



# McLouth USD 342 Strategic Plan 2009

“Creating our great future.  
Investing in our students.”

# **McLouth USD 342 Strategic Plan 2008**

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**McLouth USD 342  
Strategic Plan 2009**



**September, 2009**

**Dear Staff,**

**RE: Letter from the Superintendent and President of the Board of Education**

A strategic leader once wrote, “If you want to know the future, create it.” That is the purpose of our strategic plan. We want to purposely define the future of McLouth 342 by casting a vision, assessing our current performance, and developing plans to sustain the long-term success of our district.

The Board of Education and the Administration continues to update the strategic plan to assess how well we are doing, to identify our strengths and areas for improvement, to review future academic requirements, and plan for actions and resources that will ensure McLouth continues to offer an excellent education.

This strategic plan affirms our mission of learning together in a community that promotes academic excellence, respect, life-long learning, and responsible citizenship. Our plan includes vision statements; and clarifying our values and operating principles. Together these statements define the educational experience we want to create and sustain.

With this plan we are setting the direction for our school district. We will adjust our plans and efforts as necessary to fulfill our mission and vision. The Board of Education and Administration will keep you informed about our progress and solicit your ideas for improving our school district.

Jean Rush  
Superintendent  
McLouth USD 342

Dan Evans  
President  
Board of Education



## **Part 1: Affirming our Strategic Direction**

### **Our Mission**

A mission statement defines the fundamental purpose of the organization, the value it offers consumers and the clientele it serves. Here is our mission statement:

"Together, we learn in a community that promotes academic excellence, respect, life-long learning, and responsible citizenship."

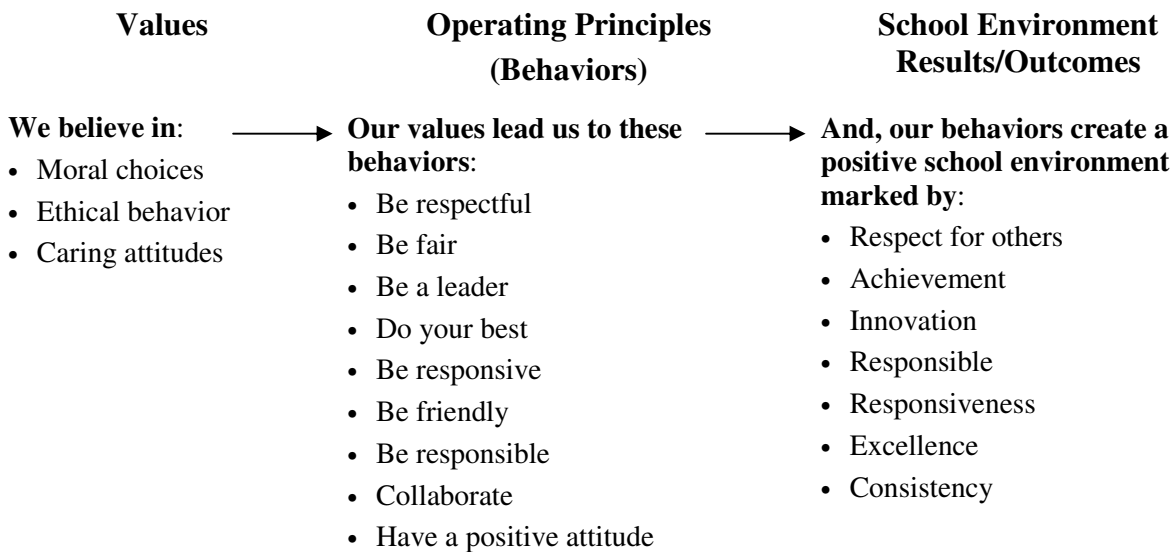
### **Our Vision**

A vision statement paints a picture of the future we are creating. Combined with the mission statement, our vision gives us a sense of direction and context for our desired outcomes. Here is our vision statement:

"McLouth USD 342 creates and sustains a supportive, challenging, and rewarding educational experience. Parents, staff, faculty, and students work together to encourage and nurture our students. Our graduates are capable of living, learning and working in a changing, global world."

### **Our Values Statement and Operating Principles**

Values statements provide broad guidance about how we conduct ourselves in fulfilling our mission and creating our vision. Values guide our behavior, our performance, and our decisions. Operating principles build on these values and provide an additional framework for translating our values into operations and management action. Whenever there is doubt about what to do or there is a tough decision to be made, we refer to our values statement and operating principles to help make the right decision. Here are our values and guiding principles:





**Exit Outcomes and Indicators for Students Who Graduate from McLouth USD 342**

The exit outcomes and indicators define the knowledge, skills and abilities our graduates need to be capable of living, learning and working in a changing, global world.

**The students will:**

1. **Demonstrate skills in developing and maintaining physical and emotional wellness.**
  - a. Evaluate life style choices relative to developing and maintaining a healthy lifestyle.
  - b. Define and recognize the components of physical and emotional health.
  - c. Develop and implement personal wellness strategies.
  - d. Develop an awareness and appreciation of multiple forms of creative expression.
2. **Demonstrate effective communication and knowledge in reading, writing, speaking, listening, numbers, and symbols.**
  - a. Recognize and use a variety of communication skills for different audiences and purposes.
  - b. Use technology to communicate.
  - c. Use creative processes to communicate.
3. **Demonstrate skills in social interaction, making judgments, and decision-making.**
  - a. Demonstrate concern, tolerance, and respect.
  - b. Develop a knowledge base about processes used in making ethical judgments and personal decisions.
  - c. Make decisions based on conscious awareness of personal values, information, experiences, and anticipated consequences.
4. **Demonstrate analytical and problem solving skills.**
  - a. Develop knowledge about a variety of problem solving approaches.
  - b. Solve problems by analysis and inference.
  - c. Integrate problem solving skills and apply them to a variety of situations.
  - d. Apply problem solving skills in individual, social, academic, and collaborative situations.
5. **Demonstrate skill in using technology as a tool for learning.**
  - a. Develop knowledge about technology.
  - b. Understand technological applications for assessing, processing, and managing information.
  - c. Integrate and apply technology into everyday life including the world of work.
6. **Contribute as responsible, productive citizens in a multi-cultural society.**
  - a. Describe the rights and responsibilities of a citizen.
  - b. Participate in democratic processes.
  - c. Recognize and demonstrate respect for cultural differences.
  - d. Recognize global issues and their relevance to a changing environment.
  - e. Demonstrate a respect for human differences.
  - f. Demonstrate awareness of environmental issues.
  - g. Demonstrate responsible leadership through community involvement and participation.



**Figure 1: How our values shape our outcomes**



## Our Educational Experience

Education by its very nature is transforming. We create and sustain an educational experience that changes our students because they learn, share, discover, and experience. Our district purposefully designs and sustains an educational experience that fosters students to become graduates who achieve our desired exit outcomes. There are seven elements to the educational experience.

1. **Student body composition.** Students learn from one another. They bring the knowledge, attitudes, and values that they have learned at home and in the community. Our educational experience must respect the background of our students and extend their understanding of the world beyond our community.

2. **Faculty composition.** Our teachers and coaches directly contribute to achieving our desired exit outcomes. Their knowledge, attitudes, and commitment shape the personalities of our students. Our faculty must have the academic and extracurricular expertise and the positive attitudes that nurture and teach our students. In addition the Board of Education provides additional support through coaching, Math and Literacy Instructional Coaches, with additional positions to be added.
3. **Curriculum content.** The curriculum is largely defined by the State of Kansas academic standards. Teachers augment the curriculum as needed to ensure our students achieve our desired exit outcomes.
4. **Teaching methods:** Learning is shaped by both the content of the curriculum and the techniques and methods teachers and coaches use. The district is committed to helping teachers and coaches remain current in understanding and using viable teaching technologies and methods.
5. **Facilities and resources.** Our supporting staff indirectly and importantly contributes to our educational experience by helping teachers and coaches, transporting and feeding our students, and maintaining our buildings, laboratories, information technology, athletic fields and courts, and other resources. The district is committed to providing adequate, safe, and supportive facilities and resources.
6. **School culture.** Our values statement and operating principles define the supportive, nurturing culture we want. Our culture sets the tone for how students, faculty, staff, and parents interact.
7. **Extracurricular activities.** Our extracurricular activities provide the opportunities for our students to stretch and test their physical, artistic, and leadership skills. They are important for nurturing the well-rounded character of our students.

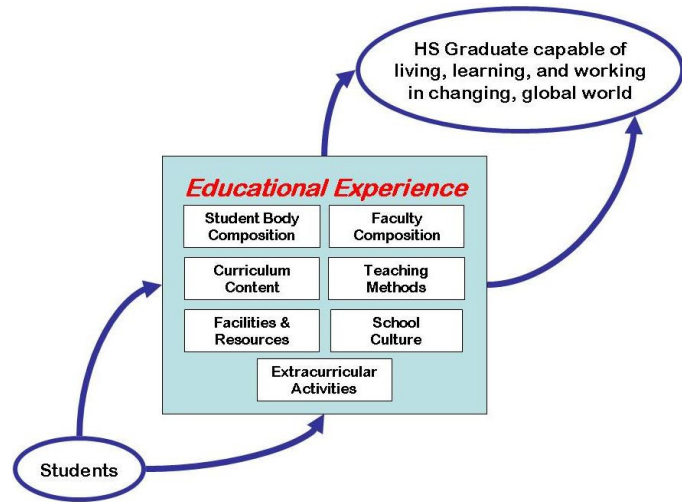


Figure 2: The Educational Experience



## Part 2: Assessing Our Current Performance

The following table is an assessment of our academic and extracurricular performance as of August 2006. It provides the basis for our efforts to improve.

### Status and Performance of Educational and Extracurricular Programs

Programs	Current Performance	Comments	
<b>Elementary School</b>			
<b>Academic Programs</b>			
Reading	Good/Excellent Grade 5 Standard of Excellence achieved <i>in 2006, 2008</i>	<ul style="list-style-type: none"> <li>• After school tutoring program (grades 3-5)</li> <li>• Summer reading program for K-2, 3-5</li> <li>• Have Title 1 program for K-5, school-wide implementation (Aug '09)</li> <li>• Started a pre-school reading program in Aug '06</li> </ul>	
	Current AYP Target		79.7
	Bldg		94.8
	3 <sup>rd</sup> Gr		94.0
	4 <sup>th</sup> Gr		97.0
	5 <sup>th</sup> Gr		94.0
Mathematics	Good/Excellent Standard of Excellence <i>Achieved in 2006, 2007 – Gr 4, 2008 – BW &amp; Gr.5</i>	<ul style="list-style-type: none"> <li>• Have after school tutoring program for 3-5 grades</li> <li>• Summer math program for K-2, and 3-5 was added 2007</li> </ul>	
	Current AYP Target		77.8
	Bldg		88.7
	3 <sup>rd</sup> Gr		91.0
	4 <sup>th</sup> Gr		91.0
	5 <sup>th</sup> Gr		84.0
Science	Good	<ul style="list-style-type: none"> <li>• <del>High school science lab will be available for 4<sup>th</sup> grade science instruction.</del></li> </ul>	
	Target		None
	Bldg		97.1
Wellness	Good	<ul style="list-style-type: none"> <li>• Meet the minimum physical education time requirements</li> <li>• Limited access to junk food and soda pop</li> <li>• Power Panther nutrition program (grades 3-5)</li> </ul>	
Fine Arts	Fair/Good	<ul style="list-style-type: none"> <li>• Minimal art w/ trained art teacher</li> <li>• Receive 100 minutes of vocal music weekly</li> </ul>	
After School	Good/Excellent	<ul style="list-style-type: none"> <li>• K-5 after school CLC program</li> <li>• Parent surveys rated program as good/excellent</li> </ul>	



<b>Middle School</b>												
<b>Academic Programs</b>												
Reading	<p style="text-align: center;">Good <i>Standard of Excellence Achieved in 2007 – Gr. 8; 2008- BW &amp; Gr. 6)</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Target</td><td style="text-align: center;">79.7</td></tr> <tr><td style="text-align: center;">Bldg</td><td style="text-align: center;">87.3</td></tr> <tr><td style="text-align: center;">6<sup>th</sup> Gr</td><td style="text-align: center;">93.6</td></tr> <tr><td style="text-align: center;">7<sup>th</sup> Gr</td><td style="text-align: center;">90.0</td></tr> <tr><td style="text-align: center;">8<sup>th</sup> Gr</td><td style="text-align: center;">75.6</td></tr> </table>	Target	79.7	Bldg	87.3	6 <sup>th</sup> Gr	93.6	7 <sup>th</sup> Gr	90.0	8 <sup>th</sup> Gr	75.6	<ul style="list-style-type: none"> <li>No 6<sup>th</sup> graders were in Academic Warning. 8<sup>th</sup> grade didn't make AYP percentage. Subgroup Low SES made AYP.</li> </ul>
Target	79.7											
Bldg	87.3											
6 <sup>th</sup> Gr	93.6											
7 <sup>th</sup> Gr	90.0											
8 <sup>th</sup> Gr	75.6											
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Science	<p style="text-align: center;">Good</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Target</td><td style="text-align: center;">None</td></tr> <tr><td style="text-align: center;">Bldg</td><td style="text-align: center;">90.0</td></tr> </table>	Target	None	Bldg	90.0	<ul style="list-style-type: none"> <li>6<sup>th</sup> graders taught by licensed science teacher and 6<sup>th</sup> grade teacher.</li> </ul>						
Target	None											
Bldg	90.0											
Wellness	Poor/Fair	<ul style="list-style-type: none"> <li>Every student required to take physical education each year (6<sup>th</sup> grade meet minimum time requirements, 7<sup>th</sup> &amp; 8<sup>th</sup> graders do not meet the minimum amount of physical education)</li> <li>Easy access to soda pop and junk food</li> </ul>										
<b>Extracurricular Programs</b>												
Fine Arts	Musical/Excellent; Art/Fair	<ul style="list-style-type: none"> <li>Based upon course enrollment numbers: Band – 6<sup>th</sup> Gr: 22/33 (67%); 7<sup>th</sup>/8<sup>th</sup>: 41/79 (52%); Vocal Music – 19/112 (17%)</li> <li>Art has limited numbers of classes for MS students and conflicts w/ band.</li> <li>Knowledge Bowl is very competitive in the league.</li> </ul>										
Sports	Males/Fair; Females/Good	<ul style="list-style-type: none"> <li>Based upon competitive records and participation numbers.</li> <li>Participation - <u>Boys</u>: Football 22/61 (36%) [2008 season was 3<sup>rd</sup> consecutive winning season]; Basketball 15/72 (21%) [team was very competitive in the league]; Track – 21/72 (29%) [Boys were competitive during the season]; <u>Girls</u>: Volleyball 17/51 (33%) [limited success in 2008]; Basketball 12/52 (23%) [limited success in the 2008 season]; Track 9/52 (17%) [not a lot of participants but a few individuals were very competitive]</li> </ul>										



<b>High School</b>						
<b>Academic Programs</b>						
Reading	<p style="text-align: center;">Standard of Excellence <i>Achieved in 2008 – BW &amp; Gr 11</i> Good</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Target</td> <td style="text-align: center;">76.7</td> </tr> <tr> <td style="text-align: center;">Bldg</td> <td style="text-align: center;">77.6</td> </tr> </table>	Target	76.7	Bldg	77.6	<ul style="list-style-type: none"> <li>All ACT subtest scores were above the national and state averages</li> </ul>
Target	76.7					
Bldg	77.6					
Mathematics	<p style="text-align: center;">Fair/Good</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Target</td> <td style="text-align: center;">70.5</td> </tr> <tr> <td style="text-align: center;">Bldg</td> <td style="text-align: center;">70.5</td> </tr> </table>	Target	70.5	Bldg	70.5	<ul style="list-style-type: none"> <li>Above ACT at state and national scores</li> <li>Have additional math classes for students not proficient on the state assessment</li> </ul>
Target	70.5					
Bldg	70.5					
Science	<p style="text-align: center;">Good</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Target</td> <td style="text-align: center;">None</td> </tr> <tr> <td style="text-align: center;">Bldg</td> <td style="text-align: center;">87.5</td> </tr> </table>	Target	None	Bldg	87.5	<ul style="list-style-type: none"> <li>Based on 2008 data: 11<sup>th</sup> grade had 92.1% of the students met the standard or above (exceeded the state average).</li> <li>Above the national and state ACT score average</li> </ul>
Target	None					
Bldg	87.5					
Wellness	Good	<ul style="list-style-type: none"> <li>Freshmen meet the minimum recommended minutes of physical education</li> <li>High participation in extracurricular activities</li> </ul>				
<b>Extracurricular Programs</b>						
Fine Arts	Good/Excellent	<ul style="list-style-type: none"> <li>Based upon participation numbers and KSHSAA ratings Participation: Band 61/169 (36%), Choir 19/169 (11%)</li> <li>Band (I rating) and vocal (II rating) received good scores at competition</li> <li>Art program participation 70/169 (41%) very competitive at DVL</li> <li>Forensics very competitive during season</li> <li>Scholars Team – very competitive during regular season.</li> </ul>				
Sports	Varies by program	<ul style="list-style-type: none"> <li>Based upon personnel, and student commitment and skill levels:</li> <li>Football limited in success and participation; 28/87 (32%)</li> <li>Softball 2009 DVL champions for 3<sup>rd</sup> straight year, regional runner-up; 22/94 (23%)</li> <li>Cross country numbers are up for 2009. There are enough boys and girls participating for team scores; 11/169 (6%)</li> <li>Basketball: boys (a year away from being competitive at the varsity level) 23/81 (28%); and girls (very competitive) 15/94 (16%)</li> <li>Baseball limited success in 2008 and realistically looking at 2011 before competitive; 16/81 (20%)</li> <li>Volleyball competitive in 2008 and looks for 2009; 23/82 (28%)</li> <li>Track- one girl made it to state; Boys – 8/81 (10%); Girls – 11/94 (12%)</li> </ul>				



Clubs/ Societies	Good	<ul style="list-style-type: none"> <li>• Art Club</li> <li>• FCCLA</li> <li>• NHS (predominately girls)</li> <li>• Student Council</li> <li>• Good participation in all of the above.</li> </ul>
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**Status of Strategic Resources**

Strategic Resource	Status	Comments
<b>Faculty</b>		
Elementary School	Good/ Excellent	<ul style="list-style-type: none"> <li>• Low class sizes</li> <li>• Increased number of Master degreed teachers (4 new master teachers)</li> <li>• Stable faculty, low turnover (3 new staff member)</li> </ul>
Middle School	Good	<ul style="list-style-type: none"> <li>• Low turn-over in personnel (1 new teacher)</li> <li>• Limited number of Master degreed teachers</li> </ul>
High School	Good	<ul style="list-style-type: none"> <li>• Improved turn-over in personnel (2 new staff members)</li> <li>• Limited number of Master degreed teachers</li> </ul>
<b>Transportation</b>		
Personnel	Good/ Excellent	<ul style="list-style-type: none"> <li>• Great driving records</li> <li>• Limited substitutes available for extra activities</li> </ul>
Vehicles	Excellent	<ul style="list-style-type: none"> <li>• Minimal breakdowns</li> <li>• Relatively current fleet</li> </ul>
<b>Buildings</b>		
Maintenance	Good/ Excellent	<ul style="list-style-type: none"> <li>• Great cleaning staff</li> <li>• Need improvements in MS roofing and various floor coverings (need continued removal of deteriorating 9" tiles and worn carpet)</li> </ul>
Capacity	Fair	<ul style="list-style-type: none"> <li>• Difficult to control unauthorized access into the building</li> <li>• Lack space for specific programs: (locker rooms) and classrooms (special education), storage, support staff</li> <li>• Lack handicap accessibility measures (power doors, lower level)</li> <li>• Insufficient cafeteria space (creates lengthy lunch period)</li> <li>• Inadequate commons area</li> <li>• Playground equipment inadequate</li> <li>• Secondary school restroom facilities inadequate</li> <li>• Temperature control is insufficient</li> </ul>
<b>Athletic Fields and Courts</b>		
Maintenance	Good	<ul style="list-style-type: none"> <li>• Based upon appearance and usage</li> <li>• Need change of color schemes in gyms</li> <li>• Low fence at baseball field affects the games &amp; scores</li> <li>• Improvements: field turf, shot put area, field house, sound system</li> </ul>
Capacity	Fair/Good	<ul style="list-style-type: none"> <li>• Patrons are concerned about high fence at the football stadium</li> <li>• Need improved access for disabled students/patrons</li> <li>• Need improved seating and access for visiting spectators</li> <li>• Playing surfaces (fields and courts) are excellent but seating is a</li> </ul>



Strategic Resource	Status	Comments
		problem • Gold gym bleachers need improved accessibility (handrails)
<b>Laboratories and Shops</b>		
Maintenance	Good	• Equipment and safety in good condition. • Need to equip Middle School science classroom with lab tables.
Capacity	Good	• Meets the needs of students.

Strategic Resource	Status	Comments
<b>Information Technology</b>		
Administration	Good	• Staff has adequate equipment to perform job duties.
Education	Good	• Need to remain current with educational trends through adequate funding. • Improved number of classroom projectors, Smart Boards, technology resources, etc.
<b>Library and Research Support</b>		
Capacity	Good	• Provide adequate funds for resource materials.
Availability	Good	• Need to continue to funding adequately.

**Summary of Strengths and Weaknesses**

The following is a list of the district’s strengths as defined by surveys given in 2006 of the faculty, staff, students, recent graduates, parents, and non-parents. Actions to sustain the strengths are listed in Part 4 of this plan in the action plan summary.

- Strength 1: Quality and commitment of the staff and faculty
- Strength 2: Small town and small school atmosphere enhances camaraderie
- Strength 3: Providing a solid education

The following is the list of weaknesses that the district will improve upon. Specific actions are listed in Part 4 of this plan.

- Weakness 1: Providing competitive compensation to attract and retain quality teachers
- Weakness 2: Need additional space for classrooms, fine arts, and other activities
- Weakness 3: Lack of consistent and timely communication
- Weakness 4: Lack of consistency in enforcing discipline



## Part 3: Future Requirements

This portion of the plan outlines the Administration's and Board of Education's effort to anticipate future requirements, set priorities, and plan for the allocations of resources.

Because we do not anticipate any significant economic development that will alter the economic base and population base of the district, we assume that the student body size will be static. We are assuming a small growth of 2 full-time students per year.

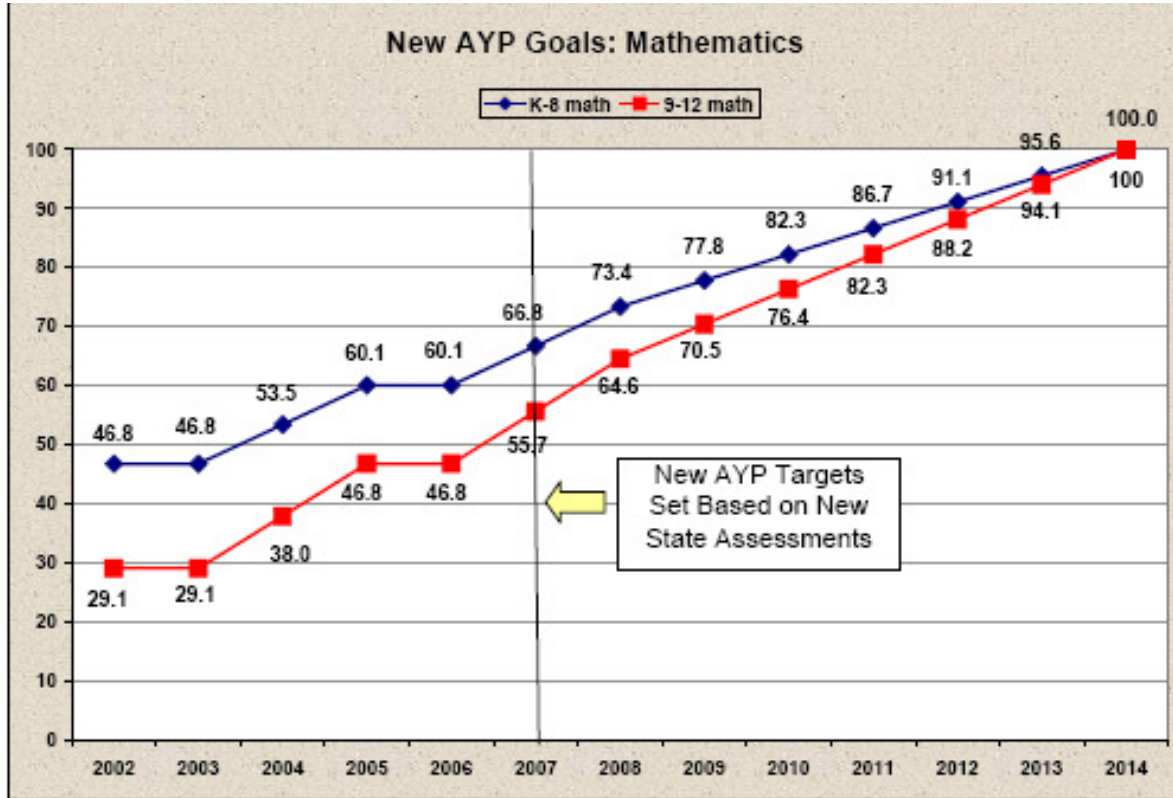
<b>Grade</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Kindergarten	19	20	20	21	21	23	24	18
1st	35	37	38	40	42	44	46	29
2 <sup>nd</sup>	34	34	36	40	40	42	44	35
3rd	33	36	34	37	40	40	42	30
4th	46	33	34	34	37	38	40	48
5th	42	50	33	36	34	36	38	41
<b>Elementary Total</b>	<b>209</b>	<b>210</b>	<b>195</b>	<b>208</b>	<b>207</b>	<b>223</b>	<b>234</b>	<b>201</b>
6th	30	42	47	33	35	29	36	38
7 <sup>th</sup>	59	36	39	50	30	35	29	63
8th	40	57	35	42	48	30	35	38
<b>Middle School Total</b>	<b>129</b>	<b>135</b>	<b>121</b>	<b>125</b>	<b>113</b>	<b>94</b>	<b>100</b>	<b>139</b>
9 <sup>th</sup>	52	41	59	46	41	48	30	53
10 <sup>th</sup>	40	52	39	57	31	41	48	41
11 <sup>th</sup>	46	39	46	41	63	31	41	50
12th	45	46	41	52	38	63	31	47
<b>High School Total</b>	<b>183</b>	<b>178</b>	<b>185</b>	<b>196</b>	<b>173</b>	<b>183</b>	<b>150</b>	<b>191</b>
<b>District Total</b>	<b>521</b>	<b>522</b>	<b>504</b>	<b>529</b>	<b>493</b>	<b>500</b>	<b>484</b>	<b>524</b>

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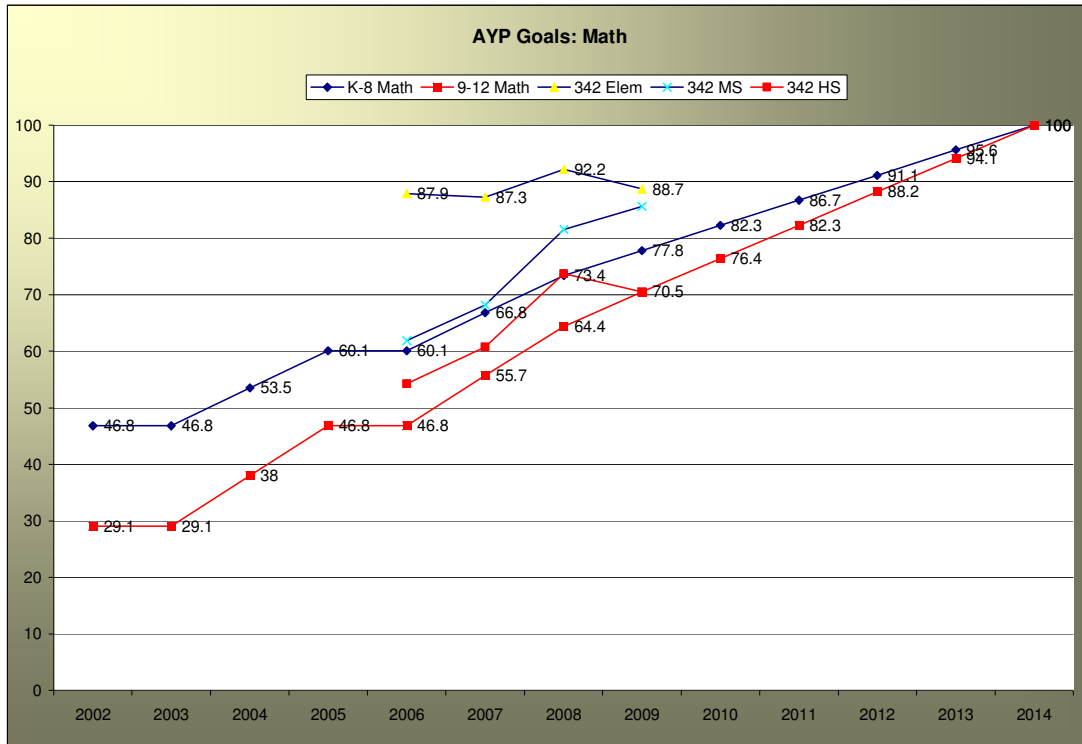


Additionally, the following charts show the rising academic requirements, future faculty and infrastructure requirements, and future significant maintenance and renovation requirements.

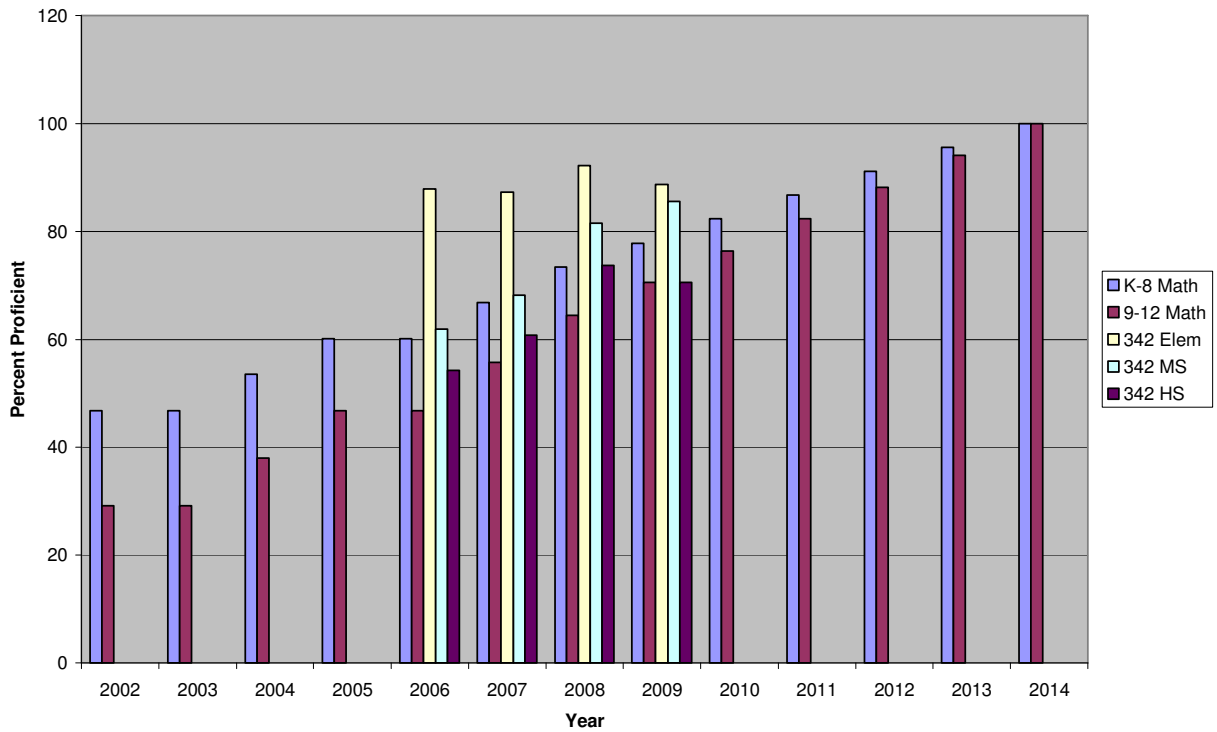
## Measuring Adequate Yearly Progress

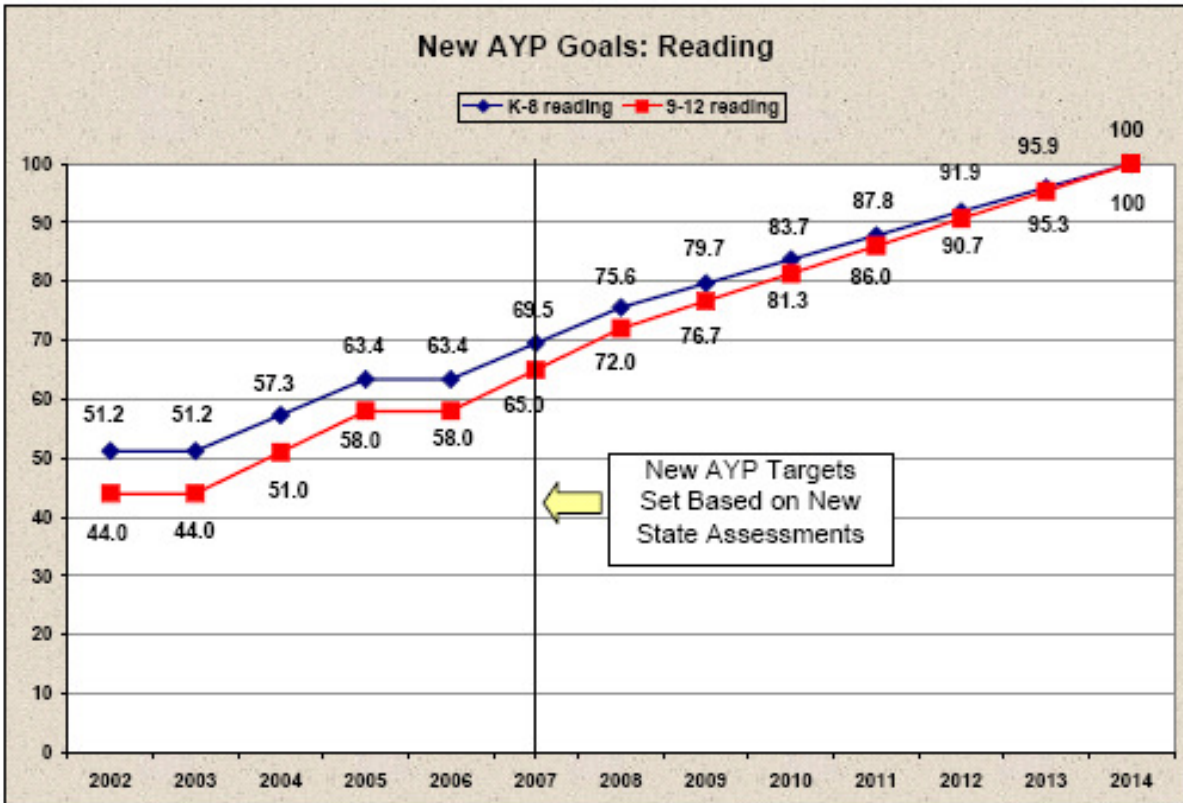


Please note that this change will require approval by the U.S. Dept. of Education. This process can take several months, and depending on the guidance, may require a change in the calculated AYP or QPA status of a school or district.

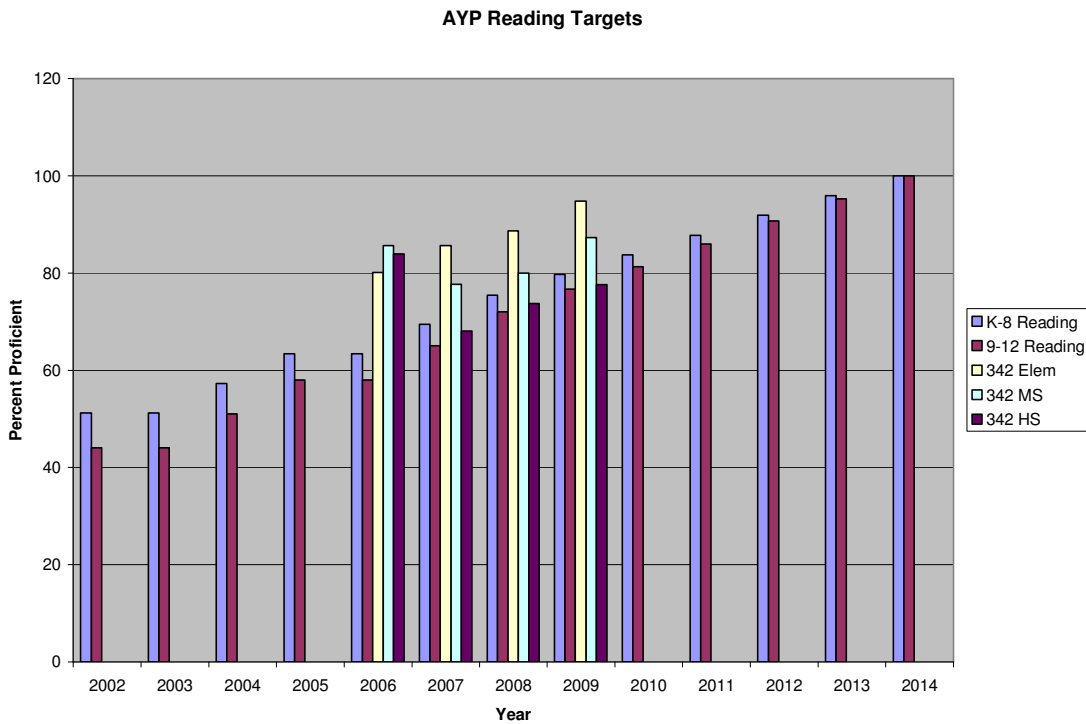
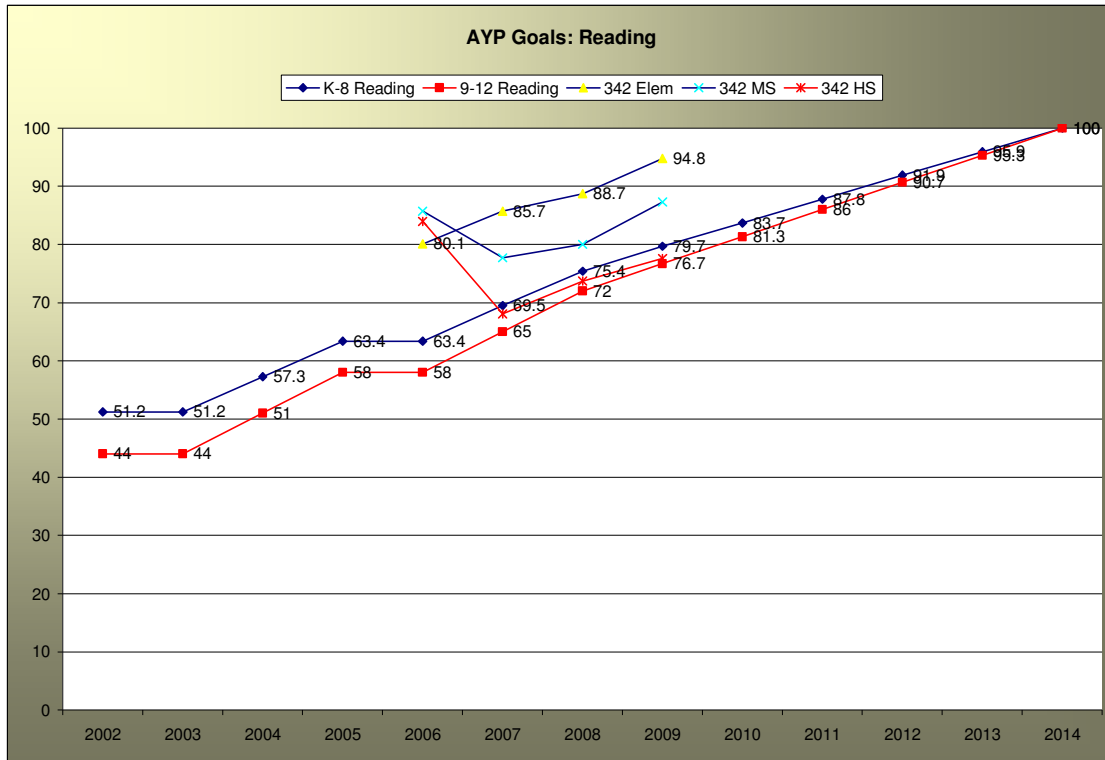


**AYP Math Targets**





Please note that this change will require approval by the U.S. Dept. of Education. This process can take several months, and depending on the guidance, may require a change in the calculated AYP or QPA status of a school or district.



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Strategic Plan 2009**



**Future Faculty and Infrastructure Requirements to Support Curriculum Standards**

Curriculum Area	2009	2010	2011	2012	2013	2014	2015	2016
<b>Non-Proficient Summer School</b>		Be prepared for 8-week summer school						
<b>Mathematics: Be at or exceed state proficiency standards</b>	<i>k-8: 77.8 9-12: 70.5</i>	<i>k-8: 82.3 9-12: 76.4</i>	<i>k-8: 86.7 9-12: 82.3</i>	<i>k-8: 91.1 9-12: 88.2</i>	<i>k-8: 95.6 9-12: 94.1</i>	100% students required to be proficient		
<b>Reading: Be at or exceed state proficiency standards</b>	<i>k-8: 79.7 9-12: 76.7</i>	<i>k-8: 83.7 9-12: 81.3</i>	<i>k-8: 87.8 9-12: 86.0</i>	<i>k-8: 91.9 9-12: 91.7</i>	<i>k-8: 95.9 9-12: 95.3</i>	100% students required to be proficient		
<b>History</b>	Increased state assessments							
<b>Science</b>								
<b>Arts</b>			Recruit part-time art teacher	Hire part-time art teacher				
<b>Technology</b>	<ul style="list-style-type: none"> <li>Upgrade 50 computers</li> </ul>	Upgrade 50 computers	<ul style="list-style-type: none"> <li>Recruit elementary technology teacher</li> <li>Upgrade 50 computers</li> </ul>	<ul style="list-style-type: none"> <li>Hire elementary technology teacher</li> <li>Upgrade 50 computers</li> </ul>	Upgrade 50 computers	Upgrade 50 computers		
<b>Physical Education</b>		Provide additional time at Elementary School	Provide daily PE at Middle School					
<b>Foreign Language</b>			Hire elem foreign language teacher and teacher for 2ndary					



**Future Faculty Development Requirements**

	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>Retirement</b>	5 eligible	4 eligible	0 eligible	1 eligible	2 eligible	1 eligible		
<b>Routine Training</b>	Provide 15-20 hours per teacher per year in technology training Provide a minimum of 20 hours per teacher per year in school improvement and standards training							
<b>Additions</b>	<i>School Nurse (full-time); 3/5</i> <i>Grant Writer</i>							

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**Future Building and Facilities Requirements (Maintenance, Renovation, New Construction)**

<b>Facilities</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Roofing</b>		MS Roof		Auditorium roof replaced		
<b>Floor Covering</b>		Replace elementary hallway tile (9" only)	Replace elementary classroom flooring (9" only)			
<b>Cafeteria</b>					Expand and/or separate the Elementary and Secondary	
<b>Restrooms</b>					Add restrooms in secondary wing	
<b>Labs</b>			Middle School Science room remodeling	Upgrade wood shop	Add High School Tech Lab	
<b>Fields/Courts/ Gyms</b>		Resurface track Gold gym lighting	Replace purple gym scoreboard	Create a wrestling room	Install air conditioning in gold gym	
<b>Renovations</b>	<i>Keyless entry, security system.</i>	Replace exterior doors <b>HS (north doors)</b>	Replace elementary windows (energy efficiency)	Upgrade remaining lighting for energy efficiency		
<b>Outside facilities</b>		Playground update		Parking lot resurface		



## Part 4: Action Plans

The following table shows the issues, actions, guidance, and responsibilities for achieving the curriculum results and improving the District's operations.

<b>Issue Area</b>	<b>Action</b>	<b>Guidance</b>	<b>Responsibility</b>	
<b>Ongoing Actions</b>				
Sustain small town and small school atmosphere that enhances camaraderie	Continue to include community page in the newsletter	On-going; cost reduction	Central Office	General Fund (Fund 6) \$108.33 annually
Sustain small town and small school atmosphere that enhances camaraderie	Preserve small class size	Is a function of funding; dependent upon financial status	BOE and Administration	Title IIA (Fund 7) \$23,840 General Fund (Fund 6) \$17,320
Sustain small town and small school atmosphere that enhances camaraderie	Continue to build strong relationships with all students	As needed provide: <ul style="list-style-type: none"> <li>• At risk</li> <li>• Special Services</li> <li>• After school</li> <li>• Extracurricular</li> </ul>	Building Principals	Extracurricular (Funds 6 and 8) \$112,535
Sustain efforts to provide a quality education	Continue to provide a research-based curriculum that is aligned with the State and national standards	Develop and use curriculum maps	Administration Teachers (for maps)	None budgeted
<b>Ongoing Actions</b>				
Improve the consistency of enforcing discipline	Conduct student assembly to discuss behavior expectations	Review dress code, cell phones, disrespect and PDA	Student Council and Principals	None budgeted
<b>Ongoing Actions</b>				
Improve the consistency of enforcing discipline	Emphasize consistency among the teachers regarding student standards of conduct and discipline	Develop a list of K-12 common expectations for hallway and language	Principals and Teachers	None budgeted

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<b>Issue Area</b>	<b>Action</b>	<b>Guidance</b>	<b>Responsibility</b>	
Sustain the quality and commitment of the staff and faculty	Determine how the BOE can support the Administration in recognizing excellent performance of the staff	<ul style="list-style-type: none"> <li>Develop a criteria for “above and beyond”</li> </ul>	Administration	General Fund (Fund 6) \$400
Improve the consistency and timeliness of communication	Send the unofficial BOE minutes electronically to the staff within 4 school days		Board Clerk	None budgeted
Improve the consistency and timeliness of communication	Publish minutes of the faculty meetings within 5 school days	Electronically Include issues covered and, if appropriate, decisions made	Principals	None budgeted
Improve the consistency and timeliness of communication	Provide CARE minutes to teachers who have an educational interest in specific students	Ensure publishing stays within legal guidelines	Counselors	None budgeted
Improve the consistency and timeliness of communication	Website and Powerschool updates (on a regularly scheduled basis).		Principals	General Fund (fund 6) \$4,755 (annual fees)
<b>Review Annually</b>				
Sustain the quality and commitment of the staff and faculty	Review staff compensation	Review alignment with neighboring districts	Administration	
Improve the consistency and timeliness of communication	Revise the transportation request form	Include response back to requester when approved Look for electronic solution	Transportation Director	None budgeted
<b>2009</b>				
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>Upgrade computers as needed</li> <li>Increase timeline of the non-proficient summer school, as needed</li> <li>Targets: Exceed AYP standard</li> </ul>	<ul style="list-style-type: none"> <li>9<sup>th</sup> Grade Reading (state assessment)</li> <li>High School Math (state assessment)</li> <li>Reading, Math, Science (how prepared for future – 1 yr out)</li> </ul>		Technology (Fund 8) \$22,000 Summer School (Fund 6) \$4,050

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<b>Issue Area</b>	<b>Action</b>	<b>Guidance</b>	<b>Responsibility</b>	
Sustain and improve the District's facilities	<ul style="list-style-type: none"> <li>• Keyless entry and security</li> </ul>	<ul style="list-style-type: none"> <li>• To maintain the facility and protect the district's property</li> </ul>	Maintenance Director Superintendent	Capital Outlay (Fund 16) \$25,250
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>		Professional Dev (Fund 26) \$17,000
<b>2010</b>				
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>• Be prepared for 8-week non-proficient summer school</li> <li>• Upgrade computers as needed</li> <li>• Provide Additional elementary PE time</li> </ul>			Summer School (Fund 6) \$8,100 Computers (Fund 8) \$22,000 ½ Time PE (Fund 6) \$23,000
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>			Professional Dev (Fund 26) \$17,000
Sustain and improve the District's facilities	<ul style="list-style-type: none"> <li>• Replace roofing on Middle School wing</li> <li>• Replace elementary hallway flooring (9" only)</li> <li>• HS doors (North doors)</li> <li>• Resurface track</li> <li>• Replace gold gym lighting</li> <li>• Update Playground</li> </ul>			Capital Outlay Roof \$205,000 Floor \$3,000 Doors \$6,000 Track \$55,000 Lighting \$3,600 Playground
Future Staff Requirements	<ul style="list-style-type: none"> <li>• Nursing (full-time)</li> <li>• Potential retirement (9 teachers)</li> </ul>			General (Fund 06) \$20,000 General (Fund 06) \$1,000
<b>2011</b>				

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Issue Area	Action	Guidance	Responsibility	
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>• Upgrade computers as needed</li> <li>• Provide daily PE at Middle School</li> <li>• Recruit P-T art teacher</li> <li>• Recruit elem technology teacher</li> <li>• Hire elementary foreign language teacher and more language teachers for Secondary</li> </ul>			Technology (Fund 8) \$22,000 ½ PE (Fund 6) \$18,000 F.Lang Teacher (Fund 6) \$41,000
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>			Professional Dev (Fund 26) \$17,000
Sustain and improve the District's facilities	<ul style="list-style-type: none"> <li>• Replace elementary classroom tile (9" only)</li> <li>• Replace elementary windows (energy efficiency)</li> <li>• Remodel Middle School Science room</li> <li>• Replace purple gym scoreboard</li> </ul>			Capital Outlay (Fund 16) Floor \$35,000 Windows \$27,000 Room Remodel \$5,000 Scoreboard \$7,800
Future Staff Requirements	<ul style="list-style-type: none"> <li>•</li> </ul>			
<b>2012</b>				
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>• Upgrade computers as needed</li> </ul>			Technology (Fund 8) \$22,000
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>			Professional Dev (Fund 26) \$17,000

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Issue Area	Action	Guidance	Responsibility	
Sustain and improve the District's facilities	<ul style="list-style-type: none"> <li>• Replace roofing on the auditorium</li> <li>• Upgrade wood shop</li> <li>• Upgrade lighting (energy efficiency)</li> <li>• Parking lots</li> <li>• Create a wrestling room</li> </ul>			Capital Outlay (Fund 16) Roof \$98,000 Room Remodel \$12,000 Lightening \$19,200 Parking Lot: Wrestling Room
Future Staff Requirements	<ul style="list-style-type: none"> <li>• Hire P-T art teacher</li> <li>• Hire elem technology teacher</li> </ul>			½ Art (Fund 6) \$23,000 Tech Teacher (Fund 6) \$41,000
<b>2013</b>				
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>• Upgrade computers as needed</li> <li>• Add High School Tech Lab</li> </ul>			Technology (Fund 8) \$22,000 Tech Lab \$65,000
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>			Professional Dev (Fund 26) \$17,000
Sustain and improve the District's facilities	<ul style="list-style-type: none"> <li>• Add restrooms in the secondary wing</li> <li>• Expand and/or separate the Elementary and Secondary</li> <li>• Install air conditioning in the gold gym</li> </ul>			
<b>2014</b>				
Meet future curriculum requirements	<ul style="list-style-type: none"> <li>• Upgrade computers as needed</li> </ul>			

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<b>Issue Area</b>	<b>Action</b>	<b>Guidance</b>	<b>Responsibility</b>	
Support faculty development	<ul style="list-style-type: none"> <li>• Provide 15-20 hours per teacher per year in technology training</li> <li>• Provide a minimum of 20 hours per teacher per year in school improvement and standards training</li> </ul>			
<i>Support Staff</i>	<ul style="list-style-type: none"> <li>• <i>Investigate school nursing services with another district.</i></li> </ul>			