

USD 261

Strategic Plan Updates

Year 4

2009 - 2014

- Student Learning & Success
- High Quality Workforce
- Facilities & Infrastructure
- Community Partnerships

June 2013



Strategic Goal Area: 1.0

Student Learning and Success

ON TARGET

OUR MISSION: TO ADVANCE LEARNING FOR ALL THROUGH THE RELENTLESS PURSUIT OF EXCELLENCE

CIA Work
(Curriculum, Instruction, Assessment)

MULTI-TIERED SYSTEMS OF SUPPORT

- ✓ AVID at middle level – exploration
- ✓ Interventionist positions
- ✓ Development of GEI form & SIT training
- ✓ Career Fair & process used to hire Learning Facilitators
- ✓ Focus on writing KWIET
- ✓ Intentional implementation of CCR Practices
- ✓ Red/White schedule change
- ✓ Elementary & district wide Spelling Bee & Battle of the Books competition
- ✓New IEP format & implementation



CIA Work
(Curriculum, Instruction, Assessment)

MULTI-TIERED SYSTEMS OF SUPPORT

- ✓ Middle school math course alignment for CCR
- ✓ Project based writing course for gifted
- ✓ PreK-1 Concept Committee
- ✓ ELA Committee
- ✓ Added Math support by reconfiguring the Learning Facilitator positions
- ✓ Partnership with WATC for dual credit
- ✓ Health Science pathway
- ✓ Expansion of MS tiered options
- ✓ Autism team consultations and support



CIA Work
(Curriculum, Instruction, Assessment)

DATA

- ✓ My Data First, AIMSWeb – data at fingertips
- ✓ Participation in Smarter Balanced pilot
- ✓ Assessment process & procedures aligned
- ✓ Improved PAT screening processes
- ✓ Patterns of Strengths and Weaknesses for new Special Education Evaluation

SAFE ENVIRONMENT

- ✓ PBIS programs in Transportation
- ✓ Blending of PBIS, OLWEUS & CKH
- ✓ HOPE and SPARK Programs
- ✓ School safety plan



Instructional Technology Integration

- ✓Kindle Fire tablets are being used in the PAT program and PreK classroom at Ruth Clark
- ✓Two carts of 20 Apple iPads have been implemented for the elementary after school HOPE program
- ✓ A cart of 22 Samsung Galaxy 2 tablets has been deployed for student use at HHS
- ✓CHS Social Studies department started a BYOD (hybrid) initiative
- ✓Learn Pad Tablet field test was initiated at Prairie Elementary.
- ✓Tablets are being used at Rex in several classrooms.



Instructional Technology Integration

Student Learning & Success

- ✓A case study was done by Mimio about the deployment and use of Mimio products in USD 261.
- ✓Tech Tools for Educators online training resources were created
- ✓Class Link's Launch Pad field test at Campus
- ✓New library software for all schools
- ✓Haysville MS math department added to "flip classroom" using Edmodo
- ✓Updated computer laptops for certified staff
- ✓Fine tuning to Copy Center
- ✓New desktops in HHS lab



Professional Learning

- ✓ Professional Learning 4 Leaders was created
- ✓ Deconstruction of KS College & Career Ready Standards (PreK-12 Reading and Math)
- ✓ Capturing Kids' Hearts training
- ✓ Leadership Blueprint training
- ✓ Mentor program
- ✓ OAE Training – hosted and attended PAT
- ✓ UNIQUE curriculum training
- ✓ Coaching Leadership Academy
- ✓ Depth of Knowledge training



Professional Learning

- ✓ Literacy First training continued including a focus at the Secondary level
- ✓ Project based learning training for leadership team
- ✓ Leadercast
- ✓ Book studies including The Five Languages of Appreciation
- ✓ Leadership Coaching training for the administrative team
- ✓ Speech assistant training implemented through Special Ed



Accomplishments

- ✓ Authorization of IB Program at CHS
- ✓ KTOY finalist and team visit
- ✓ Blue Ribbon nomination at CHS
- ✓ Activities receiving 1 ratings: band, choir
- ✓ District received Learning Forward Classified Development Award
- ✓ Odyssey of the Mind attended Worlds
- ✓ Business Professionals Assoc. qualifying for Nationals & National winner
- ✓ HHS provided 1200 hours to city in volunteer work
- ✓ National Title I Distinguished School – Nelson



Accomplishments

- ✓ SOE for district – from 23 in 2009 to 42 in 2012
- ✓ Boys and girls bowling teams – state runner up
- ✓ Jester awards and nominations at CHS
- ✓ Julliard Scholarship winner
- ✓ Student Leadership groups at Freeman
- ✓ Kansas Student Council Sponsor of the Year
- ✓ Student Council at CHS – Council of Excellence
- ✓ Forensics – national qualifiers



2012-2013 Strategic Plan Report

2.0 Highly Effective Workforce



Goal Champions:
Becky Cezar and Michael Clagg

2.0: Goal Statement:

"To recruit, develop, and retain a highly effective workforce."

- 2.1: 100% highly effective workforce
  - 2.1.1: Recruit highly effective workforce
  - 2.1.2: Effective and timely evaluation of all staff
  - 2.1.3: Effectively utilize Teacher Insight
- 2.2: Targeted professional learning
  - 2.2.1: Substitute teacher training
  - 2.2.2: Assess staff needs
  - 2.2.3: Systemic on-boarding
- 2.3: Highly effective workforce retention
  - 2.3.1: Maintain workforce satisfaction through feedback
  - 2.3.2: Differentiated workforce mentoring programs
  - 2.3.3: Creative scheduling of workforce development
  - 2.3.4: Incentives designed to encourage job satisfaction



2.1.1 : Recruit highly effective workforce

- We developed our new district logo and have it on display at Town West Mall.



- We continued to expand our local job fair by including classified employees this year.
- We were able to add a math position at HWMS
- All Title and Sp. Ed. Paras are “Highly Qualified”

2.1.2 : Effective and timely evaluation of all staff

- We notified the Kansas State Department of Education and the Haysville National Education Association of our intent to develop a new teacher evaluation protocol to meet federal guidelines.

- A similar instrument for principals currently under development.

2.1.3 : Effectively utilize Gallup Teacher Insight

- Not one termination, non-renewal or "council out" has been on the T.I. approved list for five years.

- Over the last five years, 48%, 50%, 80%, 76%*, and 89%* of our hires were above the "cut score".

* (The cut score moved from 65 to 72 two years ago)

2.2.1 : Substitute Teacher training

- Last year was the first time “experienced” substitute teachers needed to refresh their training. They refresh every three years.
- We now do updated training twice a year.
- A “GYO” option for paras who met sub license requirements was initiated to reduce disruption to students.

2.2.2 : Assess Staff Needs

- Climate surveys were done at each school and shared with staff.
- Exit survey data was shared with central office administrative staff.
- The Gallup student survey was administered.
- We constantly updated job descriptions.

2.2.3: Provide Systematic On-boarding

- An improved on-boarding protocol was developed and put into place this year.
- A “new and improved” on-boarding protocol is under development in conjunction with the new office management system.

2.3.1 : Maintain Workforce Satisfaction

- We continued to administer and analyze exit survey data.
- “Fun Days” were added to foster collegiality.
- Mr. Schutte is in the process of writing his dissertation on the topic of job satisfaction. We will soon have our own in-house expert!
- Two paras have completed teacher licensure!

2.3.2 : Differentiated Workforce Mentoring

- Added a night custodial crew supervisor
- Developed training manuals for classified staff
- Paired administrative staff for mentoring
- New teacher mentoring and training expanded
- New driver trainers at transportation

2.3.3 : Creative Scheduling of Workforce Development

- We increased to six the number of pre-service training days for 2013 – 2014.
- We clarified how we were going to resolve disputes over building schedules, through negotiations.

2.3.4 : Incentives to Improve Job Satisfaction

- The district was able to provide raises.
- “Fun Days”
- Star Polisher
- Horizon and Kansas Teacher of the Year winners
- Mr. Schutte’s doctoral dissertation will focus on this topic!
- Capturing Kids Hearts renewed many staff

Haysville USD 261 Strategic Plan
Strategic Goal Area 3: Facilities and Infrastructure
June 2013

2009-2014

Johnson Controls Energy Savings Performance Contract Projects

Completed
October 1st, 2012
Annual Savings - $107,160

Johnson Controls Projects

- Lighting Upgrades-13 Locations
- Water Conservation Upgrades-11 Locations
- Weatherization Improvements-13 Locations
- HVAC Enhancements-6 Locations
- Building Automation Upgrades-6 Locations
- Exterior Glass Replacement-Grand Lane Center
- Radiant Heat-Service Center Shops
- Pool Blanket-Campus High School

USD 261 District Wide Comprehensive Energy Conservation Program

Savings $4.1 million over ten year period - Thanks to students and staff commitments

Safety, Security and Emergency Preparedness Enhancements

- School and other facilities Crisis Plans, Teams and Drills are updated annually
- Staff School Safety Survey has been conducted and analyzed
- School Emergency Information for Parents brochure prepared and disseminated
- Digital security camera system upgrade plan started
- School bus security cameras are being upgraded

Safety, Security and Emergency Preparedness Enhancements (continued)

- Electronic access control for school exterior doors is being expanded
- Installation of additional interior door handles with dual locks is being planned
- Exterior and interior lighting is being improved
- Security related signage has increased
- District wide Crisis Team meets, plans and drills with area emergency first responders
- 5 digital emergency first responder portable radios have been acquired

Significant Facility Improvement

- Science classrooms at Haysville Middle School are being remodeled
- Fencing improvements at Freeman and Nelson Schools
- Upgraded signs installed at Haysville High School and Haysville Middle School
- Remodeling at Tri City School for severe weather sheltering
- New lighting at Campus and Nelson gyms and Grand Lane Parking Lot

Significant Facility Improvement (continued)

- Synthetic turf activity field being installed at Campus High School
- Roofing projects are underway or completed at Campus, Oatville and Haysville Middle School
- Carpeting replaced at Haysville High School, Tri City, Campus High School E Hall and Freeman
- HVAC replacements at Haysville Middle School gym, Campus High School Science and Gym areas

Infrastructure and Technology Enhancements

- Wireless upgrade to secondary schools in support of the BYOD Initiative
- New library software to support newer technologies
- New teacher (staff) laptops for the 2013-14 school year
- Continued wiring and re-wiring in support of new and additional technologies

Strategic Goal Area: 4.0

Community Partnerships



Goal Statement

Strengthening Community Pride Through Strategic Partnerships



Volunteers & Donations

- CHS Swim Team Swim-A-Thon donated more than $6,000 to the Make-A-Wish Foundation
- Nelson Elementary School donated $1,346 for Pennies for Patients and Oatville Elementary School collected $1,650 for Olive Garden's Pasta for Pennies
- USD 261 students raise thousands of dollars for local charities and donated food to local food banks
- Oxychem partnered with Oatville on OWLS project



Volunteers & Donations

- USD 261 staff members volunteer time to Haysville Healthy Habits
- Employee contributions to United Way
- HWMS Team West donated gifts to community children during the holiday season
- Improved batting cages with city
- District Schools made donations to the Haysville Food Bank





Partnerships with City

- Haysville High School student community services valued at $20,000 by the City of Haysville
- USD 261 partnering with Senior Citizen Center for district tours and transportation to football games and other district activities
- Staff members active in Haysville organizations – Senior Citizen Center Advisory Board, Haysville Forward, Haysville Chamber of Commerce, Haysville City Council, City Park and Community Forestry Board, Planning Commission, Haysville Price and Haysville Historic District Committee

Partnerships with City

- Partnerships that provide School Resources Officers and DARE Program
- HOPE Grant and Latchkey Program – Collaboration with Haysville Recreation Center
- Elementary Schools – Partnership with Haysville Community Library on Summer Accelerated Reader Program
- CHS and HHS Senior Art Show at Wire House



- CHS Student Council members donated time to the city during spring semester

Area Partnerships

- Local businesses and individuals have shown support for Homeless Program with donations of clothing, school supplies, and household goods
- Haysville High School fundraiser to make donation to the Gift for Gunner Foundation - $1,789
- Keever- Wire VFW Post 6957 has made monetary donations to school and honored students and teachers for academic and teaching excellence



Area Partnerships



- CHS Reality Fair
- Communities in Schools
- Newman University's Math Grant
- Intrust Bank Breakfast for staff
- Grace Medical Health Screenings for students
- Volunteers from area attending CHS Career Day
- Businesses that attend PAT's Big Truck Night
- Oxy Chem donations to science activities

Area Partnerships

- KidzWorld Gang Programming
- Crisis Team partnership with Sedgwick County and Haysville Law Enforcement and Emergency Management Personnel
- McConnell Air Force Star Base Programming
- Grene Vision and Eye Glass World at Oatville
- Emily Dawn Salon haircuts for Tri-City students
- Little Caesar's Reading Program



Area Partnerships

- Donations from Papa Johns and Applebees , Spangles, CiCis, Sonic, Target, Homeland, Texas Roadhouse, Little Caesars
- Haysville Middle School National Honor Society partnered with Ronald McDonald House to donate pull tabs
- USD 261 partners with Girls Scouts, Haysville Heat and various churches for transportation



District Facility Use

- USD 261's Learning Center has generated $10,242 from rental of the facility by external users
- 122 Learning Center workshops, 810 hours of training
- 258 non-district participants attended workshops
- Baker University Graduate Credit has earned USD 261 $7,725



District Recognition

- Haysville Sun-Times – 464 clipping related to Haysville USD 261 students, staff and activities
- Two KAKE Star Polishers – April Davis and Heather Swinger
- KTOY Region IV Finalist – Ramie Allison
- KASB Publication Contest – Third consecutive year winning our division





Thank you for your ongoing support of our students, staff and programs!

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June 2013