



# *2021 - 2022*

# **Turner USD 202**

# **Strategic Plan**

*"Achieving Success by Expecting the Best From Everyone"*





## Mission

Achieving success by expecting the best from everyone.

## Vision

TUSD202 will be recognized as a collective and collaborative community that demonstrates continuous growth, expects excellence, and empowers every individual.

## Beliefs

Turner students come first

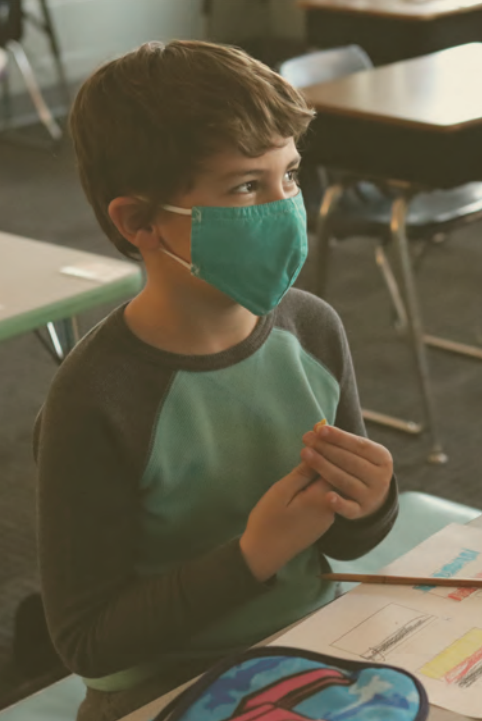
Understand, accept, and appreciate diversity

Recognize and celebrate achievement

Nurture a safe & caring environment

Embrace change with persistence

Require high expectations for all





# Strategic Plan Goal Areas

**STUDENT  
ACHIEVEMENT**

**EMPLOYEE  
SUPPORT**

**COMMUNITY  
CONNECTION**

**POSITIVE  
LEARNING AND WORK  
ENVIRONMENT**

**OPERATIONS**



# 2021 - 2022 Strategic Plan

## Goal Area Teams

*The strategic plan teams are comprised of Board of Education members, district staff, district parents, and community members. Each year, the teams meet to assess the prior year's action steps and write new ones for the upcoming year. In addition to the yearly update, each team submits a quarterly update to the Board of Education.*

### STUDENT ACHIEVEMENT

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### EMPLOYEE SUPPORT

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### COMMUNITY CONNECTION

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### POSITIVE LEARNING AND WORK ENVIRONMENT

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Alex Grogan  
Alan Penrose  
Sara Wilson  
Matthew Kennedy  
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### OPERATIONS

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Bill Weber  
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Joy Beery  
Scott Keberlein  
Laura Huyett  
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Robbie Spencer  
Joe Peterson  
Mark Wright  
Tiara Henderson



**Goal Statement:** In TUSD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

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## **Student Achievement**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy I:* TUSD 202 will ensure teacher clarity of the PK - 12 Bullseye Curriculum to enhance student learning.

*Action Step I:* Review, ensure, and refine teachers' understanding of Bullseye Curriculum.

*Action Step II:* Instructional teams will collaborate to identify instructional strategies and resources aligned to the Bullseye Curriculum, in order to facilitate classroom instruction.

*Action Step III:* Align common assessments to the Bullseye Curriculum, and analyze the results, to ensure student understanding and plan for future instruction.



**Goal Statement:**

In TUSD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

## **Student Achievement**

### **Strategies and Action Steps, 2021 - 2022**



**Strategy II:** TUSD 202 teachers will use relevant instructional practices that promote rigorous collaborative learning for all students in the classroom.

**Action Step I:** Provide learning opportunities for teachers on being culturally responsive in the classroom.

**Action Step II:** Provide learning opportunities for secondary teachers on how to integrate multiple WICOR (Writing, Inquiry, Collaboration, Organization, and Reading) strategies into a daily lesson/activity.

**Action Step III:** Provide learning opportunities for integrating multiple instructional strategies including inquiry and collaboration while teaching at the elementary level.

**Action Step IV:** Utilize the formative assessment data to guide and inform instruction.

**Goal Statement:**

In TUSD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

## Student Achievement

### Strategies and Action Steps, 2021 - 2022



**Strategy III:** TUSD 202 will empower all students to reach their full potential by setting goals, providing specific feedback, intervention, and enrichment to further their growth and development.

**Action Step I:** Initiate collaborative individual goal setting conversations between students and educators with a plan to monitor progress and make necessary adjustments in math and reading.

**Action Step II:** Utilize pre-assessments, teacher observations, student work and available data to determine which students require intervention and which enrichment.

**Action Step III:** Provide professional learning for teachers on providing personalized, positive, and specific feedback, such as aggressive monitoring, conferring, and small group instruction.

**Action Step IV:** Utilize SRSS-IE data, teacher observations, and parent input to identify students in need of more support in behavior or social-emotional learning and intervene.

**Action Step V:** Improve alternative and student support programs to decrease the number of non-graduates.

**Action Step IV:** Improve kindergarten readiness skills in students' birth to age five in literacy.



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*Goal Area:*  
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**Goal Statement:** In TUSD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

## **Strategic Plan Goal Area:**

### **Employee Support**

#### **Goal Statement:**

In TUSD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

## **Employee Support**

### **Strategies and Action Steps, 2021 - 2022**



**Strategy I:** TUSD 202 will intentionally recruit, hire, and retain a diverse workforce.

*Action Step I:* Access, review, and communicate demographic data for recruiting venues in comparison to demographics of TUSD 202 students, staff, and community.

*Action Step II:* Access, review, and communicate recruiting team survey, which will be given Quarter 1, Quarter 2, and Quarter 4 and used to assess and advance district recruitment program.

*Action Step III:* Evaluate, update, and create recruitment materials for certified and classified staff.

*Action Step IV:* Develop and provide training for recruitment team and allocate resources to expand recruitment locations beyond regional institutions.

*Action Step V:* Monitor the job opening pipeline (newsletters, social media, job posting platforms, etc.) after each BOE meeting.

*Action Step VI:* Maintain contact with TUSD 202 graduates in the Learn to Teach Program with the intent of recruiting them following their undergraduate program.

## **Strategic Plan Goal Area:**

### **Employee Support**

#### **Goal Statement:**

In TUSD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

## **Employee Support**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy II:* TUSD 202 will cultivate a positive professional learning culture for all employees through support, recognition, and an organized and purposeful mentoring program.

*Action Step I:* Support and monitor on-boarding program for all district instructional, support, and administrative staff.

*Action Step II:* Cultivate a supportive working environment by ensuring fidelity to the mentor and peer buddy programs.

*Action Step III:* Support Employee Recognition Program (ERP), which incorporate annual TUSD 202 themes, seeks nominations from all stakeholder groups, and honors certified staff who are new to the profession.



## ***Strategic Plan Goal Area:***

### **Employee Support**

## ***Goal Statement:***

In TUSD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

## **Employee Support**

### **Strategies and Action Steps, 2021 - 2022**



***Strategy III:*** TUSD 202 will develop and support staff knowledge and experience through embedded professional development.

***Action Step I:*** Provide individualized, effective feedback to develop and maintain staff Individual Growth Action Plans (IGAP) that align with the Strategic Plan.

***Action Step II:*** Create new and refine existing Turner Learning Teams in all departments to build collective efficacy.



*Students visiting the Turner Community Garden.*

**Goal Statement:** In TUSD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

## **Strategic Plan Goal Area:**

### **Community Connection**

#### **Goal Statement:**

In TUSD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

## **Community Connection**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy I:* TUSD 202 will maximize the resources and partnerships available to our families and students through the community and district.

*Action Step I:* Educate district staff on community resources available to our families and students.

*Action Step II:* Cultivate mutually beneficial partnerships with organizations and individuals that provide opportunities for our diverse community.

*Action Step III:* Provide early childhood resources and events to the families in our community.



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#### **Goal Statement:**

In TUSD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

## **Community Connection**

### **Strategies and Action Steps, 2021 - 2022**

- ☒ **Strategy II:** TUSD 202 will increase the diversity of community and stakeholder participation and engagement within the district.

*Action Step I:* Establish diverse Building Site Councils that meet quarterly and serve as an advisory resource.

*Action Step II:* Create school environments that are welcoming and inclusive of all cultures in the community.

*Action Step III:* Celebrate our community diversity by hosting a district-wide cultural fair.

**Goal Statement:**

In TUSD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

## **Community Connection**

### **Strategies and Action Steps, 2021 - 2022**

- ☒ **Strategy III:** TUSD 202 will provide multiple avenues and types of communication to the Turner Community that encourages increased engagement and pride in our schools.

*Action Step I:* Continue to provide virtual opportunities for parents to participate in meetings and gain information.

*Action Step II:* Increase followers and readership of building specific communication avenues (monthly newsletters, social media, website), and connect to district and building strategic plans when appropriate.

*Action Step III:* Redesign website to be more user-friendly based on Google Analytics data.

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***Goal Statement:*** In TUSD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.



## **Strategic Plan Goal Area:**

Positive Learning and Work Environment

### **Goal Statement:**

In TUSD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

## **Positive Learning and Work Environment**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy I:* TUSD 202 will build high expectations through a shared belief in the ability of students, staff, and the community to positively influence school outcomes.

*Action Step I:* Administrators and staff will participate in professional development on collective efficacy and its impact on student achievement.

*Action Step II:* Administer the CE scale to determine the level of collective efficacy in each building.

*Action Step III:* Building teams will assess areas of weakness based on 5Essentials data and create annual building goals and outcomes based on staff and building needs.

*Action Step IV:* Create and implement a tool that will support teacher to teacher observation.

*Action Step V:* Increase opportunities for teacher influence and instructional leadership

### **Strategic Plan Goal Area:**

Positive Learning and Work Environment

### **Goal Statement:**

In TUSD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

## **Positive Learning and Work Environment**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy II:* TUSD 202 is a school district that is supportive of all students, teachers, and community members.

*Action Step I:* Administrative Leadership Team and staff will participate in diversity training as recommended by the DEI committee.

*Action Step II:* Diversity Equity and Inclusion (DEI) committee will continue to meet to increase diversity awareness.

*Action Step III:* DEI committee will appoint specific members to report recommended action steps to strategic planning teams quarterly.

*Action Step IV:* Increase awareness of individual biases and knowledge of cultural responsiveness amongst district staff.

## **Strategic Plan Goal Area:**

Positive Learning and Work Environment

### **Goal Statement:**

In TUSD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

## **Positive Learning and Work Environment** Strategies and Action Steps, 2021 - 2022



*Strategy III:* TUSD 202 is a school district that recognizes and supports students' social and emotional wellness.

*Action Step I:* Calibrate and analyze the data-tracking system for social-emotional needs and services provided.

*Action Step II:* Establish partnerships with outside agencies to assist with the needs of our students.

*Action Step III:* Expand and demonstrate the Trauma Sensitive Schools approach by providing tiered training for certified and classified staff.

*Action Step IV:* Create an implementation plan for KSDE social-emotional and character standards for district-wide usage.

*Action Step V:* Communicate resources to families for social-emotional support through collaboration with community connections.



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***Goal Statement:*** In TUSD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

## **Strategic Plan Goal Area:**

### **Operations**

#### **Goal Statement:**

In TUSD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

## **Operations**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy I:* TUSD 202 will provide a safe, secure learning environment for students and staff using 21st century technologies.

*Action Step I:* Utilize the results of our annual security audit to improve web-based security decisions.

*Action Step II:* Research and implement a system of utilizing Air Play across all buildings.

## **Strategic Plan Goal Area:**

### **Operations**

#### **Goal Statement:**

In TUSD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

## **Operations**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy II:* TUSD 202 will provide and maintain safe, reliable transportation for all students and staff.

*Action Step I:* Develop a training and survey for users of the Ride 360 app.

*Action Step II:* Use data from customer satisfaction survey of our bus service to improve service to families.



## **Strategic Plan Goal Area:**

### **Operations**

#### **Goal Statement:**

In TUSD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

## **Operations**

### **Strategies and Action Steps, 2021 - 2022**



*Strategy III:* TUSD 202 will improve district facilities to best support student and community needs by 2025.

*Action Step I:* Continued movement on 2019 Bond projects.

*Action Step II:* Establish long range CIP Replacement Cycle Plan.

*Action Step III:* Install touch-free fixtures in district buildings (faucets, flush valves, etc.).

*Action Step IV:* Continued improvement on indoor air quality through HVAC and building envelope maintenance.

*Action Step V:* Implement a facility use program called "Event Manager." Train employees and engage the community to utilize the system.