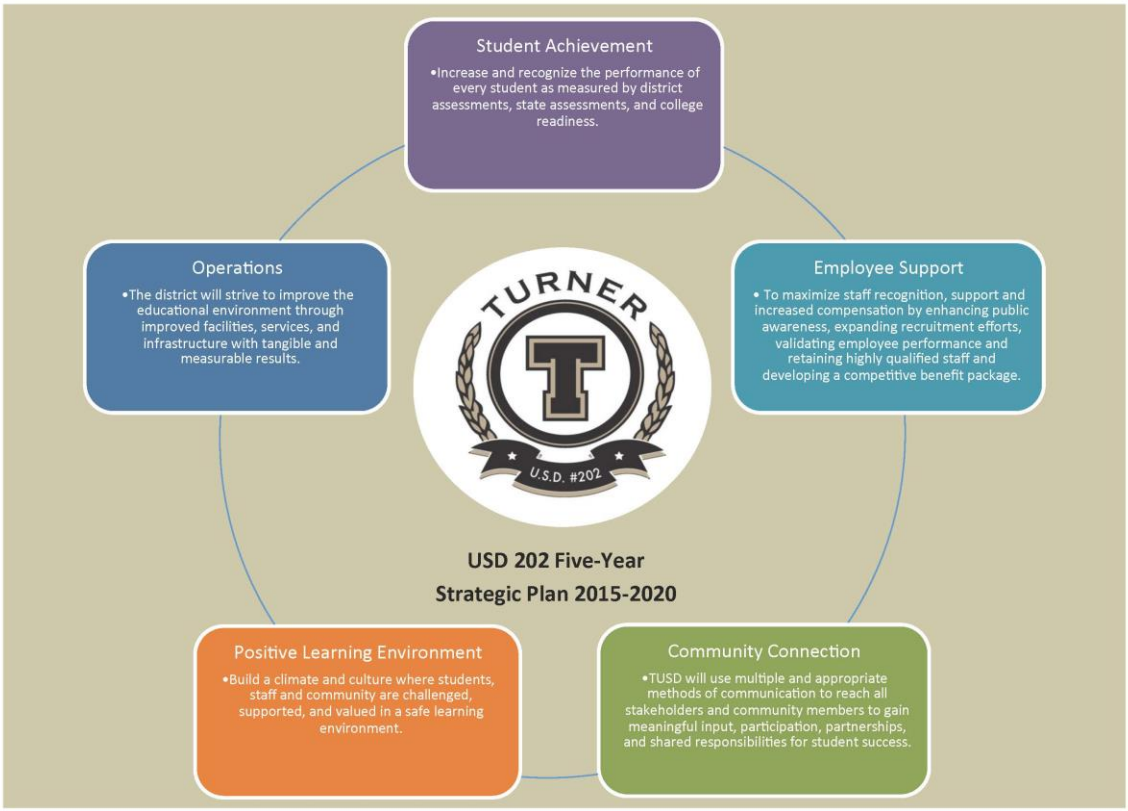
TURNER USD 202 STRATEGIC PLAN 2015-2020

Mission Statement

"Achieving success by expecting the best from everyone”

TURNER USD 202



TURNER USD 202

Mission

Achieving success by expecting the best from everyone.

Vision

The Turner Unified School District 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

6.18.15

GOAL AREA TEAMS

2019-2020

Student Achievement	Employee Support	Community Connection	Positive Learning Environment	Operations
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Turner USD 202
Strategic Plan At-A-Glance

Student Achievement

Goal: Increase and recognize the performance of every student as measured by district assessments, state assessments, and college readiness data.

- ✓ Address individual student learning by providing necessary supports based on need and interests.
- ✓ Demonstrate communications, collaboration, and engagement through authentic learning activities using technology.
- ✓ Maintain fidelity to the Kansas College and Career Ready Bulls-eye Curriculum and monitor consistency throughout K-12 Programs.

Employee Support

Goal: To maximize staff recognition, support, and increased compensation by enhancing public awareness, expanding recruitment efforts, validating employee performance and retaining highly qualified staff and developing a competitive benefit package.

- ✓ Develop and implement a comprehensive professional induction program for classified and certified staff who are working to acquire a professional license.
- ✓ Develop and nurture university partnerships to provide field experiences, mentoring, cooperative teaching, and additional professional development opportunities for current staff and high quality observation opportunities and learning experiences for staff and university education majors.
- ✓ Maintain and enhance staff recognition and support by providing all staff, students and community members the opportunity to celebrate TUSD staff.
- ✓ Provide opportunities to nurture and develop leadership capacity of all Turner USD 202 classified and certified staff.
- ✓ Develop district and building leaders' instructional leadership skills, knowledge, and practices to support effective instruction.

Community Connection

Goal: TUSD will use multiple and appropriate methods of communication to reach all stakeholders and community members to gain meaningful input, participation, and shared responsibilities for student success.

- ✓ TUSD will provide multiple avenues of communication to the Turner Community.
- ✓ TUSD will build collaborative partnerships with community members that increase opportunities for students in and out of the school setting.

Positive Learning Environment

Goal: Build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

- ✓ Turner is a school district that is safe and welcoming for all students, staff, and community members.
- ✓ Turner is a school district that is supportive of all students, teachers, and community members.
- ✓ Turner is a school district that is challenging for all students, staff, and community members.

Operations

Goal: The district will strive to improve the educational environment through improved facilities, services, and infrastructure with tangible and measurable results.

- ✓ Turner Technology will provide a safe, secure learning environment for students and staff using 21st century technologies.
- ✓ Provide and maintain safe and reliable transportation for all Turner students and staff.
- ✓ Improve district activity and athletic facilities to best support student and community needs by 2020.
- ✓ Improve district food service operations by contracting with a food service vendor.

Student Achievement

Target Area Goal: Increase and recognize the performance of every student as measured by district assessments, state assessments, and college readiness data.

Strategy: Address individual student learning by providing necessary supports based on need and interests.

Action Steps	Responsible Party	Resources	Evaluation
1. Increase accountability within Student Individual Plans of Study grades 6-12. Build curriculum map for Future 101.	Instructional Coaches Principals Director of Special Services Asst. Supt. SS Future 101 Teacher	Model Plans Current Tools MTSS resources Xello Everfi – Financial Lit	Q1:
2. Implement the Advancement Via Individual Determination (AVID) program at the high school.	High School Admin Asst. Supt. Student Services AVID Site Team	AVID	Q1:
3. Each building in the district will implement an attendance incentive program.	Truancy Coordinator Dean of Students Asst. Superintendent of Student Services Counselors Principals	Diversion Program Attendance Handbook Attendance Incentives	Q1:
4. Teachers will personally communicate with parents about their student outside of parent/teacher conferences, send bulk messages twice per quarter, and document communication in Infinite Campus.	Principals Teacher Staff District Translators	Email Phone Infinite Campus Schoology	Q1:
5. Provide parents opportunities to learn how to access and use Schoology.	Instructional Coaches Principals Office of Student Services Tech Dept.	Schoology	Q1:
6. Every building will develop a system for students to set academic goals, monitor their progress, and share their goals/progress with their parents.	Building Administrators Classroom Teachers	Assessment and Performance Systems	Q1:

Strategy: Demonstrate communication, collaboration, and engagement through authentic learning activities using technology.

Action Steps	Responsible Party	Resources	Evaluation
1. Educate staff on instructional strategies that promote higher order thinking, quality student discussion, and academic rigor.	Asst. Supt. of SS Principals Instructional Coaches	Kagan PBL/PLTW SAMR 5Essentials	Q1:
2. Implement the literacy plan developed for the LINK Striving Readers grant.	Asst. Supt. of SS Principals Instructional Coaches Reading Specialists	Literacy Continuum F&P Guided Reading HMH Professional Services	Q1:

3. Identify the writing instructional model and train all the staff K-12.	Instructional Coaches Principals Asst. Superintendent of Student Services	Various Writing Models	Q1:
4. Adjust and monitor building school improvement plans to reflect building data and maintain alignment to the district strategic plan.	Asst. Supt. SS Tech Coaches	SIP template SIP Notebook Planning Time	Q1:
5. Develop and administer AMP assessments. Teachers will focus on backwards planning from the AMP common assessments.	Principals Teaching Staff	Analysis of AMP data	Q1:
6. TLTs will focus on instruction by analyzing data, backwards planning and setting individual team goals.	Principals Teaching Staff	Turner Learning Teams Student Performance Data Quarterly analysis of admin and coaches	Q1:

Strategy: Maintain fidelity to the Kansas College and Career Ready Bullseye Curriculum and monitor consistency throughout K-12 programs.

Action Steps	Responsible Party	Resources	Evaluation
1. Unpack the standards in math and identify the essential standards K-12.	Teachers Instructional Coaches Asst. Supt. of SS Curriculum Admin	Bullseye Documents Maps Content Resources	Q1:
2. Adopt resources according to the curriculum rotation (ELA, Music, Counseling).	Teachers Instructional Coaches Asst. Supt. of SS	Publishing Companies Selection Rubrics LINK Consultants	Q1:

Employee Support

Objective/Goal: To maximize staff recognition, support and increased compensation by enhancing public awareness, expanding recruitment efforts, validating employee performance and retaining highly qualified staff and developing a competitive benefit package.

Strategy: Develop and implement a comprehensive professional induction program for classified and certified staff who are working to acquire a professional license.

Action Steps	Responsible Party	Resources	Evaluation
1. Provide New Teacher Induction/Mentor and support in alignment with KSDE regulations. a) Peer Buddy Support for New certified employees on a professional license. b) New to District PD and support plan for professional employees new to the profession in year one and two.	Department of HR, Coordinator of Professional Learning and Instructional Coaching Staff, Certified Mentors/peer buddies	Alignment with district initiatives and state guidelines.	Q1:
2. Provide consistent support for new classified staff. a) Establish two classified employees to serve on the committee. b) Work with Classified supervisors to review data from the classified needs assessment survey for new employees.	Department of HR, Strategic Plan Committee, ALT	Quarterly meetings with department managers to set goals.	Q1:
3. Update recruitment video and have social media dedication for continuous updating.	Department of HR, Exec. Dir. Adm. Services and Strategic Plan Committee, Business Services (DP)	Greenbush: Doug Graham	Q1:

Strategy: Develop and nurture university partnerships to provide field experiences, mentoring, cooperative teaching, and additional professional development opportunities for current staff and high quality observation opportunities and learning experiences for staff and university education majors.

Action Steps	Responsible Party	Resources	Evaluation
1. Network with college/university supervisors and district cooperating teachers. Once a semester, student teachers will be introduced to the Board of Education, and have a walkthrough completed by the building administrator.	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, and building administration	College/ University contacts, Turner Today, Building Administrator communication	Q1:
2. Provide the most robust competitive compensation package as the parameters of funding, economic forces, and health plan usage history will permit. a. Analyze the salary schedule in comparison to teacher and employee retention data. b. Continue efforts for providing competitive benefits package. c. Allocate funds for employee incentives (tuition reimbursement, PD opportunities)	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team	Budget Research	Q1:
3. Issue staff communication regarding information: benefits, negotiations, shared meeting minutes.	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team		Q1:
4. Analyze and communicate data from the student teacher survey given each semester.	Exec. Dir. Adm. Services and building administrators	Surveymonkey, ALT team agenda items	Q1:
5. Develop form in Frontline to track/access student teachers.	Exec. Dir. Adm. Services and building administrators	Frontline Central	Q1:

Strategy: Maintain and enhance staff recognition and support by providing all staff, students and community members the opportunity to celebrate TUSD staff.

Action Steps	Responsible Party	Resources	Evaluation
1. Continue the monthly #Bestie award (in Education Award) all staff-one time a month. Provide a recognition breakfast. Reword #Bestie nomination form. Raise awareness through social media, at building events, paper ballot and yearly recognition at Turner Days Parade.	Department of HR, Exec. Dir. Adm. Services, Strategic Plan Committee	T-shirts for each recipient, recognize at BOE mtg/social media, framed certificate, $50 budget a month per each recipient's home building (school, department)	Q1:
2. Recognize all #BESTIE nominees each month via email/form.	Department of HR, Exec. Dir. Adm. Services, Strategic Plan Committee	Certificate via email	Q1:

Strategy: Provide opportunities to nurture and develop leadership capacity of all Turner USD 202 classified and certified staff.

Action Steps	Responsible Party	Resources	Evaluation
1. Continued focus on Classified onboarding and professional learning opportunities. a) Collect data from each department regarding all PD hours earned. a) Participate in professional development opportunities b) Use data from the classified employee survey to determine PD opportunities	Department of HR, Exec. Dir. Adm. Services, and Strategic Plan Committee, Classified Supervisors.	Funding, time allocation	Q1:
2. Maintain a referral, attendance, and performance incentive plan to attract and retain high quality bus drivers.	Department of HR, Transportation Director, Superintendent, Business Office	Funding, Planning, Communication	Q1:

Strategy: Develop district and building leaders' instructional leadership skills, knowledge, and practices to support effective instruction.

Action Steps	Responsible Party	Resources	Evaluation
1. District and building leaders will meet annually with all teachers to: a) Develop/maintain an effective three-year teacher growth goal (IGAP – Individual Growth Action Plan) that aligns with our strategic plan b) Providing specific feedback for teachers regarding growth goal.	Superintendent's cabinet and ALT	Frontline Professional Growth, Strategic Plan, School Improvement Plans	Q1:
2. Organizational and building level users will receive continued support, communication and training on the implementation of Frontline modules.	Superintendent, Cabinet, and ALT.	Frontline training/admin and employee, ALT team agenda updates, Email updates	Q1:

Community Connection

Target Area Goal: TUSD will use multiple and appropriate methods of communication to reach all stakeholders and community members to gain meaningful input, participation, partnerships, and shared responsibilities for student success.

Strategy: TUSD will provide multiple avenues of communication to the Turner Community.

Action Steps	Responsible Party	Resources	Evaluation
1. Inform community through Turner Today to communicate themes, upcoming events, success stories, and recognize community partnerships.	Turner Today Editor, Business Services.	Supplemental Contract	Q1:
2. In their monthly newsletter, each school will include specific volunteer opportunities and provide personalized form for signing up, i.e. Microsoft Forms, Sign-Up Genius, etc.	Building administrators, translators PTA	Sign-up sheets, PTA support events	Q1: .

Strategy: TUSD will build collaborative partnerships with community members that increase opportunities for students in and out of the school setting.

Action Steps	Responsible Party	Resources	Evaluation
1. Continue developing parent/community liaison role to: -Work with community organizations to develop opportunities for families and students. -Increase the verbal & visual recognition of local businesses at events. -Cultivate sponsorships with community businesses and organizations. -Be a presence and point of contact at various community events. -Build resource map -Consider grant opportunities	Administration through the ASC, Parent/Community Liaison, Event coordinator, Turner Foundation, Turner Days, Site Councils, PTA, neighborhood community groups	Script of promotional information, sponsor coupons, discounts and advertisements, banners, district administration, meeting agendas, community leaders	Q1:
2. Continue to recruit and retain active and supportive businesses and educational institutions to build mutually beneficial relationships that promote mentoring, internship opportunities, and financial support.	Parent/Community Liaison, ASC, Administration, Community members & local businesses, staff members, school board members, school counselors, CT department Turner Foundation	Turner Today, social media, local businesses, phone calls, emails, meetings	Q1:
3. Acknowledge at least two community members annually in BoE meeting.	Parent/Community Liaison	Hiring of new position	Q1:

Positive Learning Environment

Target Area Goal: Build a climate and culture where students, staff and community are challenged, supported and valued in a safe learning environment.

Strategy: Turner is a school district that is safe and welcoming for all students, staff and community members.

Action Steps	Responsible Party	Resources	Evaluation
1. Communicate and publish clear behavior expectations for emotional, physical and digital safety.	District Staff, public relations, Turner Foundation, PTA	KSHSAA, BIST, Student Handbook, PBIS, KU Ci3T, Safe and Civil Schools	Q1:
2. Publish and implement an MTSS guide for TMS. Continue the utilization of Ci3T at the high school level.	Middle/High School Administrators	Student Handbook Ci3T Handbook, Surveys and direct observations	Q1:
3. Monitor a tiered intervention model based on the demerit point system.	Secondary Building Administrators,	Discipline point system	Q1:
4. Communicate and monitor the district Bully Prevention program.	Building and District administrators and district staff	Curriculum, Student handbooks	Q1:
5. Implement programs for student safety, onboarding, and acclimation that could include educational opportunities for students, parents and staff.	Building and District administers and district staff	SOS, Crisis Plan, Student Response Protocol, Raptor	Q1:
6. Promote, increase, and communicate community involvement in all district functions.	Parent/Community Liaison	Community Connection Strategic Plan, Master list of community activities, evaluation of events, collect baseline data	Q1:

Strategy: Turner is a school district that is supportive of all students, teachers, and community members.

Action Steps	Responsible Party	Resources	Evaluation
1. Recognize and celebrate success for all individuals and groups.	All district staff and Board Members	Turner Today, Awards, Websites, Social Media, Building Newsletters, District Bear Tracks, Turner Foundation	Q1:
2. Expand and demonstrate the Trauma Sensitive Schools Approach by implementing building level plans.	District and Building Administrators, Building TSS teams	TSS Resources	Q1:
3. Monitor data from social-emotional tools and implement strategies to support the social-emotional needs of our students.	District and Building Administrators	Student Risk Screening Scale (SRSS), SOS	Q1:
4. Investigate potential partnerships with	District and Building	Community Liaison	Q1:

	outside agencies to assist with the mental health needs of our students.	Administrators, counselors, social workers		
5.	Analyze 5Essential data over a 5-year growth cycle to guide the Strategic Plan.	District Administration District Staff	5Essential data	Q1:

Strategy: Turner is a school district that is challenging for all students, staff, and community members.

Action Steps	Responsible Party	Resources	Evaluation
1. Increase differentiation and rigor to lessons, projects and assessments to prepare students to become more college and career ready.	All district staff	Standards, KITE, ACT, technology, MAP	Q1:
2. Increase student participation, based on needs and interests, in a variety of activities (both competitive and non-competitive) for maximum student involvement.	All district staff	Financial Support, Master list of activities and data to support student participation	Q1:
3. Principals will hold semester (at minimum) student advisory meetings with student council or leadership groups.	Building Administrators	Time allocation	Q1:
4. Continue to collect data and monitor the effectiveness of student achievement in LEAP.	Building and District Administrators, Counselors, Social Workers, District staff	Financial support	Q1:

Operations

Target Area Goal: The district will strive to improve the educational environment through improved facilities, services, and infrastructure with tangible and measurable results.

Strategy: Turner Technology will provide a safe, secure learning environment for students and staff using 21st century technologies.

Action Steps	Responsible Party	Resources	Evaluation
1. Implementation of Lync 2019.	Supervisor of Technology Cabinet	Software vendors District Technology Staff	Q1:
2. Relocation of the SIP to THS.	Supervisor of Technology Cabinet BOE	Hardware vendors	Q1:

Strategy: Provide and maintain safe and reliable transportation for all Turner students and staff

Action Steps	Responsible Party	Resources	Evaluation
1. Implement WiFi on buses.	Joe Peterson Vendor Technology staff	Funding allocation Vendor	Q1:
2. Develop driver training program for student tracking program.	Joe Peterson Vendor Technology staff	Funding allocation Vendor	Q1:
3. Pilot student tracking and parent app.	Joe Peterson Vendor Technology staff	Funding allocation Vendor	Q1:

Strategy: Improve district instructional, activity, and athletic facilities to best support student and community needs by 2020

Action Steps	Responsible Party	Resources	Evaluation
1. Continued implementation and monitoring of Bond 2019 and DAC projects.	Doug Powers Jason Dandoy McCownGordon DLR Architects	McCownGordon DLR Architects	Q1:
2. Development of business sponsorships, marketing, and licensing agreements	Doug Powers Ben Sutherlin	Time allocation, Assistance from Turner Foundation	Q1:
3. Create BOE policy with respect to advertising.	Doug Powers Ben Sutherlin	KASB Research and Policy Services	Q1:
4. Create sponsorship opportunities, pricing, and contract language.	Doug Powers Ben Sutherlin	Market research within UKC League.	Q1:
5. Develop licensing agreements for use of district logos.	Doug Powers Ben Sutherlin	NFHS Resources	Q1:

Strategy: Improve district food service operations by contracting with a food service vendor.

Action Steps	Responsible Party	Resources	Evaluation
1. Identify areas of growth and services desired for upcoming years.	Doug Powers Kristen Woodbury Director of Food Service	Food Service Director	Q1:
2. Analysis of food service financials and usage statistics.	Doug Powers Kristen Woodbury Director of Food Service	Fiscal analysis	Q1:
3. Creation of a disaster recovery procedure for refrigeration/freezers and kitchen needs.	Doug Powers Director of Food Service Kristen Woodbury Amber Spiess	FGM staff Food Service Staff	Q1:
4. Preparation for bidding/awarding of new 5-year contract, FY21-FY25.	Doug Powers Director of Food Service Kristen Woodbury Amber Spiess	Business Office KSDE Food Service	Q1: