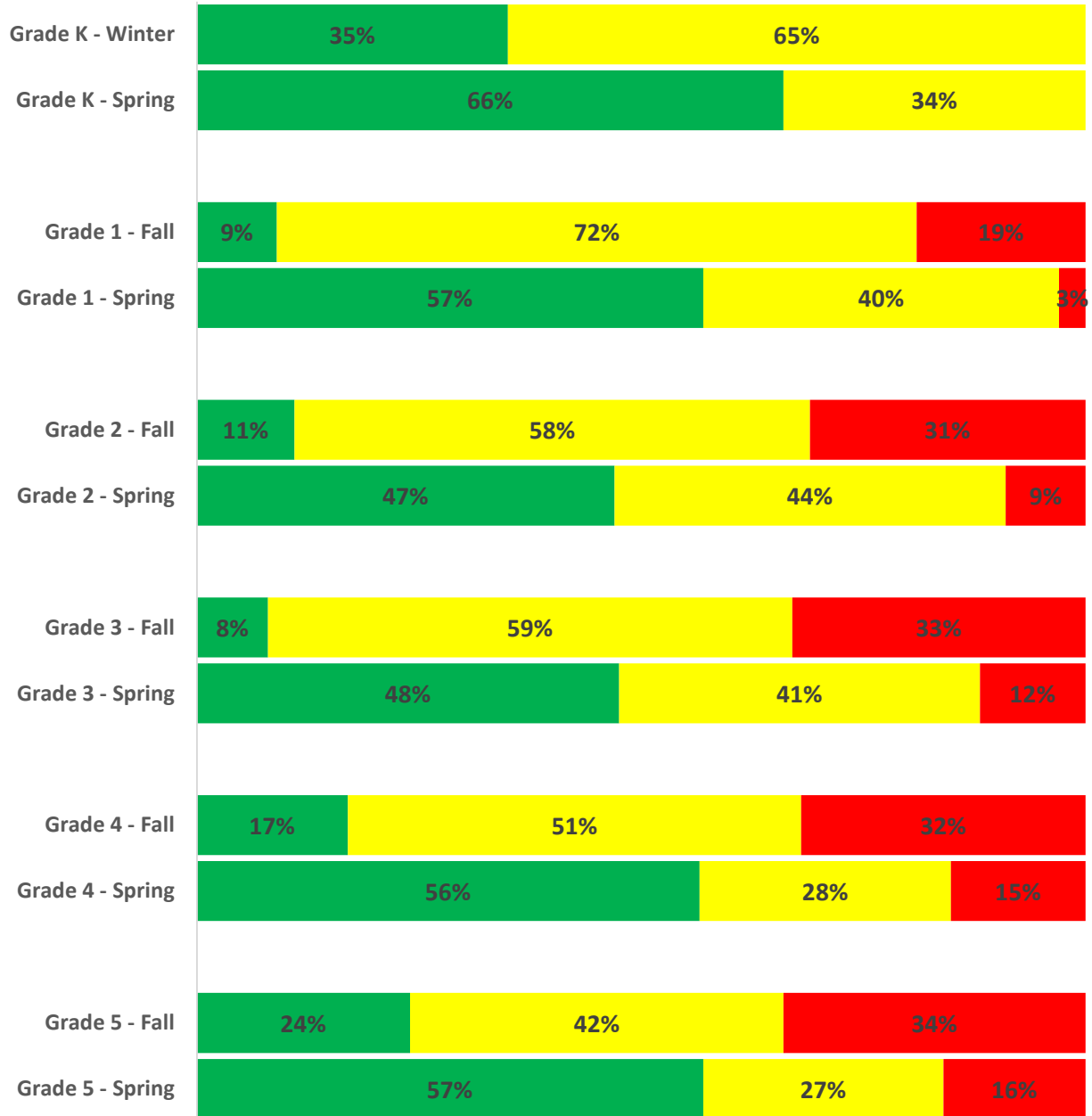
Each fall, winter and spring our students in grades 1-5 take the i-Ready math assessment. Kindergarten takes it in winter and spring. The scores are reported in three levels. Students performing in:

- green are at or above grade level
- yellow are one year below grade level
- red are two years below grade level

This comprehensive picture of instructional needs provides multiple key data points, including criterion-referenced grade-level placements, national norms, Quartiles, and growth measures. The graph below show a comparison of our students' performance, from fall to spring, on the math assessment.

I-Ready District Data - Math Fall & Spring 2023-24

■ On or Above Overall Grade-Level ■ One Below Overall Grade-Level
■ Two or More Below Overall Grade-Level



2023-2024 Annual Highlights

Highlights (Not an inclusive list, just a sample)

- *Coronado Elementary* created a *Kindness Crew* that brings together 27 fourth and fifth grade students once a month to promote various acts of kindness.

- **Cottonwood Elementary's Garden Club** involved 25 students in learning the basics of gardening and horticulture.
- **Heusner Elementary PRIDE Families**, made up with two students from each grade, met for STEM lessons where students embraced challenges and solved problems.
- **Meadowlark Ridge Elementary** provided a math challenge for each grade level throughout the year.
- **Oakdale Elementary's** fourth grade class built a vermiculture compost bin and developed a business plan to market the compost.
- **Schilling Elementary** created a *Math Enrichment Club* that involved students based upon i-Ready data. It provided more practice with productive struggle and challenged mathematical thinking.
- **Stewart Elementary** hosted 15 community organizations in their *Welcome Wednesday* events.
- **Sunset Elementary** celebrated all cultures at their *Fam Jam* event. Sunset families came together for food, art, dance, sports and acting.
- **South Middle School's Academic Open House** hosted families for educational-based games and activities and performances by the school's musical groups.
- **Lakewood Middle School** introduced a *Civics Club* that visited nursing homes, cleaned trash and examined the political process and visited the capitol in Topeka.
- **South High School** established a *Student Advisory Council, Principal's Advisory Council, Weekly Staff Spotlight* and *Cougar Pride Award*.
- **Central High School** students participated in *It's for Me* college tours at Kansas Wesleyan, K-State Salina and Salina Area Technical College.
- **Salina Virtual Innovation Academy** increased student engagement with the expansion of in-person and virtual tutoring.
- **Heartland Early Education** hosted visits for 23 CHS and SHS students and 8 SATC students to provide career information about early childhood.
- **Salina Adult Education Center** relaunched *Partners 4 Success (P4S)* that invited stronger engagement from partners including students, agencies, employers and SAEC staff. Employer partnerships grew 15 percent and included increased classroom involvement by employers. Agencies introduced short workshops and sessions. Six of seven participants were endorsed at the end of the 10-week program.
- **Central Kansas Cooperative in Education** created a new position, *Special Education Technician*, to better support students with significant disabilities.

Grants

The Salina Education Foundation announced the following recipients for grants from the 21st Century Advantage Grant program: Elizabeth Burke (2 grants), Melinda Eitel, Jamie Hoff, Shannon Jones, Shelly Parks, Carrie Pierce, Lindsay Radiel, Guillermo Rodriguez, Sarah Shelby, and Brenda Stanton.

The Salina Education Foundation announced the following Outside-the-Box recipients: Scott Chrisman, Dustin Dooley, Jenna Eshleman, Katie Lidgett, Stephanie Turowski

The Salina Education Foundation announced the following Joan Barhdyt Special Education Grant recipients: Kendra Baumberger, Brooklyn Bradley, Kim Fulkerson, Kayla Reid

The Salina Education Foundation announced that the following students are the 2024 LIFT (Loan Initiative for Future Teachers) scholarship recipients: Grace Allen, Chloe Highsmith, Kolbe Shafer, Emily Streeter, Jessica Toman, and Alexia Walsh.

The Salina Education Foundation's allocations committee also committed \$7,000 to be available for Sudden Opportunity Grants for the 2024-2025 school year.

Community Service

Staff and students participated in the 2023 Fall United Way Campaign and the 2024 Spring Project Salina Food Drive. During the United Way Campaign, \$13,626.90 was collected. 5400 boxes of macaroni and \$1500.32 was collected during the Project Salina Food Drive.

Staff Awards

At Salina Public Schools, we believe in the power of acknowledgment. Celebrating employee contributions is at the heart of what we do because every milestone deserves recognition.

Thirty-six (36) Teachers of the Month

Certificates were presented to secondary teachers honored as Teachers of the Month for September through December and January through May. September through December teachers included Kira Gilbert, Trey Cullins, Jennifer Buchholz, and Kevin Patrick, Central High School; Jesse Smith, Eryn Koons, Chelsey Crawford-Cline, and Rebecca Stone, Lakewood Middle School; Cameron Magnall, Shelby Mann, Justin Ebert, and Charlie Todd, South High School; and Tabetha Deines, Kathy Clark, Jeff Vogt, and Darrel Dees, South Middle School. Renaissance Teachers of the Month from January through May were Angela Botz, Guillermo Rodriguez, Mason Frost, Sarah Byarlay and Ashley Hanson, Central High School. Michaela Kroeker, Michelle Smith, Callie Windholz, Regina Bicknell and Trina Chitty, Lakewood Middle School. Jessica Harris, Brittany Kisner, Kanean Wendell, Nikki Chamberlain and Jody Nutter, South High School. Todd Robinette, Kennedy Elliot, Jennifer Boyles, AnnMarie Morris and Kari Keck, South Middle School.

Twenty-one (21) You Make a Difference Awards

During the year, staff members nominate colleagues for "You Make A Difference" Awards for their support of students and the mission of Salina Public Schools. During the 2023-2024 year, the Board of Education members surprised 21 recipients during their workday with a lapel pin and handwritten note.

Nine (9) Growing Greatness Awards

A new classified staff award was introduced during the 2023-2024 school year in partnership with Nex-Tech. The award honors employees who keep our schools running smoothly, are often the first point of contact for parents and visitors and those who work behind the scenes to keep school facilities clean and secure. Recipients during the inaugural year were Jayne Benson, Katie Snyder, Stephanie Baughman, John Houser, Monica Cruz-Arias, Buffy True, Sharon Bunting, Mollie Paredes and Dayse Wiegert.

Nine (9) Teacher Appreciation Awards

The Teacher Appreciation award, in partnership with Credit Union of America, honors SPS teachers who positively affect our students and school community. It recognizes teachers for the creative ways they support, motivate and encourage learning, in and out of the classroom. Awards were presented to Marcy Boyer, Tess Leach, Brandon Agee, Stacy Garnett, Laura Bond, Gary Seibel, Betsy Rittel, Kirsten Pitko and Guillermo Rodriguez.

Two (2) Horizon Teachers

Camdyn Schieber, third grade teacher at Schilling Elementary School, and Josh Rubino, English teacher at Central High School were recognized by the board of education as the district's 2025 Kansas Horizon Award recipients.

Two (2) Teachers of the Year

The board of education recognized Kelsey Wood, Cottonwood Elementary School special education teacher, as the 2025 Elementary Teacher of the Year, and Michael Hall, Central High math teacher, as the 2025 Secondary Teacher of the Year.

Community Support and Partnerships

Salina Public Schools is enriched by local resources, opportunities and real-world connections made possible through community support. A few examples include:

- A partnership between Salina Public Schools and Saline County brought free, e-learning courses from Conscious Discipline to community members and school staff.
- Salina Family Healthcare provided flu and COVID vaccinations to school staff and brought a mobile health unit to school sites for students and staff.
- Salina Arts and Humanities' Arts Infusion program provided artists and creatives who enhance curriculum with enriching learning and exploration.
- Building Bridges brought together community members, businesses, industry professionals, families and educators to align CTE classes with workforce needs.

Student Awards

Superintendent's Excellence Awards

Certificates were presented to the following students who were state qualifiers for the following sports and activities, or who qualified to participate at the state or national level:

Boy's Golf/Central High: Jack Cain. Chris Fear is the coach.

Boy's Golf/South High: Maddox Xaysongkham, Jackson Perry, Ethan Harris, Dominique Girard, Blake Priester and Jacob Tran. Jason Hooper is the coach.

Track and Field/Central High: Kaden Snyder, Elle Denning, Jameer Moore, Mallory Renfro, Katelyn Rupe, Anna Hogeland, Allison Robinett, Jack Burt, Angel McMurray, Zack Tibbits and Christian Brosi. Mike Kilgore is the coach.

Track & Field/South High: Tamia Cheeks, Kylie Arnold, Olivia Mancino-Hinde, Calyn Conner, Alina Arceo, Ava Lemaster, Mercedes Tarver, Seth Robben, Aunisty McNeal, Bethany Hicklin and Dylan Brice. Justin Ebert is the coach.

Girl's Swimming and Diving/Central and South High: Alexandra Coykendall, Alison Coykendall, Amelia Coykendall, Azbey Peckham, Mariah Prophet, Caroline Fields, Josie Ebel and Allyson Exline. Dawn Sheforgen is the coach.

Robotics/Central High: Elijah Resano, Deion McNeal, Kegan Madison, Ethan Mullen, Diego Garcia, Shya Helzer, Kaitlyn Martin, Rorik Crepps, Marcos Lira and Paityn Trusty. Sheila Alstatt is the activity sponsor.

Softball/South High: Emily Anderson, Lily Bartley, Baylee Brin, Addison Copeland, Paityn Fritz, Maliyah Koster, MacKenzie Langer, Brylee Moss, Emily Newman, Aiyanna Revels, Aracceli Rivas, Brookelyn Webb, Sadie Xaysongkham, Macy Yost and Madison Yost. Patrick Bryant is the coach.

Boy's Tennis/South High: Andrew Schrage and Isaac Harper. Brian Pekarek is the coach.

Girl's Golf/South High: Madison Durr. Jason Hooper is the coach.

Girl's Golf/Central High: Cindric White. Alyssa Waldron is the coach.

Girl's Tennis/South High: Sofia Burns. MacKenzie Morris is the coach.

Girl's Tennis/Central High: Brooke Banninger, Claire Renfro, Addison Renfro, Mallory Renfro, Janae Montoya, and Kinsley Foth. McKenzie Weishaar is the coach.

Cross Country/South High: Alina Arceo, Lillian Davis, Josten Fischer, Ava Lemaster, Jayden Piepho, Emmalina Stevens, Korbin Dykes and Kyler Webb. Travis Peterson is the coach.

Cross Country/Central High: Liam Deniau-Young, Isak Howe, Luke Affholder, Jack Burt, Tayton Morris, Christian Brosi, Colin Rupe, Katelyn Rupe and Kaylie Shultz. Brad Dix is the coach.

Ft. Hays State Math Relays/South High: Cooper Hutton, Aryan Patel, Saikham Saekhow, Conner Stuart, Elijah Castro, Summer Fauci-Wills, Kristen Kinion, Julie Lai, Joshua Lee-Perez, Philipz Phanchanla, Bryan Farjardo-Mares, Dylan Norris, Danny Tso, Alexa Cruz-Rivera and Claire McCullough. Candace Mahoney is the activity sponsor.

Ft. Hays State Math Relays/Central High: Jake Schmitz, Carson Ablard, DJ Cooper, Alyssa Maas, Valerie VanZant, Nehemiah Gomendoza, Brock Kampling and Kolbe Shafer. Matt Dykas is the activity sponsor.

Boys' Soccer/South High: Laurits Jenson, Luke Matto, Yaden Montanez, Jessie Luna, Trayton Kinderknecht, Abram Jennings, Xayver Nouanlasy, Rylan Snell, Juan Escobedo, Seth Flores, Carson Crow, Franklin Figueroa-Ramirez, Rogelio Lara, Jose Aranda, Rodrigo

Palacios, Lander Alvarado-Escobedo, Bret Jones, Jason Berens, Dominique Girard, Saul Cabral, Joshua Soto and Damon McDonald. Trey Crow is the coach.

Unified Bowling/Combined: Pete Bernardo-Wagner, Dayton Brown, Kamden Calhoun, Reese Curtis, Zach Freeman, Baylee Helzer, Shyanne Helzer, Dey'auntrie Morton, Daniel "Collin" Welsch, Will Krannawitter, Rylee Lambeth, Callie Vargas, Rocelyn Show and Peyton Fulton. Kevin Miller is the coach.

Orchestra/Central High: Armando Duran, Olivia Gubareva, and John Rose. Lindsay Modin is the orchestra director.

Orchestra/South High: Alina Arceo. Tyler Kuder is the orchestra director.

Debate/South High: Lillian Ardis, Nevaeh Bennett, Destiny Gonzalez-Keophaymany, Elizabeth Lovett, Jose Pinedo De La Torre, and Grady Smith. Benjamin Ristow is the debate coach.

Debate/Central High: Nehemiah Gomendoza, Kegan Madison, Olivia Owings, and Mackenzie Wisbey. Emma Webb is the debate coach.

Choir/South High: Isabel Fulkerson, Kirsten Lamia, and Andres Vasquez. Eddie Creer is the choir director.

Choir/Central High: Kaiden Comeau, Grace Corman, Sarah Day, Zander Flener, Abigail Ludes, Jaxson Rutz, and Brynn Shaft. Ryan Holmquist is the choir director.

Jazz Band/Central High: Carlos Aguilar, David Alba, Corbin Banninger, Katharine Boller, Kaicee Brown, Rorik Crepps, Brock Dolton, Jordan Edwards, Caroline Fields, Landon Hutchcraft, Marques Hyman, Calum Johnson, Jasmine Kassem, Charles Kilpatrick, Tegan Lauseng, Miguel Lopez Gonzalez, Julian Lundberg, Adamaris Nava, Kristina Perkins, Travis Phillips, Mariah Prophet, Jaheim Sandoval, and Timothy Zack. Guillermo Rodriguez is the band director.

Art/Central High: William Bohrer, Rayne Fulton, Olivia Gubareva, Keelie Hill, Kotone Kitagawa, Annabelle LeSage, Kaitlyn Martin, Emily Melendrez, Alexis Penner, Mariah Prophet, Yariza Sandoval, and Kirri Sawyer. Larry Cullins, Irma Garcia, and Noah Wellbrock-Talley are their art teachers.

Theatre/South High: Emily Streeter, Mia White, Soren Mannebach, Annabella Carter, Megan Graff, Kara Davis, Averie Hartman, Kaitlyn Geist, and Chloe Vega. Shilind Wheaton is the theatre director.

Theatre/Central High: Keaton Myers, Alyssa Maas, Alyx Parker, Anastasia Corl, Andrew Graber, Anna Kraft, Benjamin Campbell, Bishop Talbott, Brynn Shaft, Addilyn Jagodzinske, Dayzie Frank, Carson Ablard, Donovan Johnson, Ellie Riekhof, Gabriel Freeland, Jaxson Rutz, Jayda Rasmussen, Janae Montoya, Brock Dolton, Madelyn Craft, Julian Lundberg, Joseph Zepeda, Kaiden Comeau, Kasheia Peterson, Katherine White, Katie Morgan, Lillian Crow, Bailee Miller, Mac Sheforgen, Mackenzie Martinez, Madison Berndt, Marcos Lira,

Mari Brown-Mereles, Michelle Simmons, Adelyn Duxler, Shya Helzer, Wyatt Angell, and Zander Flener. Barb Hilt is the theatre director.

Scholar's Bowl/Central High: Citlali Alarcon, Quinn Duxler, Nehemiah Gomendoza, Kegan Madison, John Rose, and Kolbe Shafer. Katrina Paradis and Josh Rubino are the activity sponsors.

KSHSAA State Piano Festival/Central High: Jasmine Kassem. Guillermo Rodriguez is the band director.

Boy's Swimming and Diving/South and Central High: Carson Ablard, Logan Fairclough, Brock Dolton, Daxton Foos, Ben Sheppard, and Carson Crow. Dustin Burgardt is the swim coach.

Wrestling/South High: Brayden Fencl, Dammian Hightower, Trevor McMurray – Dusseau, Dajah Jenkins, and Lauren Veit. Kanean Wendell is the coach.

Wrestling/Central High: Hunter Hall, Jase Adam, Julian Glover, Grant Herman, Abram Owings, Cooper Reves, Ty Young, Brannon Rabeth, Hailey James, Lydia Dong, Kodi Waite, and Cindric White. Lars Lueders is the coach.

Bowling/Central High: Rocelyn Show. Mike Kilgore and Kevin Miller are the coaches.

Bowling/South High: Campbell Peterson, Rita Boland, Rylee Lambeth, Odessa Miller, Saibre Montoy, Anreya Ordenez, Lakin Soden, and Callie Vargas. Seth White is the coach.

Robotics / Central High: Kegan Madison, Shya Helzer, Madalynn Mendenhall, Kaitlyn Martin, Isaac Hamilton, Rorik Crepps, Jacob Murphy, Gabriel Johns, Ethan Johns, Colton Helzer, Aaron Prough, Aydan Maholland, Mitchell Haskett, Chris Mendenhall, Alberto Ramos, Eva Arb. Sheila Alstatt is the coach.

Robotics / South High: Sarah Thongphetmanichanh. Sheila Alstatt is the coach.

Journalism/South High School: Lillian Ardis, Katie Beaman, Baylee Castro, Hailey Collins, Ariel Escalante, Jose Garcia, Mason Gardner, Jocelyn Hamilton, Saibre Montoy, Chris Strowig, Hao Tran and Phuong Tran. Kim Warren is the sponsor.

Journalism/Central High School: Carson Ablard, Madison Berndt, Angelica Dao, Jocelyn DelReal, Danica Dixson, Lydia Dong, Armando Duran, Q Duxler, Natalia Granado-Flores, Gabriel Freeland, Annabell Heath, Kaden Henderson, Hadley Johnston, Siera Keyser, Tru Lawson, Mason Nemechek, Azbey Peckham, Mykah Trusty and Cindric White. Darrin Stineman and Derrick Whitt are the sponsors.

Esports/South High School: Ayden Brunsting, Dylan Gray and Bryan Hinojosa. Caleb Stewart is the coach.

FFA/Central High School: Eva Arb, Nickolas Delmar and Kailey Dixon. Kaitlyn Elder is the advisor.

FFA/South High School: Gavin DeVoe, Madison Durr and Tate Pommer. Kaitlyn Elder is the advisor.

Forensics/South High School: Lillian Ardis, Jasper Carter, Elizabeth Lovett, Ceci Pfertsh, Jose Pinedo De La Torre, Grady Smith, Cameron Torres and Emily Truong. Benjamin Ristow is the coach.

HOSA/South High School: Sofia Burns, Nalyna Butsanoy, Raven Caesar, Sophie Daily, Gavin DeVoe, Haylee Emerson, Chloe Helsel, Cali Hensley, Morgan Janousek, Julie Lai, Josh Lee Perez, Jesus Mariscal-Valencia, Isabelah McGinty, Brylee Moss, Alena Tran-Nguyen and Macy Yost. Melissa Mahoney is the sponsor.

National French Contest/South High School: Samantha Dominguez, Kaitlyn Geist, Kristen Kinion, Julie Lai, Elizabeth Luna, Leah Mead and Jose Pinedo De La Torre. Brenda Geist-Sponsor is the sponsor.

Seal of Biliteracy/Central High School: Amisday Aguilar, Lisseth Del Real, Kassandra Galaviz, Diego Garcia, Natalia Granado-Flores, Brenda Luna Rodriguez, Emily Melendrez, Yariza Sandoval and Cristina Segura. Leo Alverado and Lexie Ellerback are the coordinators.

Seal of Biliteracy/South High School: Ruby Castro, Alexa Cruz Rivera, Emily Jaramillo and Jessica Leyva. Shelly Power and Selina Zeiler are the coordinators.

YEC- Youth Entrepreneurship Challenge/Central High School: Carson Ablard and Armando Duran. Kelly Jones is the sponsor.

YEC- Youth Entrepreneurship Challenge/South High School: Londyn Detlefson and Dylan Norris. Orlando Carmona and Melissa Gates are the sponsors.

Challenges:

Salina USD 305 is a diverse district that presents strengths but also challenges. Students' needs continue to dramatically increase. There are a larger number of special education students with severe learning and behavioral needs, more students with economic struggles and more students requiring ELL services and social-emotional support.

Salina Public Schools remains highly motivated and yet challenged to meet the state board of education's Kansans Can vision, meet accreditation requirements and incorporate the district's strategic plan goals to increase students'

1. communication skills
2. critical thinking skills
3. social-emotional skills

This three-pronged approach to ensuring success beyond high school requires meeting the complex needs of today's students. Success hinges upon resources – both human and economic.

While the Kansas Supreme Court determined that the Kansas Legislature has complied with its order to add an inflation adjustment to the multi-year funding plan approved during the 2018 legislative session, challenges linger. Under Kansas statute, special education is to be funded at 92% of excess costs; however, because projected 2024-2025 special education funding will cover only 75%, the shortfall lands on local school districts. Each year, Salina Public Schools transfers over \$5 million from the general education fund to the special education fund.

Federal ESSER funds were used to address learning gaps, both academic and social-emotional. To provide smaller group support and target students' learning loss, USD 305 added social workers, instructional assistants, behavioral and academic interventionists and additional classroom positions. With the ESSER funds ending it is a challenge to continue that targeted approach. However, as a result of the building needs assessment process, employment of additional social workers and some academic interventionists is prioritized.

Hiring and retaining staff remain challenges that are exacerbated by the low unemployment rate in Salina and the increased wages in the service industry. Creative methods to recruit and retain through tuition reimbursement, teacher apprenticeship programs and other incentives continue to evolve and be applied.

Unfunded mandates remain a challenge:

1. Kansas Board of Regents Qualified Admissions
2. Bullying Prevention
3. KIDS and other state reporting requirements
4. Jason Flatt Youth Suicide Awareness Act
5. Senate Bill 367 (Juvenile Justice)
6. Dyslexia Screener, professional learning and structured literacy requirements
7. Cardiac Emergency Response Plan

Other challenges include:

1. Implementing rules for KPERS Working After Retirement
2. Teacher recruitment and retention; shortages across Kansas are increasing
3. Building understanding that the general fund is constricted due to declining enrollment, regardless of federal funds

Barriers, varying widely and differing by student, are also challenges. Barriers identified by the board include the following:

1. Social-emotional needs
2. Lack of kindergarten readiness
3. Lack of transportation
4. Need for intensive instruction to master content
5. Chronic absenteeism
6. Poverty
7. Family instability
8. Significant learning challenges that make individual education plans necessary

9. Trauma
10. Communication skills
11. Failure to persevere when challenges arise
12. Varying levels of family engagement
13. Language barriers
14. Mobility
15. Family substance abuse
16. Student work obligations

Some system-wide barriers also exist.

1. Difficulty finding qualified teachers and staff
2. Inadequate staffing
3. Lack of substitutes
4. Limited professional learning opportunities due to lack of substitutes
5. Administrative time spent on non-instructional requirements
6. Inadequate funding for specialized services (special education, social-emotional needs)
7. Need for extended instruction
8. Amount of required testing
9. Non-academic demands placed on public education
10. Availability of timely mental health services
11. Affordable early childhood care/education
12. Lack of year-round employment for classified staff
13. Highly Qualified (HQ) testing/education requirement for classified staff
14. School calendar length – summer slide
15. Bus driver availability

Through the building needs assessment, actions to address these barriers were identified. They include:

1. Continue Visible Learning training to develop the following characteristics in students:
 - a. Students **know** their current level of understanding.
 - b. Students **know** their learning expectations and feel confident to take on learning challenges.
 - c. Students will be able to **select** tools that guide their learning.
 - d. Students will **seek** feedback and recognize that errors are opportunities for them to learn.
 - e. Students will be able to **monitor** their progress and adjust their learning.
 - f. Students will be able to **recognize** their learning and teach others.
2. Commit resources to increase pay for all staff
3. Increase support for student civic engagement
4. Expand work-based career and technical education opportunities

5. Sustain support staff (counselors, social workers, academic interventionists, behavior interventionists, roving teachers)
6. Expand services to meet our increasing non-English speaking population
7. Develop a long-range plan to ensure new staff is trained in district-wide initiatives
8. Expand academic, behavior and social-emotional tiered supports for students
9. Invest in professional development (behavior-related, mental health-related, academic)
10. Continue to provide technology resources to all students
11. Prioritize staff recruitment, including substitutes
12. Provide extended learning time
13. Expand kindergarten readiness initiatives
14. Purchase Spanish versions of textbooks and instructional materials
15. Continue i-Ready to provide individualized support for student learning
16. Expand elementary social studies and science instruction

Supplemental Information for the Following Tables

1. Summary of Total Expenditures by Function (All Funds)
2. Summary of General Fund Expenditures by Function
3. Summary of Supplemental General Fund Expenditures by Function
4. Summary of General and Supplemental General Fund Expenditures by Function
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7. Student Support Expenditures (2100)
8. Instructional Support Expenditures (2200)
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10. School Administration Expenditures (2400)
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13. Transportation Expenditures (2700)
14. Other Support Services Expenditures (2900)
15. Food Service Expenditures (3100)
16. Community Services Operations (3300)
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19. Miscellaneous Information – Transfers (5200)
20. Miscellaneous Information Unencumbered Cash Balance by Fund
21. Reserve Funds Unencumbered Cash Balance
22. Other Information – Enrollment Information
23. Miscellaneous Information Mill Rates by Fund

24. Other Information – Assessed Valuation and Bonded Indebtedness

Note: FTE is the audited enrollment 9/20 and 2/20 (if applicable) and estimated for the budget year, which includes preschool-aged at-risk and virtual enrollment. Enrollment does not include non-funded preschool. Beginning 2017-2018, full-day Kindergarten is 1.0 FTE. Beginning 2021-2022, three-year-old at-risk students were funded. This information is used for calculating Amount Per Pupil for Sumexpen.xlsx and Budget At A Glance (BAG).

KSDE Website Information Available

K-12 Statistics (Building, District or State Totals) Report Generator:

https://datacentral.ksde.org/report_gen.aspx

- Attendance / Enrollment Reports
- Staff Reports
- Graduates / Dropouts Reports
- Crime / Violence Reports

School Finance Reports (Data Central) website below:

<https://datacentral.ksde.org/default.aspx>

- Assessed Valuation
- Cash Balances
- Headcount Enrollment
- Mill Levies
- Personnel (Certified/Non-Certified)
- Salary Reports

Kansas Building Report Card website below:

<http://ksreportcard.ksde.org/>

- Attendance Rate
- Graduation Rate
- Dropout Rate
- School Violence
- Assessments
 - Reading
 - Mathematics
 - Writing
- Graduates Passing Adv. Science Courses
- Graduates Passing Adv. Math Courses

Accountability Reports website below:

<https://datacentral.ksde.org/accountability.aspx>

- Performance Accountability Reports
- Financial Accountability Reports
- Longitudinal Achievement Reports