

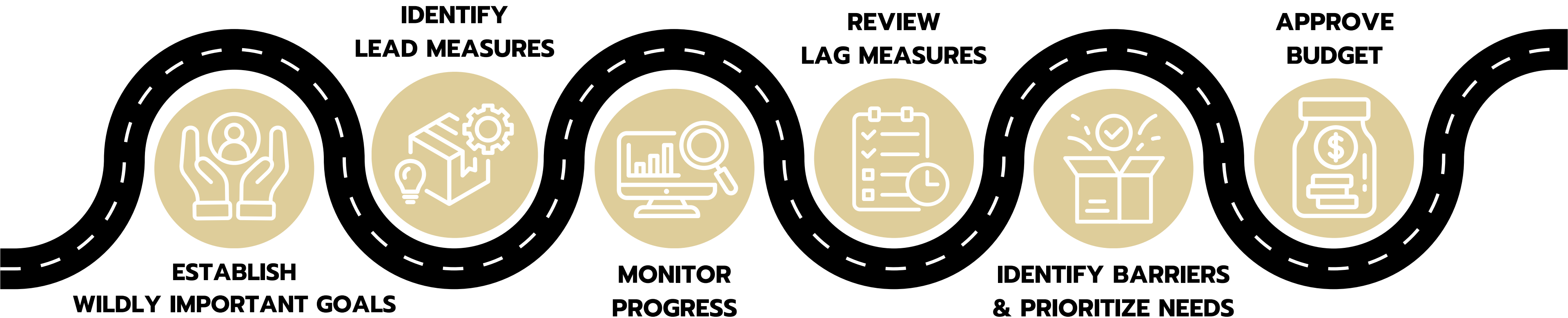


**MAIZE UNIFIED
SCHOOL
DISTRICT 266**

DISTRICT NEEDS ASSESSMENT 2025-26



DISTRICT NEEDS ASSESSMENT PROCESS





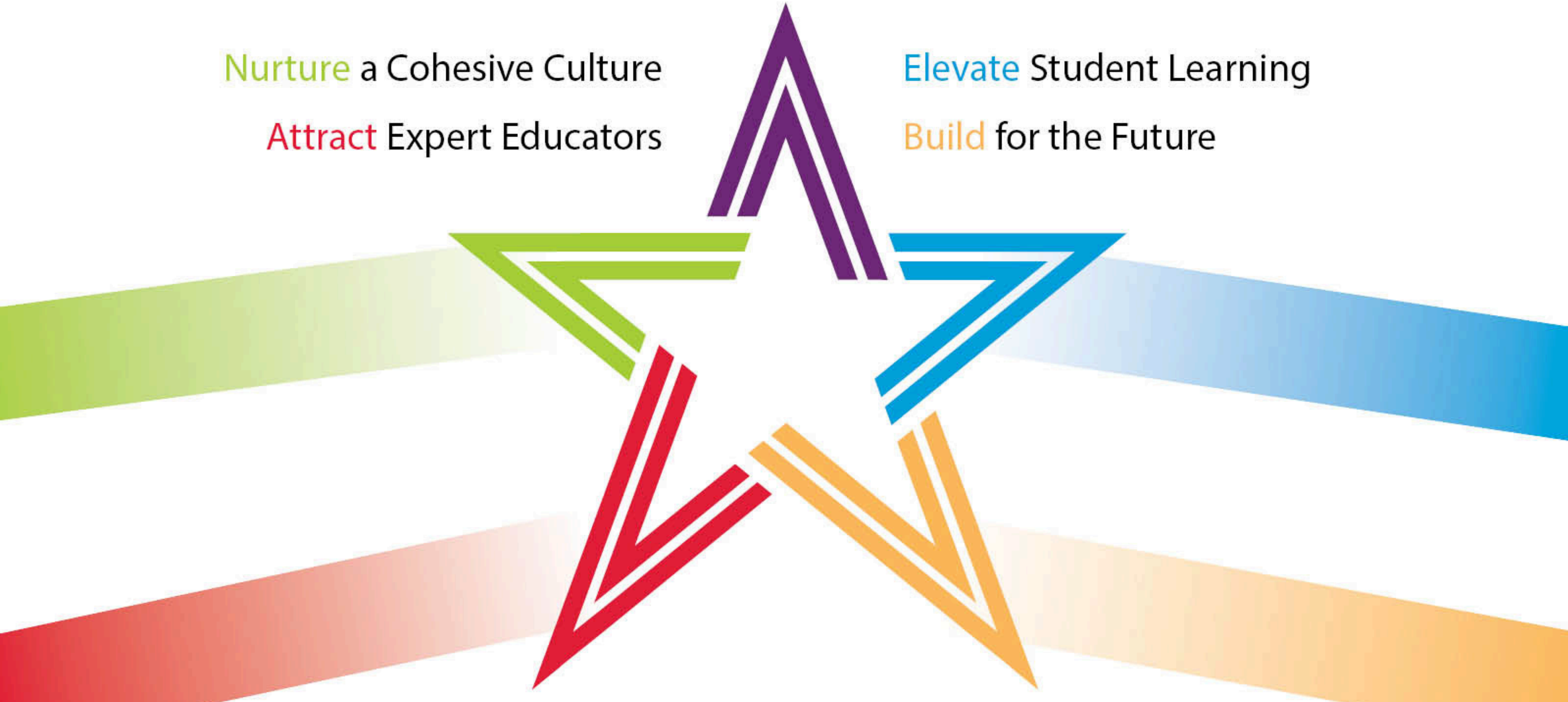
LEAD FORWARD STRATEGIC PLAN

Nurture a Cohesive Culture

Attract Expert Educators

Elevate Student Learning

Build for the Future



ATTRACT EXPERT EDUCATORS

2024-25 ACTION

Professional Learning

This year, we successfully implemented job-specific conference-style professional learning days tailored to various staff roles, including:

- Para Academy
- Clerical Kickoff
- Communications Secretary Professional Development Days

As a result, we saw increased attendance and improved satisfaction ratings across all professional learning activities, reflecting the relevance and effectiveness of the sessions provided.

Collaborative Success

Throughout the year, teams of district and Maize Education Association representatives met regularly to collaboratively review and address key topics, including:

- Elementary master scheduling
- Paid time off (PTO) options
- Staff and student safety needs
- ESOL and special education workloads
- Supplemental pay structures
- Plans of improvement processes

These efforts culminated in successful Interest-Based Bargaining (IBB) sessions, resulting in the approval of the 2025–2026 teacher contract.

Engagement & Retention

Held biannual meetings with USD 266 teacher award recipients to gather feedback and insights, helping to identify key teacher retention priorities.

Conducted employee listening sessions at every school and district department building to ensure all staff voices were heard and valued.

Facilitated monthly meetings between the Superintendent and MEA leadership, strengthening collaboration and communication across the district.



Starting with the 2021-22 school year, the Professional Development Council (PDC), made up of teacher representatives from each building and administrators, worked to align processes across the district. This included implementing sign-in sheets during each professional learning day to assist with accurate attendance and record-keeping for licensure purposes.

At the end of the 2021-22 school year, a committee was formed to restructure professional learning for paraprofessionals. Paras now attend Para Academy sessions held on four designated days throughout the school year.

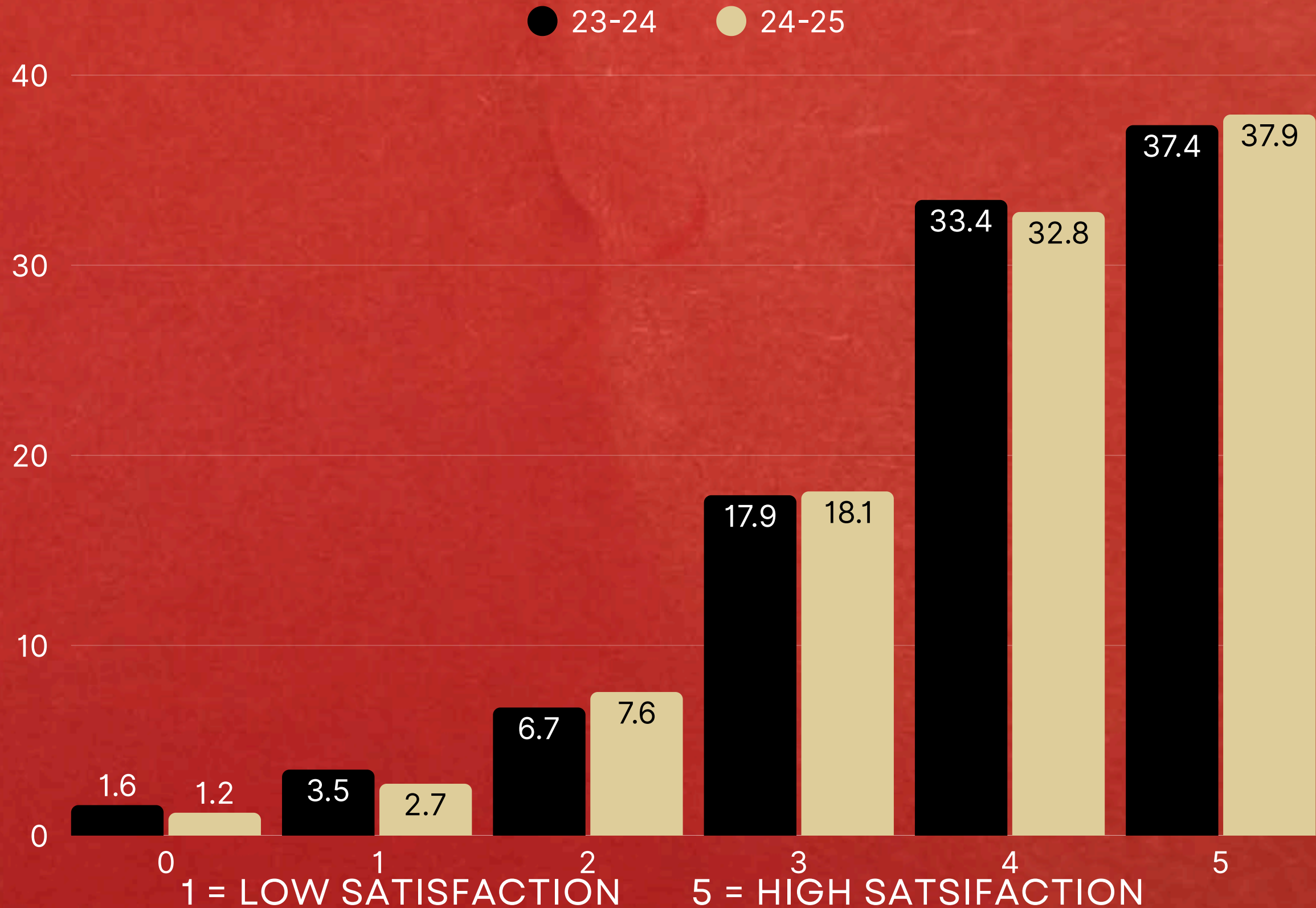
Beginning with the 2023-24 school year, a consistent survey was implemented and sent out after each professional learning opportunity to collect feedback and review data.

As a result, staff attendance at Professional Learning activities has increased by more than 4% since 2022.

ATTRACT EXPERT EDUCATORS PROFESSIONAL LEARNING



PERCENT OF STAFF AT EACH RANKING

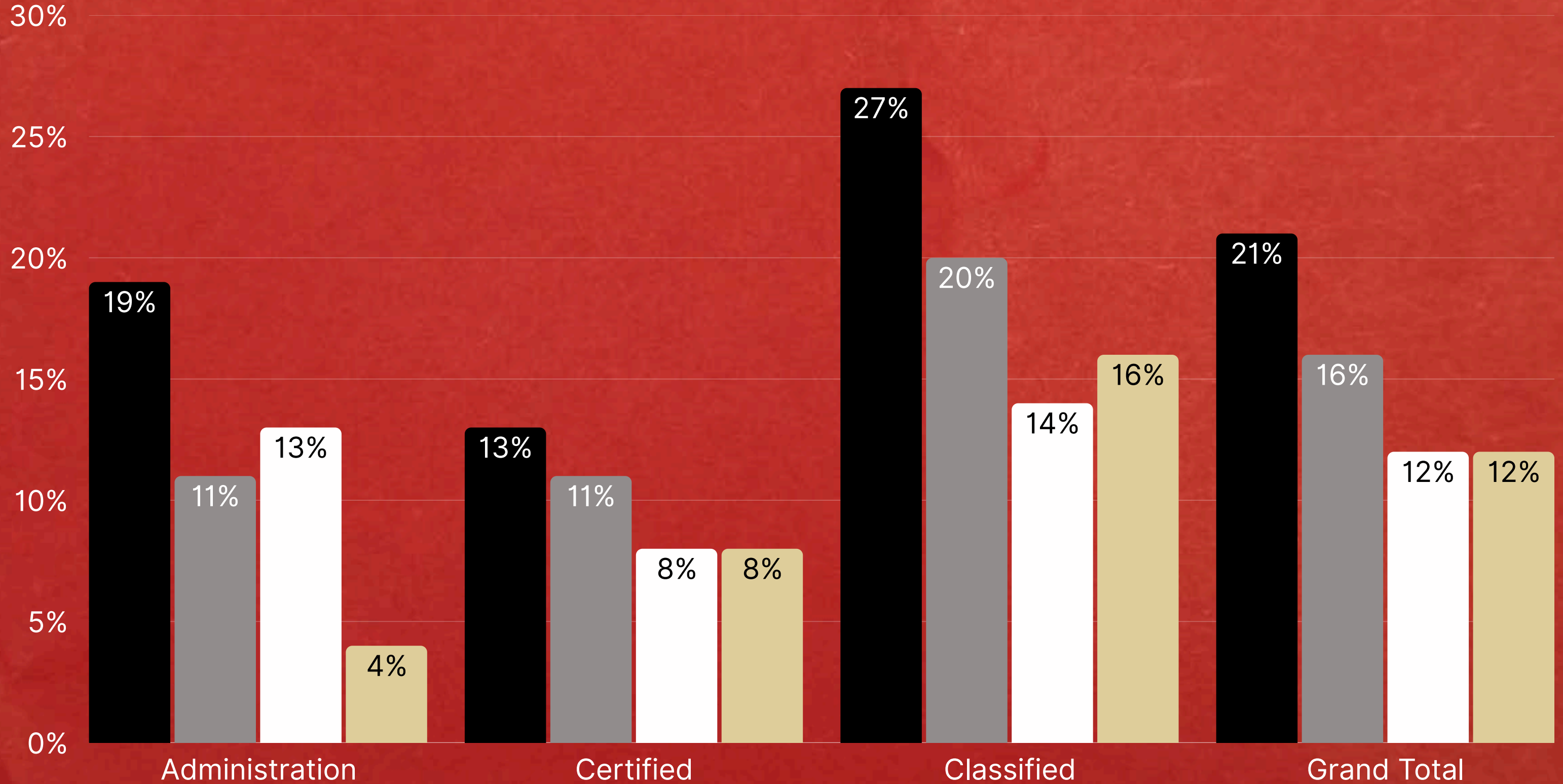




ATTRACT EXPERT EDUCATORS

STAFF TURNOVER PERCENTAGE

● 21-22 ● 22-23 ● 23-24 ● 24-25



Reduction in staff turnover by 57%

Admin turnover reduced to 4%

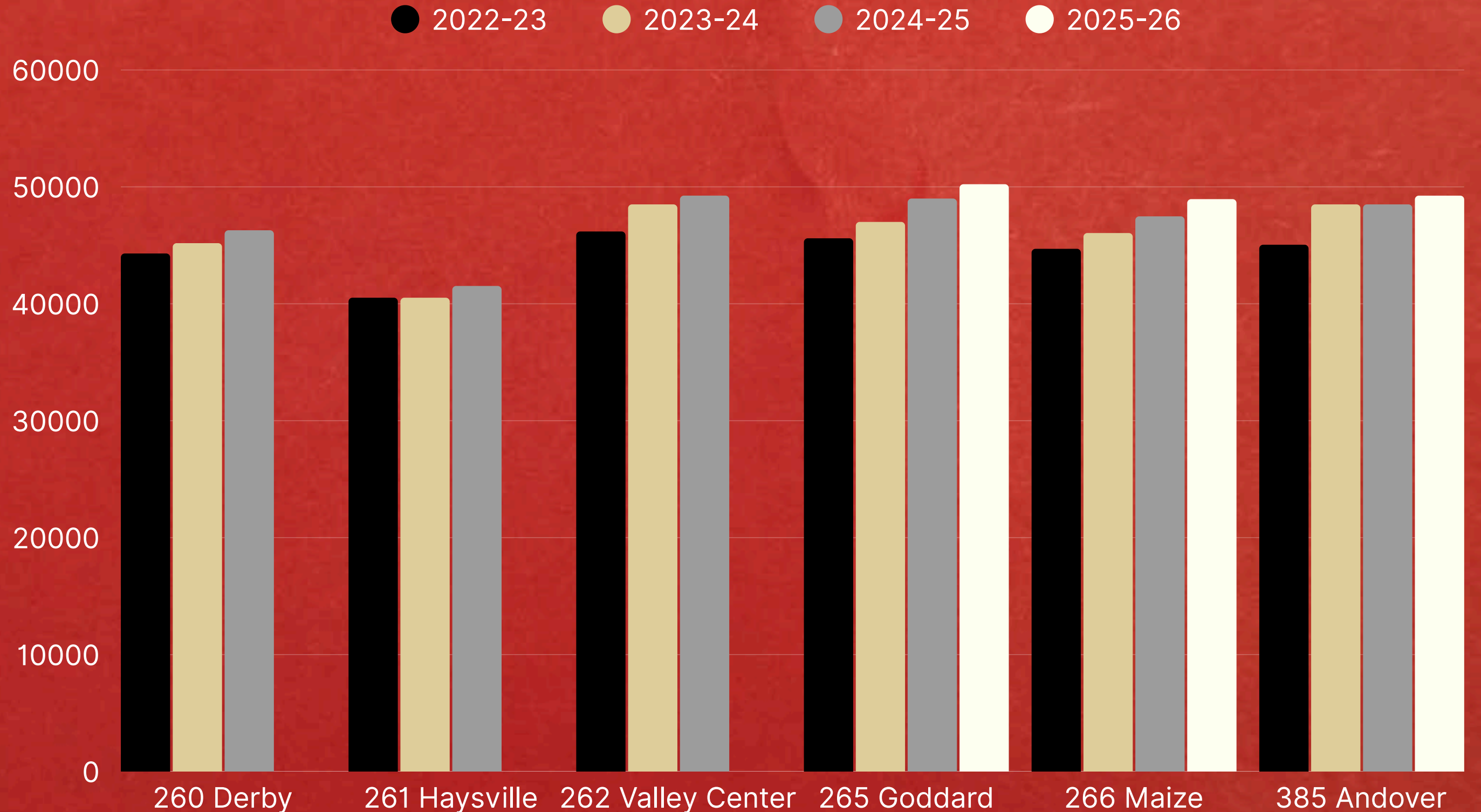
Classified turnover reduction by more than 59%

ATTRACT EXPERT EDUCATORS

TEACHER SALARY STEP 1 COMPARISON

Efficient practices and allocation of available funding to align with the District Needs Assessment has resulted in:

- ✓ Salary & Wage Increases of up to 34% for Classified staff.
- ✓ Increased support positions through At Risk funds or reallocation of existing positions.
- ✓ Increased teacher salary to become more competitive in Wichita Metro Area.
- ✓ Aligned Administrator salaries through establishing a Salary Index.



ATTRACT EXPERT EDUCATORS

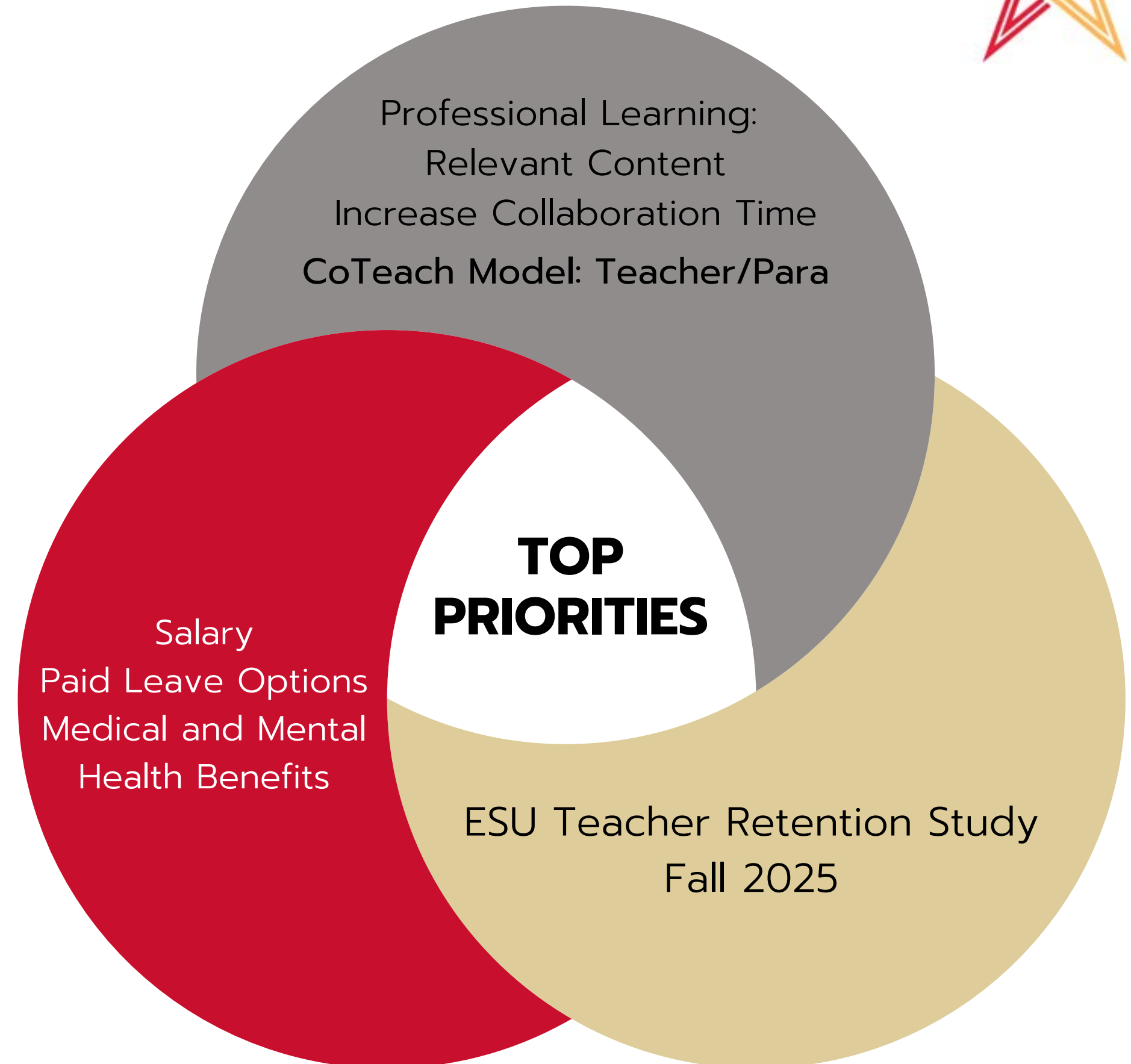


ACTION TAKEN:

- Turnover & salary comparison data were reviewed.
- Anecdotal data gathered through 20 employee listening sessions throughout the 2024-25 school year.
- District and building leader input on major themes identified.
- Interest-Based Bargaining team reviewed needs and established committee work for the following areas:
 - Elementary Master Schedule
 - Paid Time Off options
 - Safety Needs
 - English Speakers of Other Languages & Special Education case manager workloads
 - Supplemental pay
 - Plans of Improvement

RECOMMENDED BUDGET:

- Allocate funds for high-quality, relevant, and engaging professional learning opportunities for all staff.
- Maximize funding to increase salary/wages and benefits.



State Requirement

ELEVATE STUDENT LEARNING

2024-25 ACTION

Instructional Alignment

Implemented ELA pacing guides to support consistent, high-quality instruction across all grade levels.

Required each school to establish Reading Proficiency WIGs (Wildly Important Goals) and LEAD measures to drive student literacy growth.

Developed a new elementary master schedule, increasing dedicated time for reading and math instruction, while integrating a STEAM program aligned to science standards.

Completed a comprehensive science curriculum adoption for grades 5–8 and purchased updated instructional resources for grades 9–12.

Expanded Student Support

Utilized At-Risk funding to increase support personnel, including:

- Additional ESOL teachers
- School counselors and a social worker
- A math specialist
- An additional Mental Health Intervention Team member specializing in drug and alcohol therapy

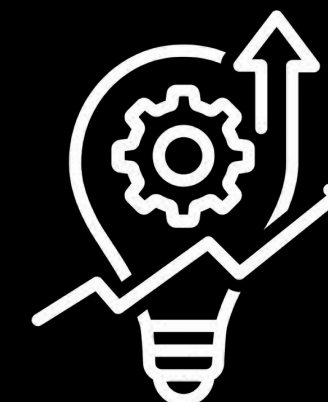
Opened a new Learning Center to assist students with credit recovery and on-time graduation.

Launched a new Extended Learning program for high school students, offered in May and June to provide additional academic support and enrichment opportunities.

Program Enhancements

Conducted a comprehensive review of course offerings and identified areas for expansion at Maize Career Academy (MCA), resulting in the addition of several new courses for the upcoming school year.

Reallocated one full-time certified position to support MCA in monitoring Individual Plans of Study and tracking student attainment of post-secondary credentials.



ELEVATE STUDENT LEARNING

2024-25 ACTION

Systems Alignment

Completed Behavior Matrices for all schools to establish clear expectations and promote consistency across the district.

Aligned Office Discipline Referral (ODR) codes with the Behavior Matrix and implemented a standardized process for consistent code assignment.

Generated quarterly data reports for each school, enabling building teams to review and analyze ODR trends to inform behavior interventions and supports.

Established regular team meetings to review instructional materials and support the implementation of ELA and Science pacing guides.

Facilitated cross-district collaboration during professional development days for department and grade-level leaders.

Provided targeted training for teachers to ensure effective implementation of ELA pacing guides.

School Improvement

All schools implemented two Wildly Important Goals (WIGs) supported by corresponding LEAD measures.

Each school selected one reading-focused WIG and a second goal tailored to its unique data and identified needs.

Schools shared their WIG progress and outcomes through presentations at Maize Board of Education meetings.

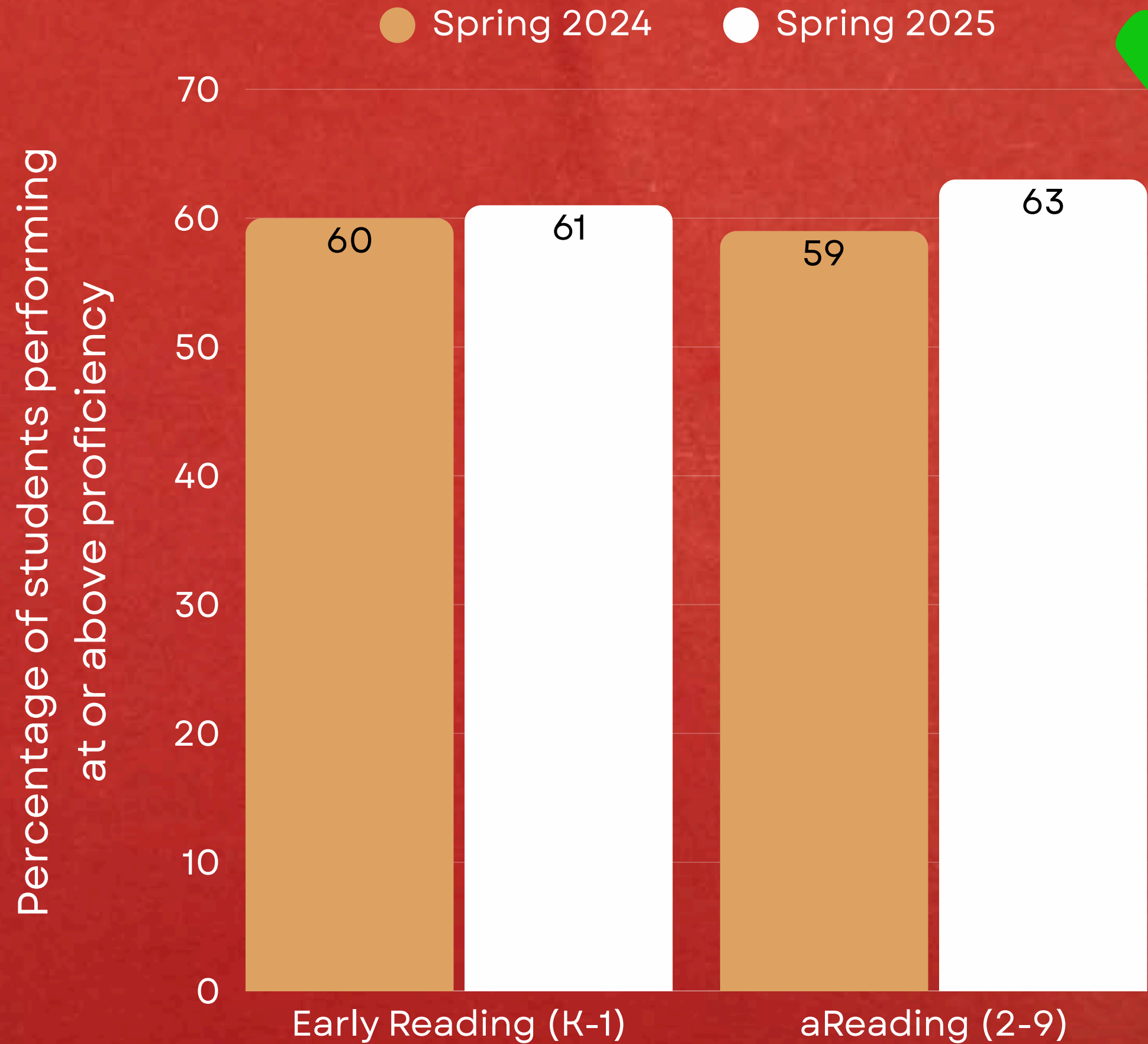
Ongoing professional development was provided to administrators and teachers to support successful implementation of the 4 Disciplines of Execution (4DX) framework.



ELEVATE STUDENT LEARNING

FASTBridge Assessments showed gains in Reading this year.

READING FASTBRIDGE ASSESSMENT

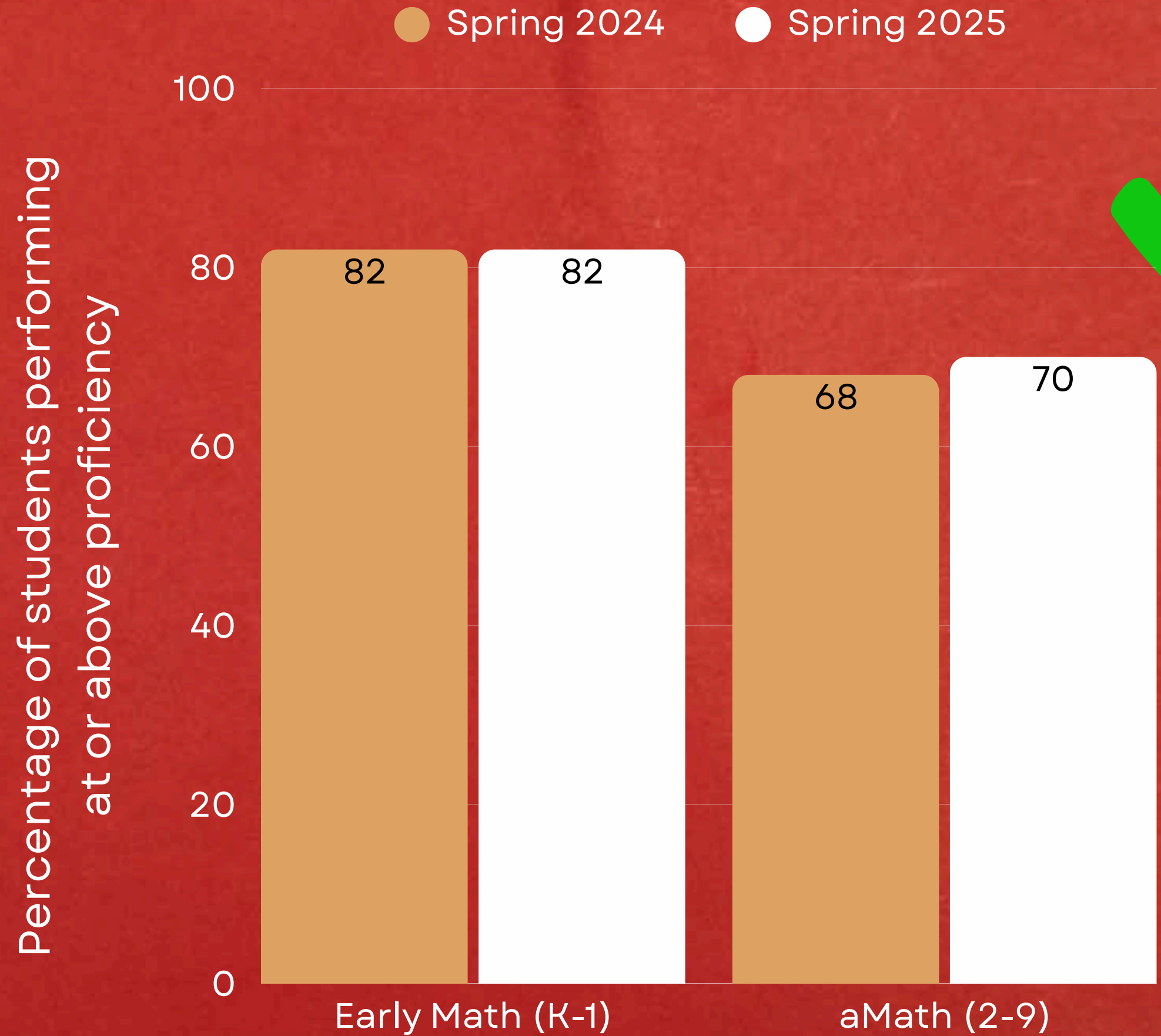


ELEVATE STUDENT LEARNING

FASTBridge Assessments showed gains in Math again this year.

Math achievement in Kindergarten and 1st grade is ideal!

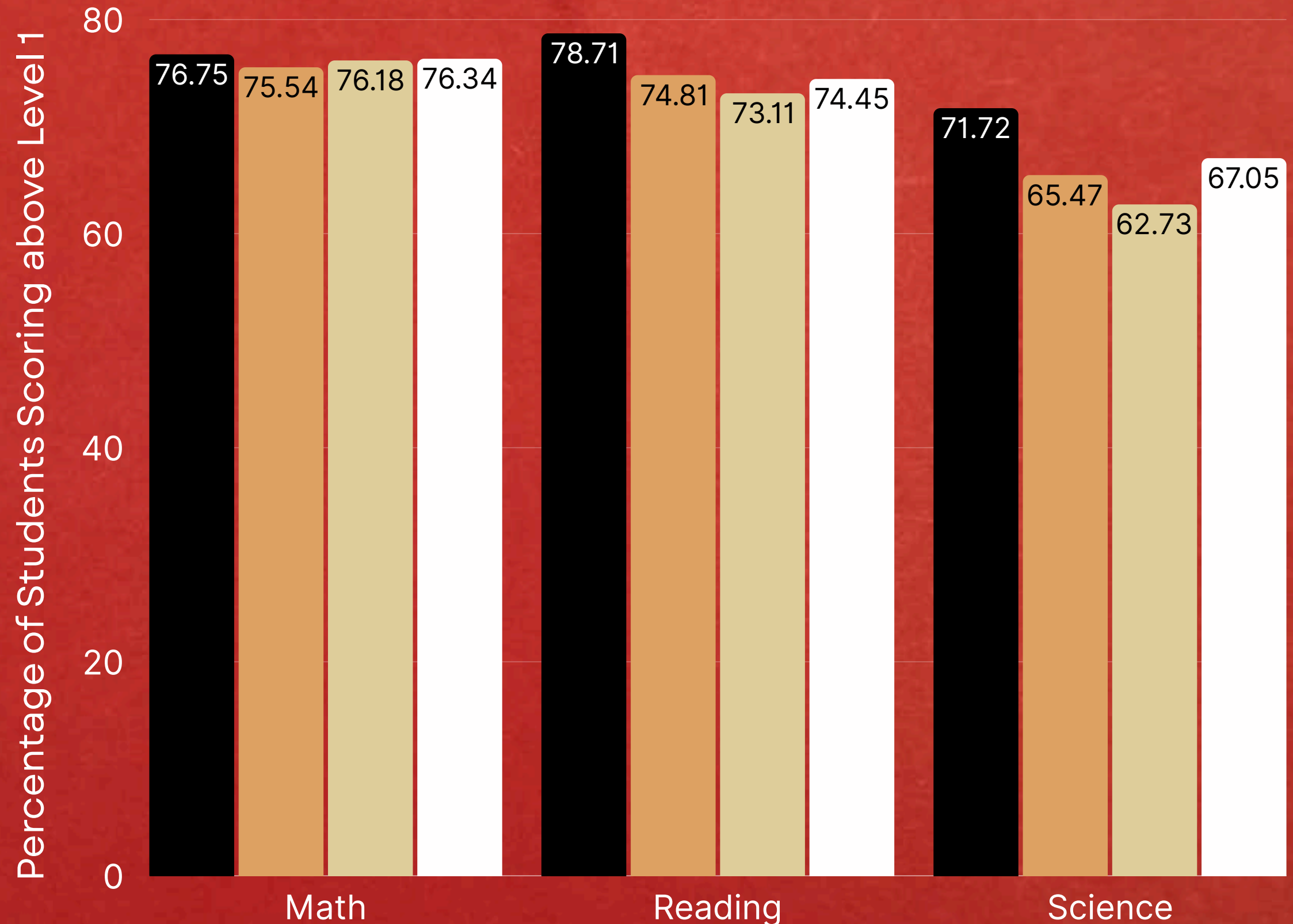
MATH FASTBRIDGE ASSESSMENT



ELEVATE STUDENT LEARNING

KANSAS ASSESSMENTS

● 2021 ● 2022 ● 2023 ● 2024



✓ Student Performance increased in all 3 Core areas in 2024. And all areas are above the state average.

✓ Significant improvement shown in Science.

✓ Reading performance downward trend reversed for the first time since 2019 (last record in Kansas State Department of Education archive).

Kansas Assessment Results for 2025 will be released in September.

ELEVATE STUDENT LEARNING



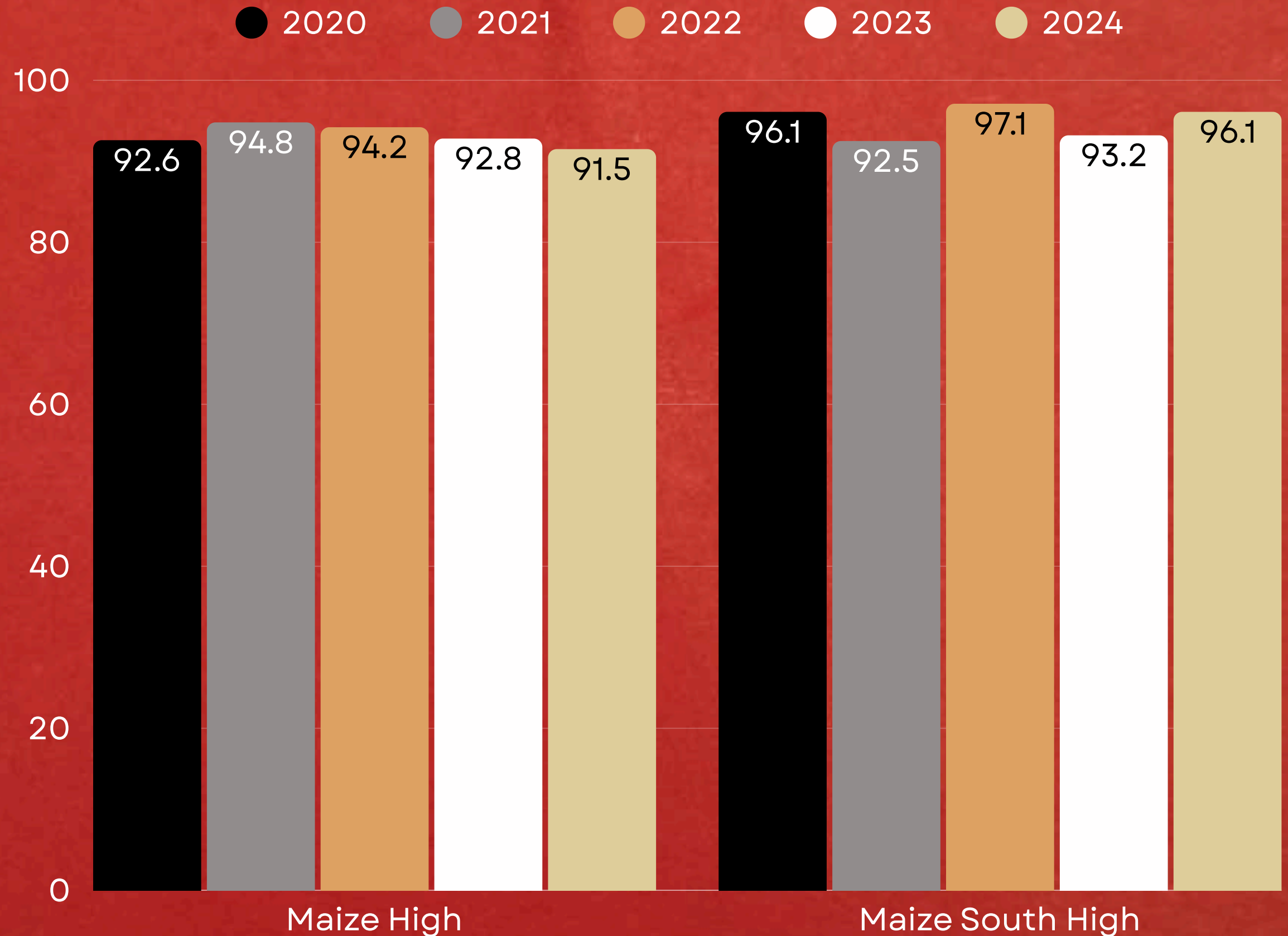
Both high schools consistently outperform the state average (The Kansas statewide graduation rate was approximately 88.7% in 2023 and 89.5% in 2024.)



Maize South High has rebounded strongly in 2024, improving from 93.2% to 96.1%, and has exceeded 96% in 4 of the last 6 years.

Maize High has experienced a gradual decline over the last three years (94.8% → 91.5%).

GRADUATION RATE



ELEVATE STUDENT LEARNING GRADUATION RATE



New Learning Center helped 321 students earn 148.5 of credits.



Complete High School Maize helped 38 students graduate this year. The CHSM wait list has been reduced from 50+ students (prior to 2024) to 15 (current # for Fall 2025).



New Summer credit Recovery program assisted over 114 students recover credits.

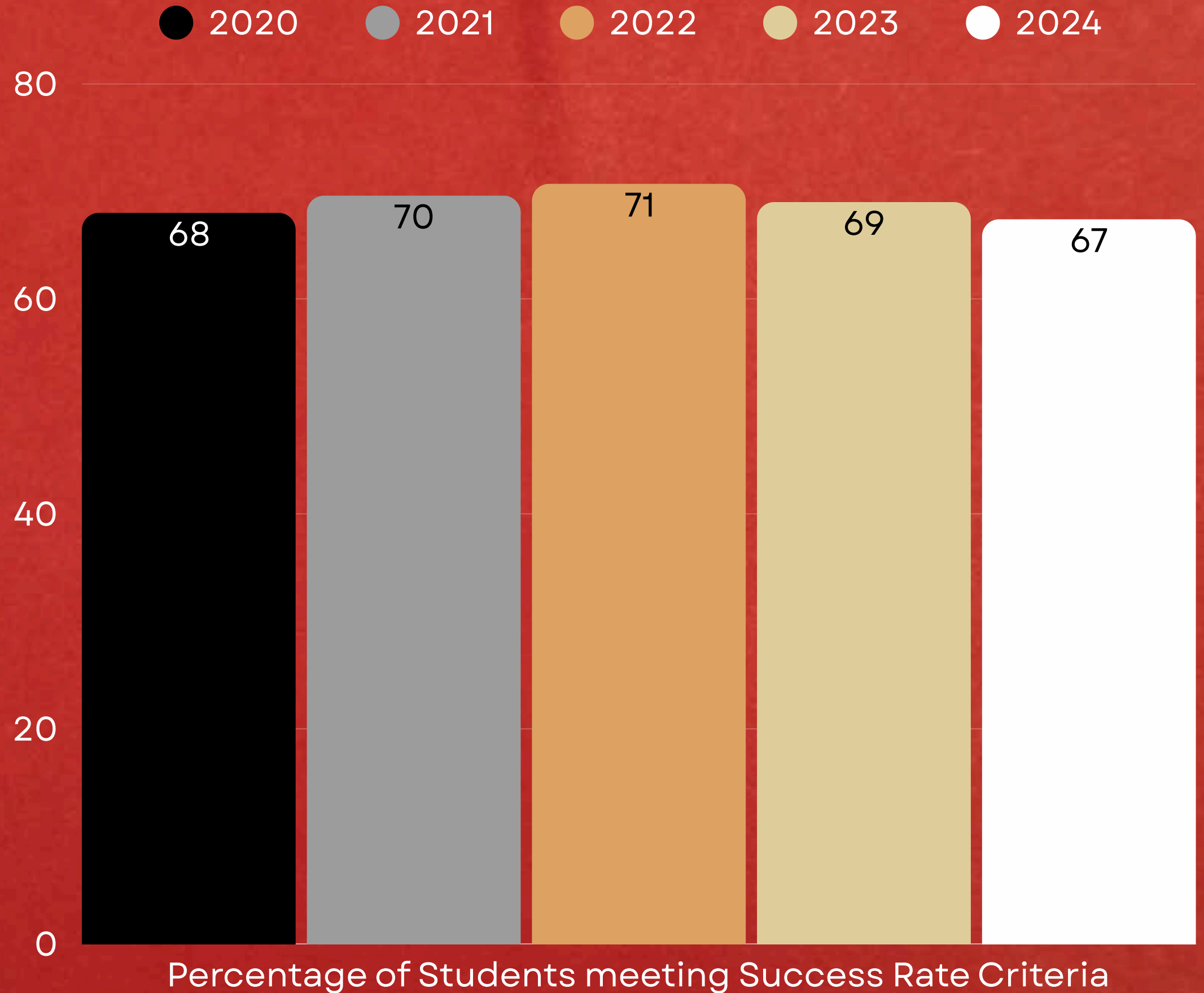


ELEVATE STUDENT LEARNING

Decreasing trend data for post secondary success rate.

- Review courses with certificate or licenses embedded.
- Review college transition support.
- 2025-26: Additional position at MCA for assisting students with IPS and transition planning.
- Consider expanded opportunities for students through MCA and dual credit courses.

POST SECONDARY SUCCESS RATE



ELEVATE STUDENT LEARNING

Maize USD 266 has steadily increased STAR Recognitions from the Kansas Department of Education between 2021 and 2024.

We are anxiously awaiting the ratings for 2025!



KANSAS STAR RECOGNITION

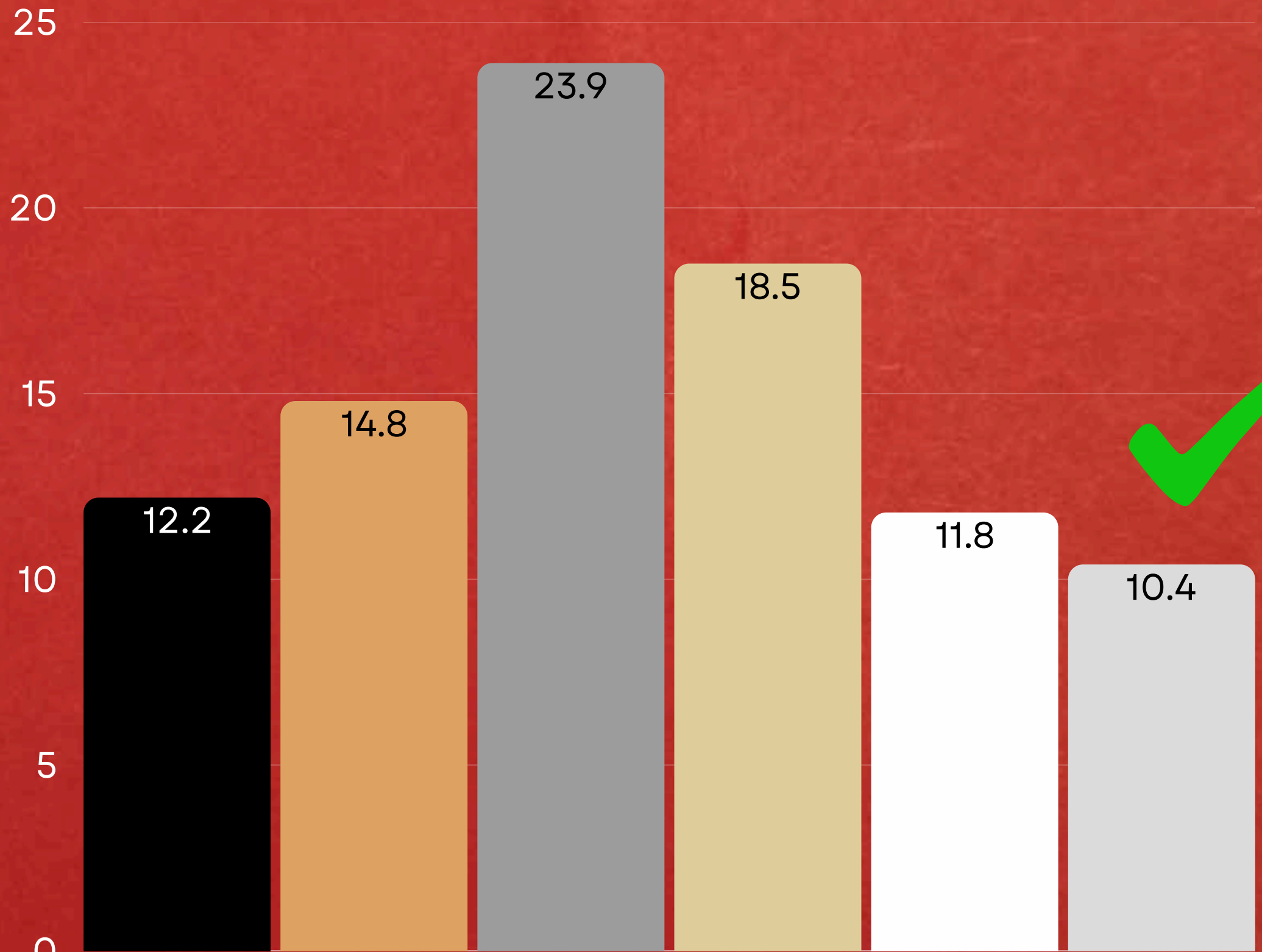
	2021-22	2022-23	2023-24
Social Emotional Growth		★	★
Kindergarten Readiness			
Individual Plan of Study	★	★	★
Academically Prepared	★	★	★
Civic Engagement			
High School Graduation	★	★	★
Postsecondary Success	★	★	★

ELEVATE STUDENT LEARNING

Students who are Chronically Absent miss more than 10% of the school days in a year.

Maize USD 266 has reduced chronically absent students by more than 50% in the last 3 years.

CHRONIC ABSENTEEISM



Percentage of Chronically Absent Students

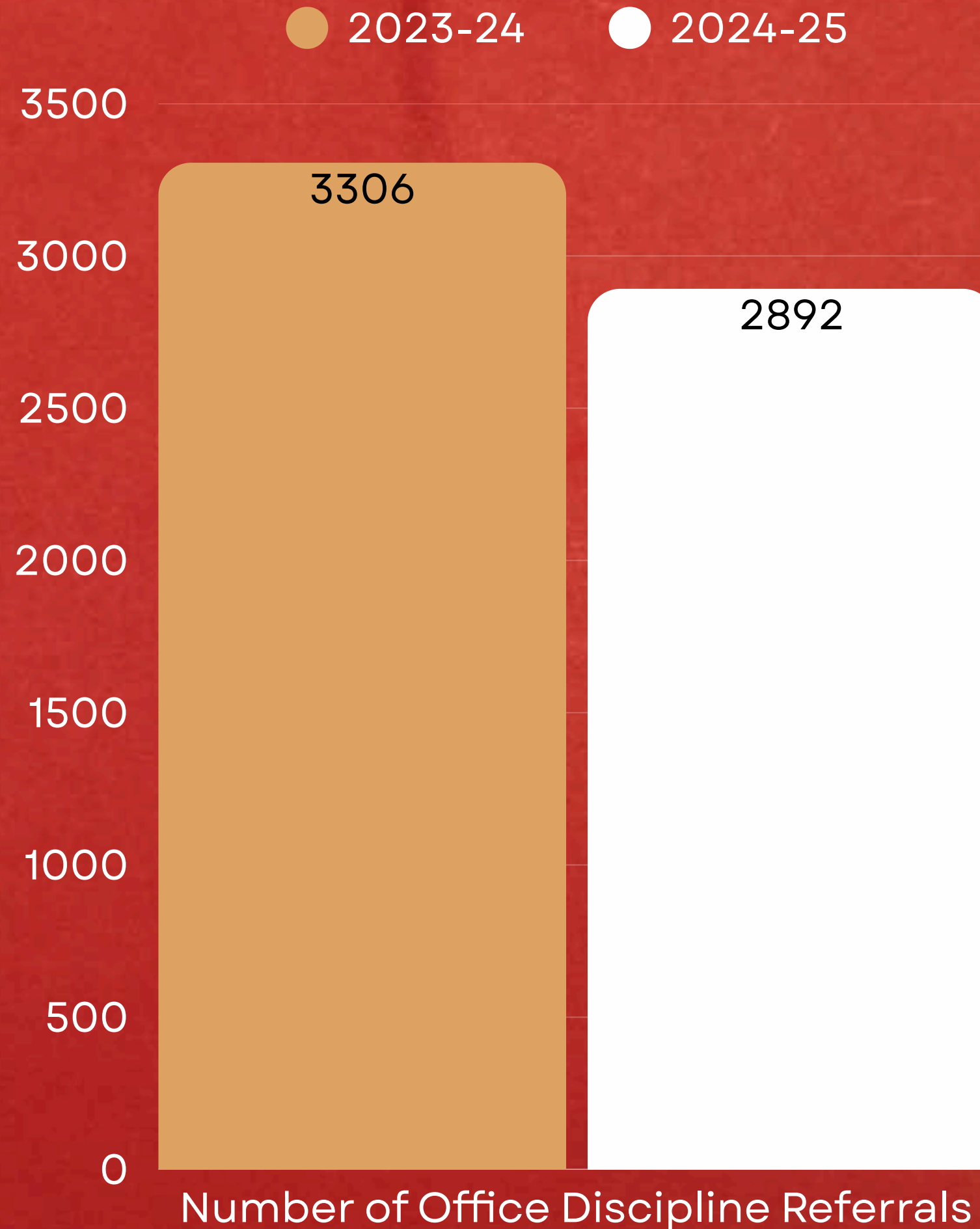


Office Discipline Referral codes were aligned district wide and all entered into Skyward for the first time in 2023-24.

Regular reports were run this year and sent to principals to be reviewed by building teams.

Office Discipline Referrals decreased by 13%, meaning more time spent learning in the classroom.

OFFICE DISCIPLINE REFERRALS



ELEVATE STUDENT LEARNING

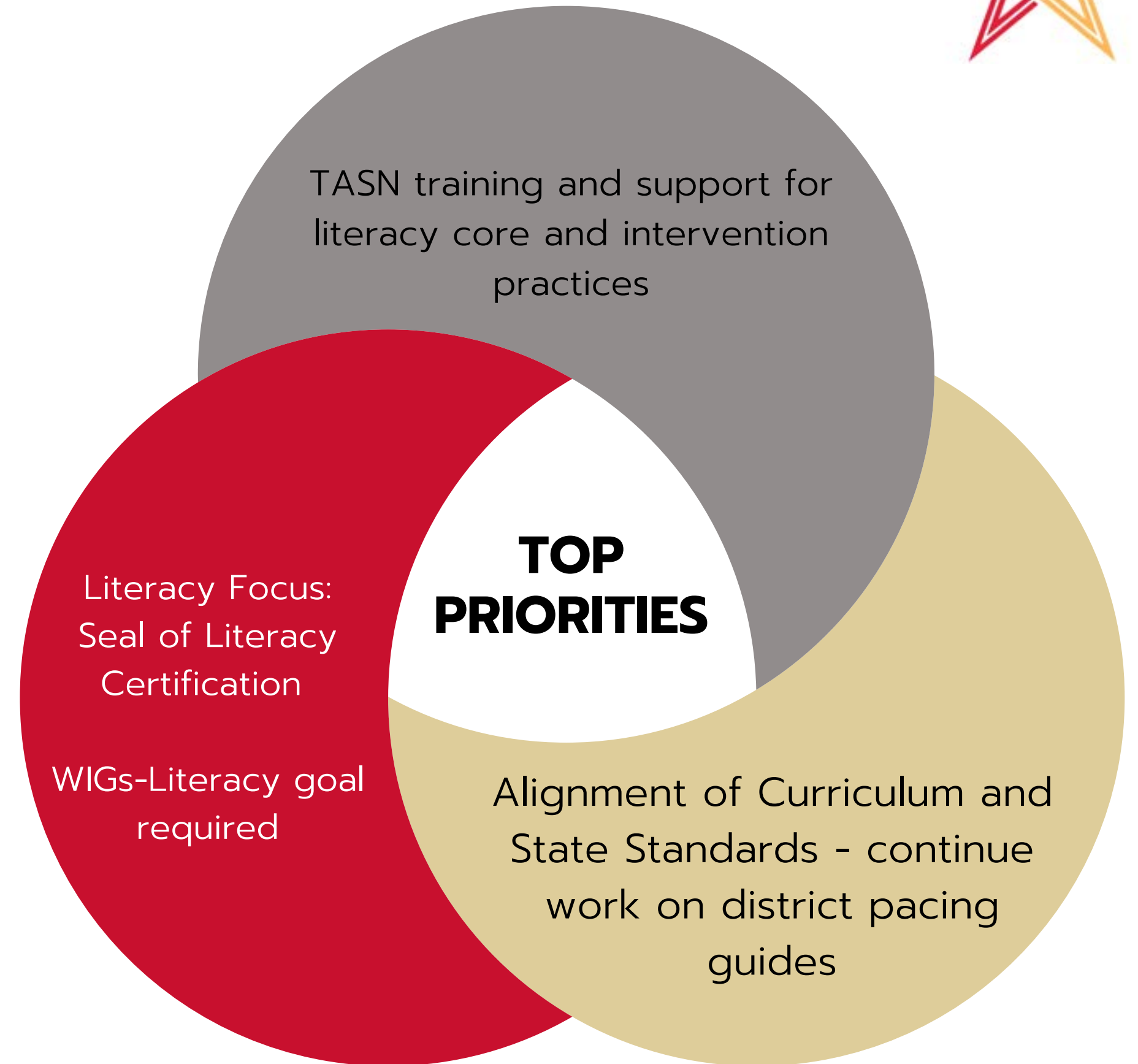


ACTION TAKEN:

- Analysis of state assessment results for 2023-24.
- Barriers identified for student achievement in Level 1 (page 20).
- Anecdotal data gathered through 20 employee listening sessions throughout the 2024-25 school year.
- Implemented Wildly Important Goals, Lead Measures, and Lag Measures identified for each school.
- District review of Early Warning Indicator data by school each quarter.

RECOMMENDED BUDGET:

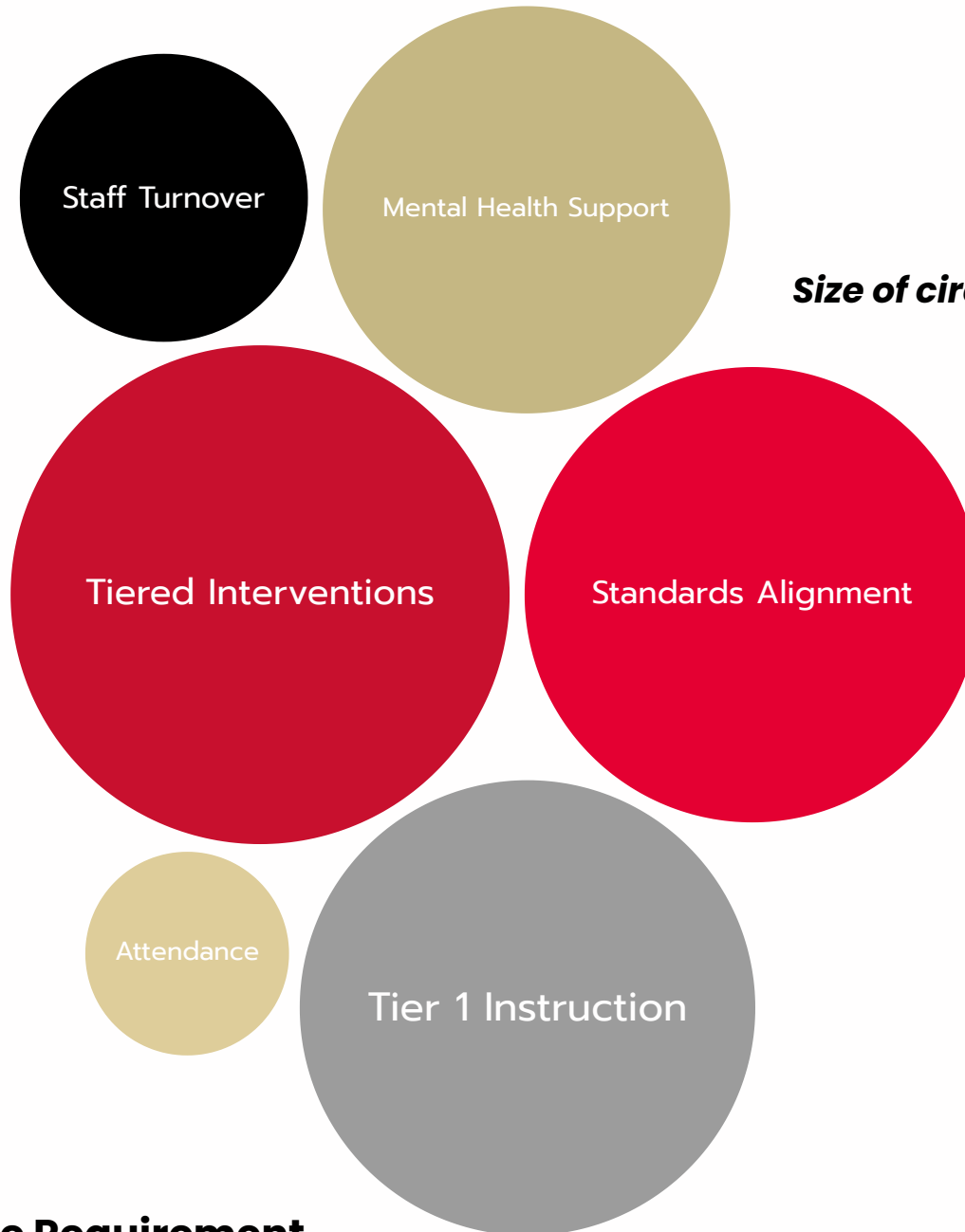
- Additional ESOL teacher - finalize south campus expansion
- Student Support Liaisons at VES, MIS, MMS, and MHS
- Reading Specialists at MHS and MIS
- Continue 9-12 Credit Recovery programs and After-School Tutoring for K-4



State Requirement

STUDENT ACHIEVEMENT - KANSAS STATE ASSESSMENTS

IDENTIFIED BARRIERS TO ACHIEVEMENT BEYOND LEVEL 1



Size of circle indicates priority.

State Requirement

NURTURE A COHESIVE CULTURE

2024-25 ACTION



Stakeholder Involvement

Maintained high levels of participation and collaboration within the District Site Council and District Leadership Teams throughout the year.

Scheduled the inaugural meeting with PTO and Booster Club leaders for July to strengthen community partnerships.

Superintendent Student Advisory Team members actively served as student representatives on both the District Site Council and the Facility Steering Committee, ensuring student voices are included in district decision-making.

Communications

Continued training building communications secretaries on best practices and new website functionalities to enhance district-wide communication efforts.

Awaiting the final audit report, after which we will begin a thorough review of recommendations to guide ongoing improvements.



NURTURE A COHESIVE CULTURE



ACTION TAKEN:

- Creation and rollout of a new district website featuring updated content, functionality, and compliance with ADA standards.
- Anecdotal data gathered through District Site Council meetings and employee listening sessions held throughout the 2024-25 school year.
- Participated in NSPRA Communication Audit and will review findings & recommendations when received.
- Implemented three parent listening sessions at various sites in the community.

RECOMMENDED BUDGET:

- Continue Finalsite contract.
- Explore new mass notification system.

State Requirement



BUILD FOR THE FUTURE

2024-25 ACTION



Facility Master Plan

Achieved excellent attendance and active engagement at facility committee meetings throughout the year.

Finalize the comprehensive facilities plan in early fall for Maize Board of Education review and approval.

Capital Outlay plan approved, prioritizing maintenance needs and smaller projects including:

- MSHS Soccer Complex improvements
- New turf installation at MHS and MSHS football fields
- Turf infields for JV baseball fields
- Construction of a new Enrollment Center



BUILD FOR THE FUTURE



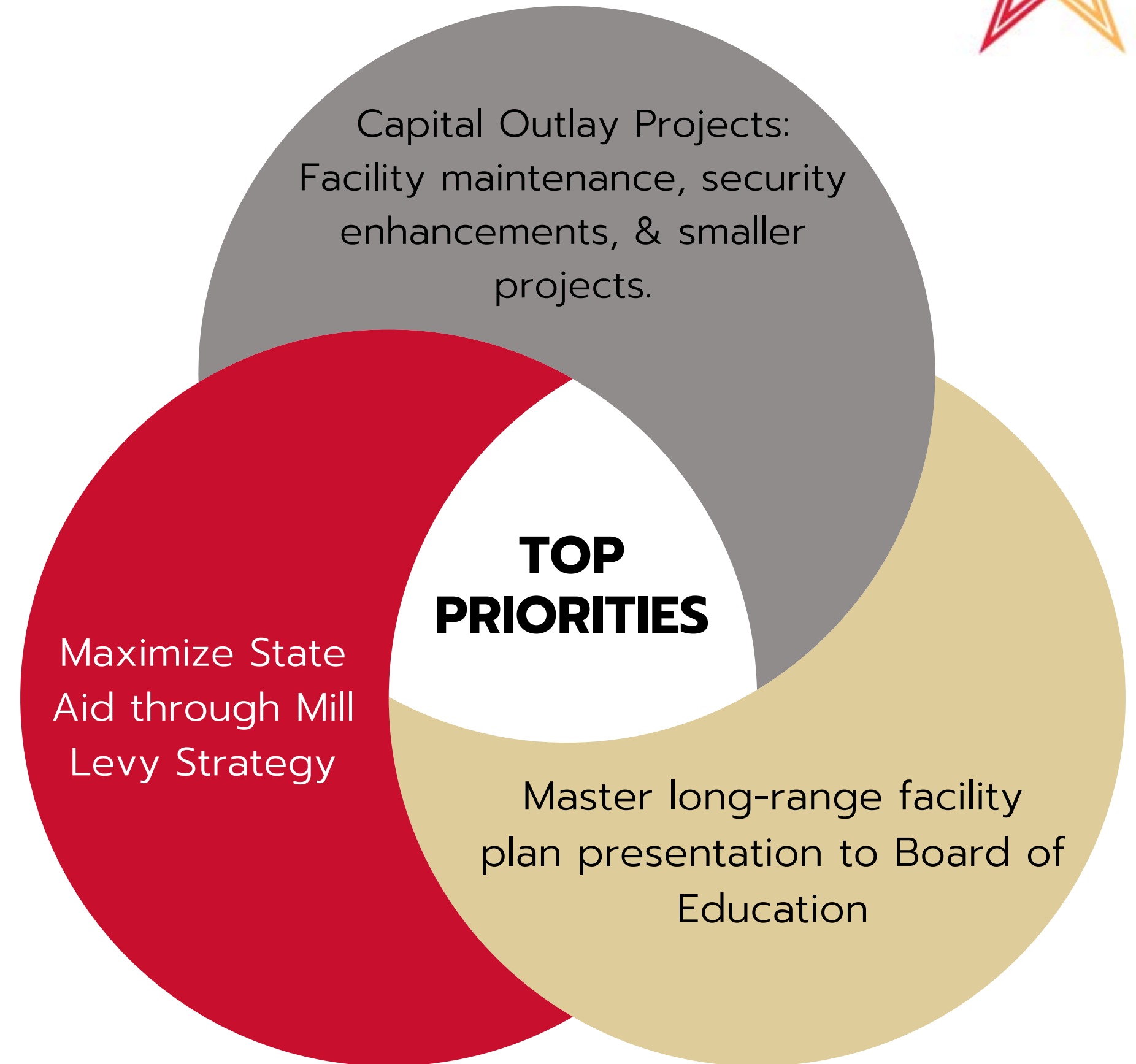
ACTION TAKEN:

- Analysis of USD 266 Demographic Study by Davis Demographics and current Facility Usage study by Schaefer Architecture.
- Review with Piper Sandler of assessed valuation growth, mill levy distribution, and current balances in bond and capital outlay funds.
- Facility Steering Committee meetings held monthly during the school year.

RECOMMENDED BUDGET:

- Finalize Steering Facility Committee's planning process and submit long-range plan for BOE approval.

State Requirement





**MAIZE UNIFIED
SCHOOL
DISTRICT 266**

DISTRICT NEEDS ASSESSMENT 2025-26