

STRATEGIC PLAN

USD 369

Burrton, Kansas

Developed 2014

Introduction

The USD 369 Strategic Planning Committee was appointed by the Board of Education and consisted of Board members, administration, staff and patrons. The committee met for its initial meeting on Monday, Feb. 3 at 5:00 p.m. in the high school media center. The planning committee resumed its meeting for a second date on Saturday, March 29 at 1:00 p.m. The first meeting concluded at 9:15 p.m. and the second meeting concluded at 3:15 p.m. with a majority of the work completed.

The Kansas Association of School Boards conducted the meeting and was facilitated by Mr. Gary L. Sechrist, KASB Leadership Services.

The strategic planning sessions were carried out as follows:

- *Mr. Jeff Shearon (superintendent) reviewed district information with the committee. The information included enrollment trends, budget trends, staffing trends, Special Education staff, transportation, payroll, fund balances, Capital outlay expenditures, the state of technology in the district, coursework at the elementary, middle and high school that can or cannot be offered, and graduation requirements;*
- *Mr. Sechrist reviewed the process to be used to ascertain the themes for the proposed strategic plan;*
- *Six groups of 4 and/or 5 committee members discussed and wrote a statement of what they wish USD 369 would look like(their dream) in three years. This exercise was meant to provide the group with their vision of the school district before the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis was conducted;*
- *The same groups identified the strengths, weaknesses, opportunities and threats (SWOT analysis) and reported back to the committee as a whole;*
- *Individual committee members identified what they believed to be the common themes. Individuals communicated their insight to their respective committees. Each committee came to consensus of the common themes and then reported to the whole group.*

The Strategic Planning Committee reached consensus on the attached items as part of the processes and procedures used during the first and second days of planning. These items are indications of the current climate of the Burrton School District and community.

The majority of the committee returned for the second session on Saturday afternoon and one additional committee member attended on Saturday that was unable to attend the first session. The second session began with a review of the process during the first planning session. Facilitator Sechrist analyzed the information gathered from the first meeting and reviewed the 4 common themes/goals selected. The group by consensus felt that one of the 4 goals should be divided into a sub-theme. The committee eventually agreed that “Learning Environment” should be added to the original four themes. The group was decisive in identifying 5 themes. Each of the possible themes/goals was matched to the following researched concepts: “What Matters Most, The 11 Influence Areas and the 5 Key Goal Areas.” This exercise emphasized that the five themes/goals selected were outstanding choices.

The Five Themes/Goals selected were:

- *School and Community Accountability which included the following:*
- *Technology upgrades;*
- *Facilities (includes athletics);*
- *Learning environment; and*
- *Increase curriculum opportunities*

These themes/goal areas were used by the planning committee to guide the development of specific strategies for consideration by the USD 369 Board of Education. The second day of the planning session centered on the task of defining why (purposes) each theme needs to be addressed to benefit the Burrton School system and community.

Following the second planning session, and over the course of multiple Board of Education meetings, the included strategies in this report were discussed, refined, condensed, prioritized, and organized into a strategic plan. Critical discussions were had by the district administration to determine a feasible sequence of implementation of the defined strategies.

We thank all those that participated in this process, providing the district with a sound direction for several years to come.

*Mr. Shearon
Superintendent*

Theme:

SCHOOL AND COMMUNITY ACCOUNTABILITY

Purpose(s):

- * Because a healthy community and school is the best place to raise our children
- * To enhance parent and community involvement
- * We need good relationships to support school endeavors
- * Enhance community ties to school

Strategy	Means	Responsibility	Timeline
Find multiple way of communicating the positive things our students and staff are doing	<ul style="list-style-type: none"> * Newsletter * Facebook * Twitter * Webpage * Blogs 	<ul style="list-style-type: none"> * Superintendent * MS/HS Principal * Teachers 	* On-going
Find ways and money to continue to teach kids social skills & character education: anti-bullying, cyber safety/proper use, sex ed, and safe driving	<ul style="list-style-type: none"> * Donations * Grants * Classroom lessons * Kansas Learning Center for Health * KidzWorld Programs * Steps to Respect Curriculum K-5 * Camfel Productions 6-12 	<ul style="list-style-type: none"> * Principals * Classroom teachers * IT personnel * Technology teachers 	* On-going
Parent climate survey	* Survey as part of enrollment process	<ul style="list-style-type: none"> * Superintendent * MS/HS Principal 	<ul style="list-style-type: none"> * Each year * Begin fall 2015
Staff training to meet the needs of at-risk students and parents	* Training by outside group or book study (i.e. Ruby Payne)	<ul style="list-style-type: none"> * Superintendent * MS/HS Principal 	* 2015-2016

Theme:

TECHNOLOGY UPGRADES

Purpose(s):

- * Students have the knowledge to use technology in the workplace and in their personal lives in ways that make positive impacts
- * To promote good instructional strategies and improve student motivation for 21st century
- * Keep up with the changing demands - constant
- * Stay relevant for our students

Strategy	Means	Responsibility	Timeline
Keep staff abreast of latest technology hardware and software	<ul style="list-style-type: none"> * Emails * Professional Development * Sharing of ideas * Training of staff from without and outside the district * Utilization of Technology Integration Specialist 	<ul style="list-style-type: none"> * IT personnel * Tech. Integration Specialist * Superintendent * MS/HS Principal 	* On-going
Keep funding technology and upgrades each year, and continue with professional development	* Adequately budget enough funds for continued PD and technology support each year	<ul style="list-style-type: none"> * BOE * Superintendent 	* Summer/fall each year
Online classes or other technology to offer classes/instruction in subjects we cannot or do not offer	<ul style="list-style-type: none"> * Offer classes online through APEX when appropriate * Partner with HCC 	<ul style="list-style-type: none"> * Superintendent * MS/HS principal 	* On-going
Update ES lab	* Transfer newer computers from the HS business lab to the elementary lab	<ul style="list-style-type: none"> * IT Personnel * Superintendent 	* Summer 2014
All students have laptop or iPad	<ul style="list-style-type: none"> * 1:1 iPad initiative at the high school * Increase laptops/iPads at the MS level * Increase iPads at the elementary 	<ul style="list-style-type: none"> * IT Personnel * Superintendent * MS/HS Principal 	* Fall 2014

Theme:

FACILITIES

Purpose(s):

We need to keep up our facilities in order to provide the educational experiences that our community wants for their children.

- * To enhance learning, be safe and build pride
- * Provide a safe and positive environment for kids and staff
- * Improve student learning environment

Strategy	Means	Responsibility	Timeline
<ul style="list-style-type: none">* Replace the track* Replace windows in the elementary and middle school buildings* Remodel MS and Elementary School restrooms* Replace High School gym bleachers* Replace Elementary/MS gym bleachers* Replace intercom/clock/phone systems* Repair High School parking lot and east playground hard surfaces* Replace football field lights and poles	<ul style="list-style-type: none">* Passage of Bond Issue	<ul style="list-style-type: none">* BOE* Superintendent* Patrons	<ul style="list-style-type: none">* Bond Issue - April 2015* Begin Projects - Summer 2015

Theme:

LEARNING ENVIRONMENT

Purpose(s):

- *The more positive the environment the better chance for parental involvement, good working environment for staff, a better place for students to learn, and bringing pride to our community.
- * To increase student achievement and motivation, To increase teacher satisfaction and school climate
- * Help students prioritize their potential
- * Better preparing staff and students

Strategy	Means	Responsibility	Timeline
Continue to tap into town resources(city,county)	* Initiate a "pizza and pop" lunch program with middle/high school students and local police	* Principal	* Begin January 2015
Survey former students about their preparation for College and/or career readiness	* Survey graduates a year after graduation	* MS/HS Principal	* spring 2015 create survey * spring 2016 first survey results
Survey students about school environment, teachers, classes, etc. (6-12)	* Survey graduates a year after graduation	* MS/HS Principal * MS/HS Teachers	* spring 2015 create survey with staff * April 2016 first survey results * May 2016 share first survey with staff

Theme:

INCREASE CURRICULUM OPPORTUNITIES

Purpose(s):

- * Teach the students what they need to be successful when they leave Burrton Schools
- * Increase student achievement and promote strong instructional strategies
- * Increase curriculum opportunities
- * Provide students with more diversity

Strategy	Means	Responsibility	Timeline
Communicate to the community any changes in curriculum	<ul style="list-style-type: none"> * Board meetings * Back-to-School parent night * Academic Night * News stories * Facebook Posts * Newsletters * Classroom info 	<ul style="list-style-type: none"> * Superintendent * Principals * Teachers 	<ul style="list-style-type: none"> * On-going * Upon consideration of new curriculum * Beginning of each year
Evaluate, adopt and implement a math curriculum (K-12), teacher training for new materials	<ul style="list-style-type: none"> * Adoption and implementation of new curriculum - Math in Focus 	<ul style="list-style-type: none"> * BOE * Superintendent * Principals * Teachers 	<ul style="list-style-type: none"> * Completed spring 2014 * Implemented fall 2014
3-year old preschool program	<ul style="list-style-type: none"> * Implement at least one session of preK for 3-yr olds 	<ul style="list-style-type: none"> * Principal * BOE 	<ul style="list-style-type: none"> * Began program fall 2014
Begin researching a comprehensive ELA curriculum	<ul style="list-style-type: none"> * Survey curriculum leaders * Evaluate samples against standards * Teacher review process * Parent review period * Administrative recommendation * Board adoption 	<ul style="list-style-type: none"> * BOE * Superintendent * Principals * Curriculum Leader * Teachers 	<ul style="list-style-type: none"> * Begin spring 2015 * Review 2015-2016 * Implement 2016-2017
Survey recent graduates about what they wish they could have learned or didn't learn to better have prepared them	<ul style="list-style-type: none"> * Survey graduates a year after graduation 	<ul style="list-style-type: none"> * Principal 	<ul style="list-style-type: none"> * spring 2015 create survey * spring 2016 first survey results

