

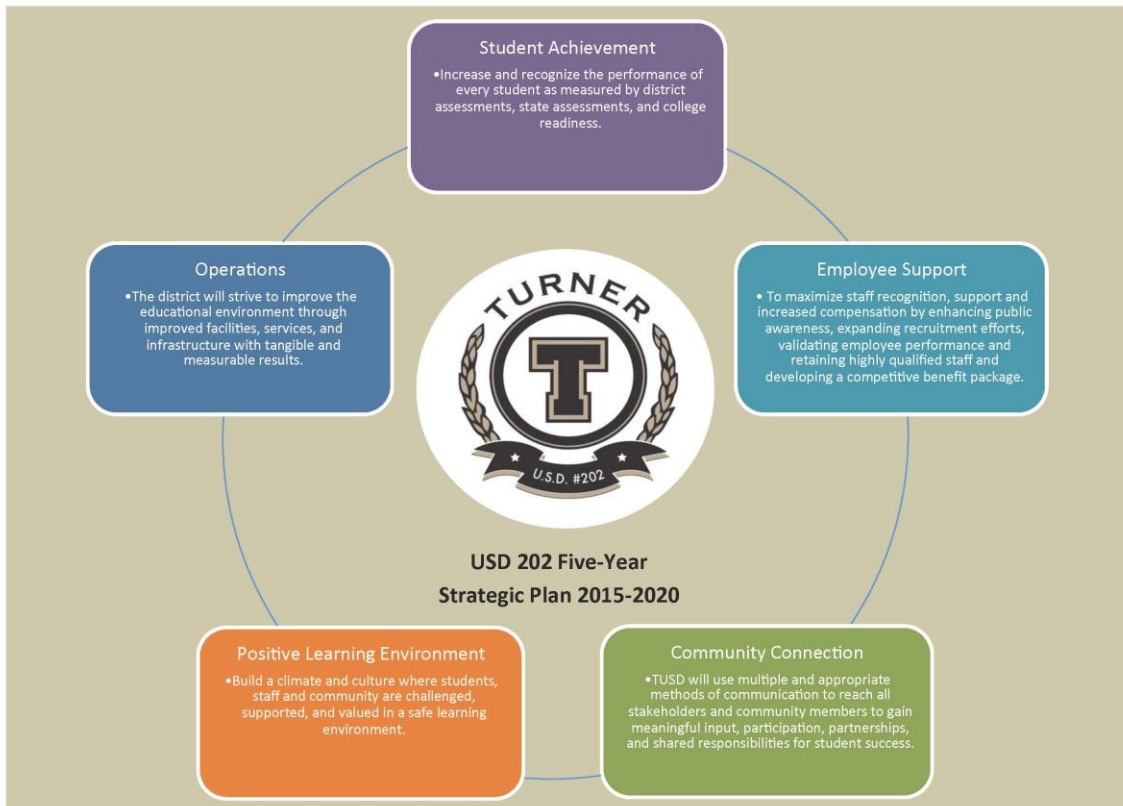
TURNER USD 202 STRATEGIC PLAN 2015-2020



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

2018-2019

Student Achievement	Employee Support	Community Connection	Positive Learning Environment	Operations
Joy Engel	Lana Gerber	Jason Dandoy	Deb Ayers-Geist	Doug Powers
Christy Compton	Sarah Tidwell	Kevin Golubski	Theresa Tillery	Chris Crockett
Frankie Lizar	Larissa Spare	Josie Gutierrez	Wade Church	Sara Wilson
Leasha Wolterman	Becky Billigmeier	Doug Lockwood	Andi Stipe	Molly Cumnickel
Chelsea Hansen	Dolores Lopez	Laura Gilchrist	Alex Grogan	Joy Beery
James Polk	Aron Attebery	Jay Douglas	Alan Penrose	Scott Keberlein
Matt Spring	Travis Klienow	Camellia White	Bill Weber	Laura Huyett
Julie Meditz	Rena Duewel	Trevor Addis	Matthew Kennedy	Ben Sutherlin
Stefanie Stoner	Darylene Barnes	Tara Hudson	Steve Russell	Joe Peterson
Steve St Louis	Jill Toepfer	Linda Lockwood	Abbi Linville	Kiana Brown
Daniel Soptic	Jennifer Rabang	Monica Roland	Lindsay Posillico	Mark Wright
David Hagan			Cayce Karg	Suzanne Alston

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. Update and monitor the Turner Tiered Intervention Plan or Ci3T.	Instructional Coaches Principals Dir. of Special Serv. Asst. Superintendent of Student Serv.	MTSS Implementation Guide Ci3T (KU)	
2. Monitor and increase accountability within Student Individual Plans of Study grades 6-12.	Instructional Coaches Principals Director of Special Services Asst. Superintendent Student Services Future 101 Teacher	Model Plans Current Tools MTSS resources Career Cruising Everfi – Financial Lit	
3. Explore systemic college preparatory programs for high school students. (AP, IB, AVID, etc.)	High School Admin High School Counselors Asst. Supt. Student Services	AVID Advanced Placement International Baccalaureate	
4. Enhance the TUSD Truancy Diversion Program to improve attendance across the district.	Truancy Coordinator Dean of Students Asst. Superintendent of Student Services Counselors Principals	Diversion Program Attendance Handbook Attendance Incentives	
5. Teachers will personally communicate with parents about their student outside of parent/teacher conferences and bulk messages twice quarterly and document in Infinite Campus.	Principals Teacher Staff District Translators	Email Phone Infinite Campus Schoology	
6. Each building will plan a professional learning session on family engagement.	Principals	TASN KSDE	
7. Ensure all parents understand how to access the Schoology and Infinite Campus portals for grade and student information.	Instructional Coaches Principals Office of Student Services Tech Dept.	Schoology	

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 Daily 5 5Essentials	
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	
3. Identify the writing instructional model and train all the staff K-12.	Instructional Coaches Principals Asst. Superintendent of Student Services	Various Writing Models	
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	
5. Use in-district trainers to train, observe and evaluate current TLTs within all buildings. TLTs document their work to share vertically. Increase opportunities for vertical team meetings.	DuFour trained staff Principals Teaching Staff	#ObserveMe Turner Learning Teams Student Performance Data DuFours Materials	

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 ELA and identify the essential standards K-12.	Teachers Instructional Coaches Asst. Supt. of SS Curriculum Admin	Bullseye Documents Maps Content Resources	
2. 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	
3. Update and revise the curriculum resource rotation schedule. Adopt according to updates.	Teachers Instructional Coaches Asst. Supt. of SS	Publishing Companies Selection Rubrics	
4. Develop and implement a Digital Citizenship curriculum in Grades PK-5th.	Technology Coaches Principals Library Media Teachers Asst. Supt SS	Common Sense Media KS Standards Planning Time	

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 to KSDE regulations. <ul style="list-style-type: none"> 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, Exec. Dir. of Adm. Services, Coordinator of Professional Learning and Instructional Coaching Staff	Alignment with district initiatives, technology and state guidelines.	
2. Provide consistent support for new classified staff. <ul style="list-style-type: none"> a) Establish two classified employees to serve on the committee. b) Work with Classified supervisors to establish a list of needs and possible needs assessment for employees. 	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, department managers and coordinators	Monthly reflection with department manager and coordinator.	

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, in district, meet and greets for student teachers.	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, and building administration	College/ University contacts, Turner Today, Building Administrator communication	
2. Provide the most robust competitive compensation package as the parameters of funding, economic forces, and health plan usage history will permit. <ul style="list-style-type: none"> 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) d. Recruit, train, and retain high quality substitutes for PD and collaboration opportunities. 	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team	Budget Research	
3. Issue staff communication regarding information: benefits, negotiations, shared meeting minutes.	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team		
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	
5. Develop form in Frontline to track/access student teachers.	Exec. Dir. Adm. Services and building administrators		

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)	

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. Continue to develop leadership opportunities for professional employees. a) KU/TUSD future building leader partnership-continue year 2 of the program.	Department of HR, Exec. Dir. Adm. Services, Superintendent.	Leading Educator Program, financial includes Leading Educator Funders and District funds. KU education department.	
2. Continue to expand opportunities for classified staff to train and mentor peers: a) Support up to quarterly TLTs for classified supervisors/administrators b) Continue efforts to develop field specialists/mentors in all classified departments. c) Participate in professional development. d) Collect data from each department regarding all PD hours earned.	Department of HR, Exec. Dir. Adm. Services, and Strategic Plan Committee, Classified Supervisors.	Funding, time allocation	
3. Develop an incentive plan for to attract and retain high quality bus drivers.	Department of HR, Transportation Director, Superintendent, Business Office	Funding, Planning, Communication	

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: <ul style="list-style-type: none"> a) Development an effective teacher growth goal. b) Providing specific feedback for teachers regarding growth goal. 	Superintendent’s cabinet and ALT	Professional Growth Plan (formerly-My Learning Plan), Strategic Plan, School Improvement Plans	
2. District Leadership will communicate clear expectations regarding use and data of walk-throughs. <ul style="list-style-type: none"> a) Introduce new program b) Implement c) Calibrate d) Analyze/share 	Superintendents cabinet and ALT	Walk through tool, calibration, ALT agenda.	
3. 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.	

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. Communicate important events, actions, student progress, student concerns and success stories to the families through Schoology.	School Improvement Team, building secretaries, principals teachers	Schoology	
2. Inform community by revising Turner Today to communicate themes, upcoming events, success stories, and optimize space.	Turner Today Editor, Business Services.	Supplemental Contract Dr. Lockwood (delivery)	
3. All school principals issue a monthly newsletter to families. Newsletters will be posted to websites.	Translators, administrators	Translated newsletters	
4. Each school will publish quarterly volunteer opportunities (in school newsletter) for families that support academics and activities.	Teachers, administrators, PTA, WATCH Dogs, Turner Rec	Sign-up sheets, PTA support events	

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. Hire a parent/community liaison to: -Work with community organizations to develop opportunities for families and students. -Increase the verbal & visual recognition of local businesses at events. -Add sponsorships to the district website with incentives. -Recognize sponsors in the Turner Today. -Be a presence and point of contact at various community events.	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	
2. 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	
3. Acknowledge at least two community members annually in BoE meeting.	Parent/Community Liaison	Hiring of new position	

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	
2. Continue the utilization of Ci3T at the high school level.	Secondary Building and District Administrators	IC, Student Handbook, Ci3T Handbook, Surveys and direct observations	
3. Create and implement an MTSS guide for TMS.	Middle School Administrators	Student Handbook	
4. Monitor a tiered intervention model based on the demerit point system.	Secondary Building Administrators, Parent/Community Liaison	Discipline point system	
5. Communicate and monitor the district Bully Prevention program.	Building and District administrators and district staff	Curriculum, Student handbooks	
6. Implement programs for student safety that could include educational opportunities for students, parents and staff.	Building and District administrators and district staff	SOS, Crisis Plan, Student Response Protocol, Raptor	
7. Promote and increase community involvement in all district functions.	Parent/Community Liaison	Community Connection Strategic Plan, Master list of community activities, evaluation of events, collect baseline data	

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	
2. Expand and demonstrate the Trauma Sensitive Schools Approach by implementing building level plans.	District and Building Administrators, Building TSS teams	TSS Resources	
3. Determine a tool for assessing the social/emotional needs of our students.	District and Building Administrators	Student Risk Screening Scale (SRSS), SOS	
4. Analyze 5Essential data over a 5-year growth cycle to guide the Strategic Plan.	District Administration District Staff	5Essential data	

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	
2. Increase student participation 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	
3. Create a committee to develop and implement an educational placement program to transition and support students who need an alternative learning environment (Replacing Evening PACE).	Building and District Administrators, Counselors, Social Workers, District staff	Financial support	

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. Technology will work to upgrade district security camera at elementary buildings pending outcome of Kansas Safety/Security Grant.	Supervisor of Technology Cabinet BOE	KSS Grant	
2. Upgrade local SAN infrastructure to increase performance of all Network applications.	Supervisor of Technology Cabinet BOE	Hardware vendors	

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

Action Steps	Responsible Party	Resources	Evaluation
1. Improve employee retention. Monitor comparing salaries/wages with surrounding districts to retain and attract best candidates for classified staff.	Joe Peterson	Funding allocation	
2. Implement bus wi-fi and student tracking software.	Joe Peterson	Software provider, funding allocation	

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

Action Steps	Responsible Party	Resources	Evaluation
1. Application to KSDE for Bond and Interest State Aid.	Doug Powers Jason Dandoy	DLR, McCown Gordon, Piper Jaffray, Gilmore and Bell	
2. Promotion of an informational campaign to educate community members.	Doug Powers Ben Sutherlin	Community events, Turner Today, mailings	
3. Creation of a political action group to help promote future facility improvements.	Doug Powers Ben Sutherlin Jason Dandoy	Patron organized group, DLR Group	
4. Development of business sponsorships, marketing, and licensing agreements	Doug Powers Ben Sutherlin	Time allocation, Assistance from Turner Foundation	

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

Action Steps	Responsible Party	Resources	Evaluation
1. Full implementation of the scope of work by the food service	Doug Powers Director of Food	Time allocation	

management staff and the Turner USD staff.	Service		
2. Analysis of food service financials and usage statistics.	Doug Powers Director of Food Service	Fiscal analysis	
3. Growth of special event service (meals for athletes at events, special events, reward parties).	Doug Powers Director of Food Service	TUSD OPAA! Food service staff	
4. Creation of a disaster recovery procedure for refrigeration/freezers and kitchen needs.	Doug Powers Director of Food Service Amber Spiess	Time allocation	