# Southern School District #1

2020-2024 DISTRICT STRATEGIC PLAN

Dr. Christopher Prososki, Superintendent of Schools

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# Southern Public Schools

Dr. Christopher Prososki Superintendent

# **Board of Education**

David Zimmerman, President Carol Pralle Emily Shockley Betsy Frerichs Angela Meyer Jim Zvolanek





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#### Introduction

This strategic plan is a recognition by the Southern Public Schools Board of Education that its mission requires not only the commitment and contributions of the teachers, administrators, and staff of SPS, but also the commitment and contributions of our district's internal and external stakeholders: parents, students, community leaders, and citizens of our community. We all have a stake in the success of SPS and we should all have the opportunity to help shape the idea of what success looks like for our district. Therefore, it was central to this entire strategic planning process that we engage all stakeholder groups.

We would like to thank members of the Strategic Overview Committee for their considerable contributions to the creation of this strategic plan.



#### Strategic Process

Working with facilitators from the Nebraska Association of School Boards, we established a Strategic Overview Committee comprised of board members, administrators, teachers, students, parents, and community leaders. The Strategic Overview Committee reexamined our district mission and vision for our future and helped guide the strategic planning process. We conducted meetings with business and community leaders, parents, and students at the middle school and high school. We met with staff in every building in the district. We asked all of these groups to share their thoughts, ideas, and concerns about the district. We listened.

This process allowed us, as a community, to closely examine where we are now as a district. We examined our strengths, but also had frank conversations about what our most pressing needs are today and the challenges we are sure to face in the days ahead. To be clear, while we reaffirmed that we have much to be proud of in our district, we also learned that we have many areas in which we must improve if we are to fulfill our mission.

Because all of us – the Southern board, administrators, teachers, and staff – are committed to doing all we can to improve our district, we used those identified areas of need to form the structure of this strategic plan. These are the priorities we have set for our district for the next three years. The effort to address these priorities – by setting goals, defining specific strategies, and completing concrete actions – will inform much of what the district does over the next three years: methodologies employed in individual classrooms, programs enacted in buildings, district-wide initiatives implemented by district administration, and policy set by the Southern board will all be influenced by this plan.





#### Southern Public Schools Mission Statement

Every Student, Every Day, The Southern Way

#### Southern Vision Statement

The Southern School District prepares students through educational experiences to be responsible, respectful, and safe.

#### Southern Belief Statements

The School will:

- Inspire students to contribute to society as knowledgeable, responsible, and well-rounded citizens.
- Ensure a safe, positive, and supportive learning environment with high expectations for student achievement.
- Encourage students with the opportunity to learn, grow, and succeed.

The Students will:

- Learn the value of leadership and how to be independent, problem-solving thinkers.
- Become confident and goal-oriented lifelong learners in college and career readiness skills.
- Be assured in their abilities, recognize their accomplishments, and show confidence in their growing abilities.

The Community will:

- Support the students in their growth and lifelong learning.
- Encourage district staff and leadership in creating a learning environment of high student achievement.
- Provide the resources to ensure the district's ability to deliver a supportive learning environment and create responsible citizens.











Careful and collaborative analysis of the data collected through the strategic planning needs assessment process resulted in the identification of a number of priorities. These identified priorities, in turn, informed the creation of several areas of focus that form the structure of the SPS Strategic Plan.

#### **High-Quality Instruction and Learning Experiences**

Relevant curriculum and effective instructional methods are critical to student learning and support the SPS vision to "review and make certain the Strategic Plan and Performance Indicators align to "Every Student, Every Day the Southern Way" by maximizing student betterment. Through adopted core curriculum, vertical and horizontal alignment, the district promotes effective transitions for students at each grade and level throughout the PK-12 system. Furthermore, enhancing expanded learning opportunities will help foster students' problem-solving abilities to prepare for their future successes. The success of the SPS district and its ability to bring the mission and vision to life for the students is predicated on the district's most valuable assets — the dedicated and professional teachers, administrators, and staff. As the SPS staff is supported and challenged they will grow as professionals, and SPS students will ultimately benefit.

#### Whole Child Focus

To ensure the district prepares students through educational experiences to be responsible, respectful, and safe. The district believes we must inspire students to contribute to society as knowledgeable, responsible, and well-rounded citizens; therefore, we must encourage students through opportunities to learn and grow in a safe, positive, and supportive learning environment.

#### **Culture and Connectedness**

We must create the necessary partnerships and shape the narrative that emphasizes the importance of the school district to the future of the community — renewing our efforts to model high expectations that inspires excellence and promotes learning for all students. SPS must recruit, retain, and provide the professional development opportunities by establishing and maintaining a culture that inspires excellence where students are safe, healthy, and engaged.





#### **Personnel Effectiveness**

Fundamental to the success of the Southern school district is the ability of the district to recruit, develop, and retain high-quality educators and leverage their expertise through targeted recruitment of both new and veteran educators who bring a diversity of backgrounds and expertise into the school district. The district will equip and support the on-boarding of newly hired staff and invest in ongoing growth and development to support effective instruction and educational leadership throughout the district.

#### **District Resources**

The SPS community supports and sustains the district, providing the resources that enable all that we do to educate our students. We have a responsibility to continue to be good stewards of the funding our generous community provides. We must prioritize our many needs through the lens of the finite financial resources available and work to ensure that our investments are designed to have the largest possible impact on our most pressing student needs.

We aspire and are committed to providing well-maintained, safe, and appropriate buildings and grounds to support an environment in which students can learn and staff can perform effectively. To ensure that we are able to continue to meet this need, we must continue to implement the district's master facility plan to address both the short and long-term needs of our PK-12 buildings and ground.

#### **Guiding Principles, Objectives, Strategies, and Performance Indicators**

Our process enabled us to identify needs and establish priorities (guiding principles). To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following strategic plan, each Guiding Principle is further defined in the form of an objective. Each objective state with specificity a goal that, when achieved, will have a direct impact on SPS's ability to meet our mission. For each objective, strategies have been created that define the action necessary to meet the objective. Each strategy is expressed through manageable and measurable action steps (performance indicators).





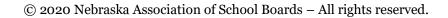
#### Implementation of the Strategic Plan

This strategic plan represents our collective resolve to inspire and empower students. The guiding principles, objectives, and strategies set forth below are the building blocks of the path we have laid out to reach the 2020-2023 benchmarks for student learning. Meeting those benchmarks depends on more than just designing a path – we must be dedicated, at every level, to the consistent and effective implementation of the specific strategies and measurable action steps (performance indicators) and work to integrate the strategic plan into the regular operation of the district.

To ensure the success and implementation of the SPS Strategic Plan, district leadership will:

- A. Assign staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources needed to ensure the progress and success of the plan
- D. Align the plan to the board's annual calendar and monthly meeting agenda to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually





#### **Guiding Principles**

The guiding principles highlight the areas SPS will build upon to support the mission and vision of the school district.

#### Objective

The objective states the area of focus and outcome that SPS will achieve.

#### Strategy

The strategy provides detail of how the objective will be met

#### **Performance Indicator**

The performance indicators identify specific tasks, assignments, or action staff members will follow to realize the stated objective and strategy.

#### **Program/Building Level**

The Program/Building Level identifies the point of impact.

#### Responsible

The assigned responsibility is to ensure progress/success of the Indicator.

#### **Target Date**

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

#### Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

#### **Evidence of Progress**

The Evidence of Progress identifies the action that has been taken to meet the Indicator.



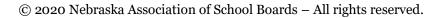


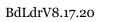
AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

	Strategy 1.1: Set high expectations to ensure diverse learning opportunities for the students at Southern Public Schools.						Priority 1
R	1.1(a) Research, identify, and adopt	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	a common curriculum in English language arts, math, and science to support consistent instruction and improved student academic learning.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
SITI	Progress Report: (date)						







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Strategy 1.1: Set high expectati	ons to ensure diverse	learning opportunities fo	arning opportunities for the students at Southern Public Schools.			Priority 1
$\simeq$ 1.1(b) Ensure the adopted	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
<ul> <li>1.1(b) Ensure the adopted curriculum is vertically and horizontally coherent to validate that it is aligned across lessons, courses, subject areas, and grade levels.</li> </ul>		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
Target Date	Responsible	and time bound.				
SIT Progress Report: (date)						



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<b>Strategy 1.1</b> : Set high expectations to ensure diverse learning opportunities for the students at Southern Public Schools.						Priority 1
R	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2		Funding/Evidence of Progress 2022-23
1.1(c) Integrate career and correadiness instruction and lear into the district curriculum. Target Date	-	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
Target Date	Responsible	and time bound.				
SIT Progress Report: (date)						



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	Strategy 1.1: Set high expectation	ons to ensure diverse l	earning opportunities fo	or the students at Southern Publi	Priority 1		
R	1.1(d) Utilize the curriculum review	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	cycle policy to provide a systematic process to examine content and to ensure the curriculum is aligned to the standards and meeting the learning needs of students.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
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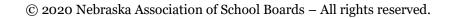


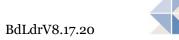
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	Strategy 1.1: Set high expectation	ons to ensure diverse le	earning opportunities fo	or the students at Southern Publi	c Schools.	Priority 1
Х		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	Funding/Evidence of Progress 2022-23
0 1.1(e)	) Evaluate the effectiveness of					
1.1(e) the co	ommon curriculum.					
PERFORMANCE INI			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

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Strategy 1.2: Ensure curric	ulum and instructional method	s are properly, equitab	ly, and consistently implemented	l from PK-12.	Priority 3
1.2(a) Through the fidelity of	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2	Funding/Evidence of Progress 2022-23
1.2(a) Through the fidelity of the instructional framework, all teachers will engage students elevate the depth of understand to support student learning. Target Date	and	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			

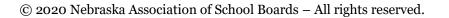


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Strategy 1.2: Ensure curriculum ar	nd instructional method	s are properly, equitab	ly, and consistently implemented	from PK-12.	Priority 3
26 1.2(b) Provide professional	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	
1.2(b) Provide professional         development to equip and prepare         staff for success through the         integration and implementation of         the instructional framework.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			





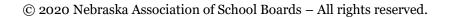


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	Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.Priority 3							
8	1.2(c) Align the teacher evaluation tool and process to the use and integration of the instructional framework to support staff success and learning outcomes.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATOR			What will you do to accomplish the					
RFORMAN		Decremeible	Indicator? Be specific, measurable, achievable, realistic, and time bound.					
	Target Date	Responsible						







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Strategy 1.2: Ensure curriculum	and instructional metho	ds are properly, equitabl	s are properly, equitably, and consistently implemented from PK-12.			Priority 3
×	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
1.2(d) Identify learning strategies						
and interventions to provide academic supports for struggling						
		What will you do to				
ANC		accomplish the Indicator?				
Target Date		Be specific, measurable, achievable, realistic,				
Target Date	Responsible	and time bound.				
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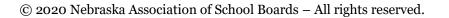


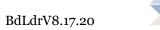
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	<b>Strategy 1.2</b> : Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.							
R	1.2(e) Distribute and engage staff in	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATOR	1.2(e) Distribute and engage staff in data to review, analyze, and support day-to-day decision-making, evaluation of programs, and scope and sequencing to support effective instructional planning and practice.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PER	Target Date	Responsible	and time bound.					







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Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12. Priority 3							
약 1.2(f) Ida	1.2(f) Identify and implement	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-		Funding/Evidence of Progress 2022-23
academic inclusive	supports to provide educational learning ities for students with		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
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	<b>Strategy 1.2</b> : Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.				Priority 3	
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2	Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	1.2(g) Evaluate the effectiveness of the district instructional framework and teacher evaluation.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			



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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

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Strategy 1.3: Challenge and eng	age students in learnin	ng experiences that enable	s personal growth and learning	g success.	Priority 2
1.3(b) Explore SPS graduation rates,	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	Funding/Evidence of Progress 2022-23
1.5(b) Explore SPS graduation rates, assess, and consider initiatives to proactively and consistently work in partnership with students, families, and the community to support the needs of students. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			



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	<b>Strategy 1.3</b> : Challenge and engage students in learning experiences that enables personal growth and learning success.						Priority 2
8		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	1.3(c) Create healthy, supportive, and responsive learning environments to engage and advocate for students who are struggling with attendance issues.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
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	Strategy 1.3: Challenge and eng	age students in learning	ng experiences that enab	les personal growth and learning	g success.	Priority 2
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	Funding/Evidence of Progress 2022-23
T0]	1.3(d) Evaluate the district					
ICA	initiatives implemented to address					
IND	graduation and attendance		What will you do to			
NCE	challenges.		accomplish the			
[MA]			<i>Indicator?</i> Be specific, measurable,			
PERFORMANCE INDICATOR			achievable, realistic,			
ÞER	Target Date	Responsible	and time bound.			
SIT	Progress Report· (date)					









AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness. Priority 4						
۲. ۲	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
1.4(a) Provide mentorships, internships, and/or job shadowing opportunities for the secondary students. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
Target Date	Responsible	and time bound.				
SIT Progress Report: (date)	1	1	1	1		1



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1.4(b) Expand partnerships with	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
post-secondary institutions to explore educational opportunities and options for partnering to increase curricular offerings for students. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			

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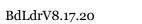
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St	rategy 1.4: Assess and consider expans	Priority 4				
R	1.4(c) Integrate relational skill	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	building characteristics including leadership, communication, conflict resolution, respectfulness, and collaboration through life skills and career/life readiness instruction.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
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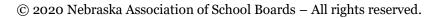
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Stı	rategy 1.4: Assess and consider expans	Priority 4				
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-	Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	1.4(d) Emphasize the importance of personal skills including work ethic, character, integrity, and personal confidence.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
SIT F	rogress Report: (date)					









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Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.							Priority 4		
$\simeq$ 14(a) Pro	vuido appropriato	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2				
profession to suppor needs of t	ovide appropriate nal learning and resources t teachers to meet the he High Ability Learners students.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PER	Target Date	Responsible	and time bound.						
SIT Prograss Pa									

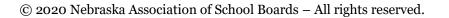


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R	1.4(f) Consider and assess the value	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	of expanding course offerings to include, but not limited to: Agriculture classes, FFA, Welding, Family Consumer Science, and Technology classes.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
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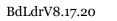
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Strategy 1.4: Assess and consider exp	Priority 4				
1.4(g) Study, assess, and consider	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
1.4(g) Study, assess, and consider the value of adding Before/After School student services and summ school services to support student needs and learning challenges.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			
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**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

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4 (b) Evaluate the effectiveness of	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
1.4(h) Evaluate the effectiveness of modifications made to instruction and curriculum and the overall impact to learning and students' post-graduate opportunities. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.			
	Responsible				

SIT Progress Report: (date)



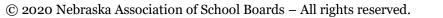
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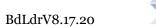
AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

<b>Strategy 1.5</b> : Increase the utilization of data to inform decisions at the classroom, building, and district levels.							Priority 6			
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23			
ANCE INDICA			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.							
PER		Responsible								
SIT Progress Report: (date)										





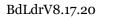


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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student. **Strategy 1.5**: Increase the utilization of data to inform decisions at the classroom, building, and district levels. Priority 6 Program, Action Funding/Evidence Funding/Evidence Funding/Evidence Level, or of Progress 2020-21 of Progress 2021-22 of Progress 2022-23 Plan Bldg. **PERFORMANCE INDICATOR** 1.5(b) Align continuous improvement efforts across the district by providing data support for building-level improvement What will you do to teams. accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound. Target Date Responsible SIT Progress Report: (date)





AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the		Priority 6					
1.5(c) Collect, track, analyze, benchmark, and report disaggregated data by under-	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23	
<ul> <li>represented groups (race, ethnicity, socio-economic status, verified needs, etc.) to ensure:</li> <li>Equitable student success across all</li> <li>Equitable staff success across all areas</li> <li>Equitable family engagement</li> </ul>		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.					
Target Date	Responsible						
IT Progress Report: (date)							



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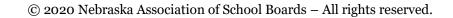
AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

	Strategy 1.5: Increase the	Priority 6				
	<ul> <li>1.5(d) Utilize disaggregated data to inform and support decision- making in: staffing, resource and</li> </ul>	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-	Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	funding allocation, instructional strategies and interventions, professional development, discipline protocols/procedures, extracurricular/activity recruitment, facility improvements, and other areas identified by the district.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.			
Р	Target Date	Responsible				

SIT Progress Report: (date)







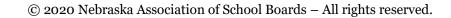
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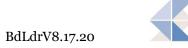
AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student. **Strategy 1.5**: Increase the utilization of data to inform decisions at the classroom, building, and district levels. Priority 6 Program, Action Funding/Evidence Funding/Evidence Funding/Evidence Level, or of Progress 2020-21 of Progress 2021-22 of Progress 2022-23 Plan Bldg. PERFORMANCE INDICATOR 1.5(e) Engage the board of education in the review and analysis of student performance data to What will you do to support informed decision making. accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound. Target Date Responsible

SIT Progress Report: (date)



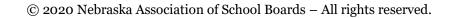




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.							
	Strategy 1.6: I respon	Priority 5						
R	1.6(a) Identify and design SPS Vertical and Horizontal Subject- Area Teams made up of teachers from multiple grade levels and specified subject areas.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2			
PERFORMANCE INDICATO			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PERF	Target Date	Responsible	and time bound.					
SIT	Progress Report: (date)							



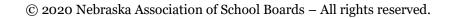




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.							
	<b>Strategy 1.6</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.					Priority 5		
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2			
<b>T</b> 0	1.6(b) Commit in-service time to the							
JC/	collaboration and development of							
IND	the SPS Vertical and Horizontal		What will you do to					
PERFORMANCE INDICATOR	Subject-Area Teams.		accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PER	Target Date	Responsible	and time bound.					
SIT I	Progress Report: (date)							







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.								
Strategy 1.6: Develop and encourage a culture of professional collaboration of shared       Priority 5         responsibilities for improving the quality of instruction for all students.       Priority 5								
1.6(c) Empower the SPS Vertical and Horizontal Subject-Area Teams	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	0,			
to address curriculum alignment and instruction and academic and social-emotional needs to determine concepts and skills that students must master for successful transitions. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.							
	<b>Strategy 1.6</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.						Priority 5	
R	1.6(d) Empower the SPS Vertical	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evideno of Progress 2021-		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATO	and Horizontal Subject-Area Teams to set grade-level goals, establish short and long-term plans for action, gather data, and report out to district administration in a timely and scheduled fashion.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PERFO	Target Date	Responsible	and time bound.					
CIT	Prograss Paparti (data)		1		1			

SIT Progress Report: (date)



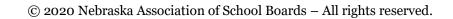


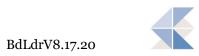
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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.								
	Strategy 2.1: Improve the school district climate and learning environment to support       Priority 1         increased student achievement, social-emotional skills, and positive behavior.       Priority 1								
	2.1(a) Through PLC teams, implement a study to empower staff to integrate the supports needed for	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2				
PERFORMANCE INDICATOR	students of low socioeconomic status, modifications to general communications with parents and guardians, address social-emotional skills and behavior, and adapt parent-teacher engagement to overcome obstacles that prevent connections needed to support student success.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.						
	Target Date	Responsible							

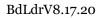






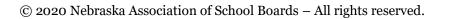
<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.								
Strategy 2.1: Improve the school district climate and learning environment to support       Priority 1         increased student achievement, social-emotional skills, and positive behavior.       Priority 1								
X	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2				
2.1(b) Provide consistent and on- going professional development to all staff to prepare and effectively implement the social-emotional supports district-wide. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						
SIT Progress Report: (date)								





	Objective: '	Го enhance academic ar	nd social-emotional sup	pports for the health, safety, and v	well-being of the whol	e child.	
	Strategy 2.1: Improve the school district climate and learning environment to support       Priority 1         increased student achievement, social-emotional skills, and positive behavior.       Priority 1						
IR	2.1(c) Encourage and sustain open	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Eviden of Progress 2021-		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATO	dialogue and feedback opportunities with staff to address the unforeseen obstacles that evolve through the implementation and as a result of the social-emotional education initiative.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PERFO	Target Date	Responsible	and time bound.				
SIT	Progress Report: (date)						

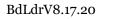






Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.         Strategy 2.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.       Priority 1								
	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-				
2.1(d) Evaluate the effectiveness of how the Initiative has impacted the climate and learning environment. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						
IT Progress Report: (date)								

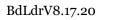




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS       Priority 3         model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.       Priority 3							
2.2(a) Develop student outcome goals and competencies to support	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22			
social-emotional learning for the purpose of enhancing student decision-making skills, responsible behavior, and a student's independent role personally, at school, and as a community member. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
Target Date	Responsible	and time bound.					

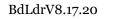




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.								
	Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.Priority 3								
R	2.2(b) Assess current staffing to	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidend of Progress 2021-		Funding/Evidence of Progress 2022-23		
ANCE INDICA	ensure that the district provides adequate and essential staff and training to support the integration and implementation of social- emotional supports.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERFORM	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								

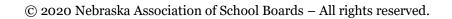




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
	Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.Priority 3							
R	2.2(c) Integrate social-emotional	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2			
PERFORMANCE INDICATOR	learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PERF	Target Date	Responsible	and time bound.					
CIT	Prograss Papart: (data)							







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

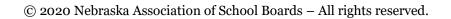
	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
	Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.Priority 3							
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-		Funding/Evidence of Progress 2022-23	
ATOR	2.2(d) Provide district guidance and resources for staff involved in the							
NDIC	district initiatives for social-							
NCE INDICA	emotional learning.		What will you do to accomplish the					
			<i>Indicator?</i> Be specific, measurable,					
PERFORMA			achievable, realistic, and time bound.					
PER	Target Date	Responsible						
SIT I	Progress Report: (date)							



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	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
	Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.Priority 3							
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
MANCE INDICATOR	2.2(e) Evaluate the effectiveness of the instructional supports and benefits of MTSS, social-emotional curriculum and instruction.		What will you do to accomplish the Indicator? Be specific, measurable,					
PERFORMA	Target Date	Responsible	achievable, realistic, and time bound.					
SIT	Progress Report: (date)							







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

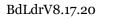
Objective:	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
	<b>Strategy 2.3</b> : Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)							
	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23			
2.3(a) Identify and implement the most effective methods by which to engage parents/guardians in the education of their child.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						
CIT Due succe Deve sut (deta)								



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child. Strategy 2.3: Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and Priority 2 purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.) Program, Funding/Evidence Action Funding/Evidence Funding/Evidence Level, or of Progress 2020-21 of Progress 2021-22 of Progress 2022-23 Plan 2.3(b) Consider methods of Bldg. PERFORMANCE INDICATOR improving Parent-Teacher Conference format, teacher communication with What will you do to parents/guardians, and accomplish the expectations of the conference. Indicator? Be specific, measurable, achievable, realistic, and time bound. Target Date Responsible





AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

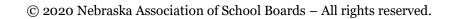
Objectiv	e: To enhance academic a	nd social-emotional suj	pports for the health, safety, and v	well-being of the whole child.				
	<b>Strategy 2.3</b> : Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and priority 2 Priority 2 Priority 2							
	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23				
2.3(c) Provide opportunities for parents/guardians to access strategies and resources available to engage their child in learning outside of the classroom.	)	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

Obje	<b>Objective</b> : To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.							
	<b>Strategy 2.3</b> : Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)							
purposeful communications. (Design		of the Free and Reduce	a Lunch Program population and	parents/guardians.)	-			
	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23			
2.3(d) Evaluate the effectivene enhanced communications with parents/guardians. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						
CIT Droguess Deport (data)								



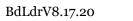




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students. Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff. Priority 1 Program, Action Funding/Evidence Funding/Evidence Funding/Evidence Level, or 3.1(a) Research, consider, and of Progress 2020-21 of Progress 2021-22 of Progress 2022-23 Plan Bldg. PERFORMANCE INDICATOR utilize consistent protocol/procedures to assess each policy on equity and impact for students and staff, enabling What will you do to opportunities for impacted groups accomplish the Indicator? to provide input. Be specific, measurable, achievable, realistic, and time bound. Target Date Responsible

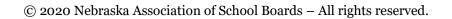




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.								
	Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff. Priority 1								
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23			
PERFORMANCE INDICATOR	3.1(b) Consider, create, and/or update an equity policy to reflect the district's approach to equity.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERI	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								





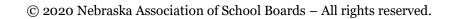


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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
Strategy 3.1: Review, update, and	Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff. Priority 1						
3.1(c) Create a communication plan	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
3.1(c) Create a communication plan for promoting policy changes to establish unified expectations and accountability for all staff, students, and parents/guardians. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
Target Date	Responsible	and time bound.					
SIT Progress Report: (date)							

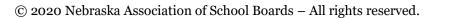


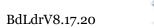




<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff. Priority 1							
R	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
3.1(d) Establish a follow-up plan to ensure policy changes have been successfully established. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
Target Date	Responsible	and time bound.					
SIT Progress Report: (date)							







	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
			olders to advocate for the needs ons within the district.	5		Priority 2		
JR	3.2(a) Review disaggregated data (as described in Performance Indicator 1.5 (c)) and assess priority areas for SPS to enhance equitable support.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATO			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PER	Target Date	Responsible	and time bound.					
SIT	Progress Report: (date)							

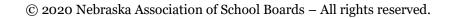


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	Strategy 3.2: Create an Equity Committee composed of diverse stakeholders to advocate for the needs       Priority 2         of and growth opportunities for under-represented populations within the district.       Priority 2							
	3.2(b) Work in conjunction with administration to research, consider, and implement equity training to equip each administrator and educator to more effectively instruct and advocate for each student's success.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Eviden of Progress 2021-		Funding/Evidence of Progress 2022-23	
instruct			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PERI	Target Date	Responsible	and time bound.					
SIT Progress	Report: (date)							





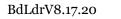




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	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	Strategy 3.2: Create an Equity Committee composed of diverse stakeholders to advocate for the needs       Priority 2         of and growth opportunities for under-represented populations within the district.       Priority 2							
PERFORMANCE INDICATOR	3.2(c) Annually or bi-annually conduct an equity audit and align resulting priorities to the strategic plan to ensure equitable representation and advocacy for all students and staff.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	0,		
			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.					
	Target Date	Responsible						
SIT	Progress Report: (date)							

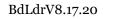




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

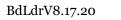
	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	<b>Strategy 3.3:</b> culture that			Priority 1				
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Eviden of Progress 2021-		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATOR	3.3(a) Create and commit to consistent expectations for staff and students, holding everyone equally accountable.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PER	Target Date	Responsible	and time bound.					
SIT I	SIT Progress Report: (date)							





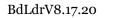
	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.       Priority 1							
PERFORMANCE INDICATOR	to their role and responsibilities.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
			What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
PERI	Target Date	Responsible	and time bound.					
SIT	Progress Report: (date)							





<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.								
	Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.       Priority 1							
PERFORMANCE INDICATOR	Leve	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23	
	procedures to ensure timely, consistent, and purposeful communication to all staff when appropriate and to improve staff engagement.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.					
	Target Date	Responsible						
SIT	SIT Progress Report: (date)							

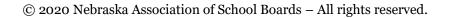




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.						
	Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.Priority 1						
PERFORMANCE INDICATOR	3.3(d) Create a plan for communicating, distributing, and updating all staff (inclusive of both	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2		
	certified and classified) through ongoing communication focused on the progress and success of the SPS Strategic Plan. Consider and address obstacles that may limit staff member's access to the communication methods.	1	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.				
	Target Date	Responsible					
SIT	Progress Report: (date)		1				







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	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	<b>Strategy 3.3:</b> culture that	Priority 1						
PERFORMANCE INDICATOR	_	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2			
	access to an engagement system to enable stakeholders to engage the district in hot topic questions and/or inquiries with a plan for responding in a timely manner.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
	Target Date	Responsible	and time bound.					
SIT	SIT Progress Report: (date)							



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
	<b>Strategy 3.3:</b> culture that		Priority 1					
R	3.3(f) Assess current	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
PERFORMANCE INDICATOR	communication methods and other platforms to ensure the district is							
	utilizing effective, timely, and purposeful means of communication.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.					
	Target Date	Responsible						
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SIT	SIT Progress Report: (date)							



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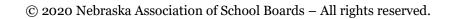


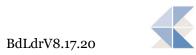
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AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.							
Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.       Priority 1							Priority 1	
PERFORMANCE INDICATOR	3.3(g) Provide opportunities to	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23	
	collect, consider, and evaluate internal stakeholders' perceptions of communications and strategies for improving, as necessary.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
	Target Date	Responsible	and time bound.					
SIT	Progress Report: (date)							







# SPS Guiding Principle IV: Personnel Effectiveness

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.							
S	Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement. Priority 1							
PERFORMANCE INDICATOR	4.1(a) Build relationships and	l relationships and Bldg. Plan of Progress 2020-21 of Progress	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23			
	engagement between staff and administrators in ongoing conversations to determine how the district can best support long-term improvements of academic achievement.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,					
	Target Date	Responsible	and time bound.					
SIT	SIT Progress Report: (date)							



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
S	trategy 4.1: Identify and implement a p establish relationships to sust		Priority 1						
R	4.1(b) Work collaboratively to	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23		
RFORMANCE INDICATOR	identify areas of growth in the professional development topics and presentations that administration can provide for staff to improve student achievement.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERFO	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								

SIT Progress Report: (date)



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
S	<b>trategy 4.1:</b> Identify and implement a pla establish relationships to susta		Priority 1						
JR	4.1(a) Allow and an approximate staff	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23		
PERFORMANCE INDICATOR	4.1(c) Allow and encourage staff regular and safe opportunities to work collaboratively and to provide feedback for growing and improving student achievement.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERI	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								

SIT Progress Report: (date)

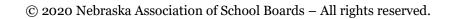


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
St	Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.								
R	4.1(d) Evaluate the effectiveness of	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evideno of Progress 2021-		Funding/Evidence of Progress 2022-23		
FORMANCE INDICATOR	cooperative efforts to improve and grow staff relations district-wide to increase positive working relationships, the climate, and student learning.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERFORM	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								

SIT Progress Report: (date)







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.       Priority 2								
4.2(a) Review and update the teacher evaluation instrument to $\mathbf{r}$	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidend of Progress 2021-		Funding/Evidence of Progress 2022-23		
<b>VOLUCITY</b> teacher evaluation instrument to ensure it is aligned to the instructional framework, includes a rubric and criteria to support the systematic process in which the evaluation is conducted.Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
Target Date	Responsible	and time bound.						
SIT Progress Report: (date)								

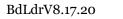




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	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.										
	Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce       Priority 2         growth and identify opportunities to refine professional skills and knowledge.       Priority 2										
R	4.2(b) Require all certified staff to	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-						
PERFORMANCE INDICATOR	develop and affirm personalized goals to guide their personal/professional growth as part of the evaluation process with their assigned supervisor.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,								
PERI	Target Date	Responsible	and time bound.								
SIT I	Progress Report: (date)		SIT Progress Report: (date)								

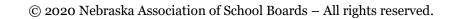


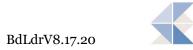


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.       Priority 2								
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-2				
PERFORMANCE INDICATOR	4.2(c) Train staff in the evaluation rubric and process to support success.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PER	Target Date	Responsible	and time bound.						
	Prograss Paparti (data)								
311 F	Progress Report: (date)								







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

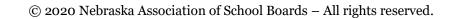
	Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.         Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce         Priority 2         growth and identify opportunities to refine professional skills and knowledge.								
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23		
PERFORMANCE INDICATOR	4.2(d) Evaluate the success of the evaluation process and tool.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERI	Target Date	Responsible	and time bound.						
SIT Progress Report: (date)									

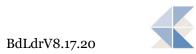


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district. Priority 3								
R	4.3(a) Provide a structured SPS	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Eviden of Progress 2021-		Funding/Evidence of Progress 2022-23		
PERFORMANCE INDICATOR	Professional Development Plan to encourage the use of best practice, support programs and initiatives and enhance staff knowledge and skills.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PER	Target Date	Responsible	and time bound.						
SIT	SIT Progress Report: (date)								



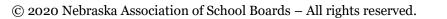




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.3: Align resources to		Priority 3						
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23		
PERFORMANCE INDICATOR	4.3(b) Budget and allocate resources to support the SPS Professional Development Plan.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERI	Target Date	Responsible	and time bound.						
SIT	SIT Progress Report: (date)								





AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district. Priority 3								
8	4.3(c) Engage classified staff in	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evideno of Progress 2021-				
PERFORMANCE INDICATO	professional development opportunities to enhance their skills, knowledge, and experience		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERI	Target Date	Responsible	and time bound.						
SIT	SIT Progress Report: (date)								



	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.Priority 3								
~	4.3(d) Utilize a teacher evaluation system aligned to the instructional	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23			
PERFORMANCE INDICATOR	framework to provide timely and authentic feedback to reinforce growth, identify opportunities to refine professional skills and knowledge, and create pathways for leadership succession.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PERF	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)	1			1	1			



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

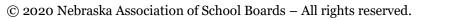
	<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.								
	Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district. Priority 3								
ß	4.3(e) Engage staff and	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-				
PERFORMANCE INDICATOR	administration to assess personal development progress, impact, and benefits to SPS initiatives, instruction, and personal development.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,						
PER	Target Date	Responsible	and time bound.						
SIT	Progress Report: (date)								





	<b>Objective</b> : To ensure the dis	strict provides education	onal leadership and high	nly effective staff to support stude	ents in academic, person	al, and social growth.
	Strategy 4.4: Utilize an employee on-be	ess and retention.	Priority 4			
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	
PERFORMANCE INDICATOR	4.4(a) Create and adopt a district- wide onboarding and training model to support new hires PK-12.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
SIT	Progress Report: (date)					



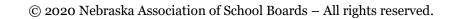




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the dis	trict provides education	onal leadership and high	ly effective staff to support stud	ents in academic, personal,	, and social growth.
Stra	ategy 4.4: Utilize an employee on-bo	arding program and n	nentoring to train, equip	, and prepare new staff for succe	ess and retention.	Priority 4
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
DIQ th	4(b) Review, assess, and update ne current employee on-boarding nd mentoring programs.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
SIT Prog	gress Report: (date)					



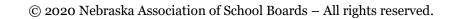


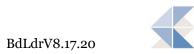


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.						
Stra	Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.					Priority 4
R		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
<b>DIO</b> tea	(c) Review and assess the acher mentor program to cultivate upportive working environment.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
PER	Target Date	Responsible	and time bound.			
SIT Progr	ress Report: (date)					







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

**Objective**: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth. **Strategy 4.4:** Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention. Priority 4 Program, Action Funding/Evidence Funding/Evidence Funding/Evidence Level, or of Progress 2020-21 of Progress 2021-22 of Progress 2022-23 Plan 4.4(d) Encourage the mentor to Bldg. PERFORMANCE INDICATOR work collaboratively with the new teacher to establish specific professional development goals to What will you do to enhance their time and work accomplish the together as mentor/mentee. Indicator? Be specific, measurable, achievable, realistic, and time bound. Target Date Responsible

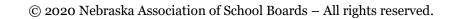
SIT Progress Report: (date)



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	<b>Objective</b> : To ensure the dis	strict provides educatio	nal leadership and high	ly effective staff to support stud	ents in academic, perso	onal, and s	social growth.
Strat	Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.						Priority 4
۲ ۲		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-		Funding/Evidence of Progress 2022-23
	essment of applicable student a to ensure specific academic ils are in place prior to the ginning of the school year.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PER	Target Date	Responsible	and time bound.				
SIT Progr	ress Report: (date)						
DERFORMANCE INDICAT data beginserver	a to ensure specific academic Ils are in place prior to the ginning of the school year.		What will you do to accomplish the Indicator? Be specific, measurable,				







AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Objective</b> : To ensure the	e district provides education	onal leadership and high	ly effective staff to support stud	ents in academic, personal, a	and social growth.
Strategy 4.4: Utilize an employee of	1-boarding program and n	nentoring to train, equip	, and prepare new staff for succe	ess and retention.	Priority 4
X	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
4.4(f) Evaluate the effectiveness of the district-wide onboarding and training model. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			
SIT Progress Report: (date)					



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

	support of student lear	ning, safe and effective	ources focused on continuous imp learning facilities, and model fisc	al responsibility.	
<b>Strategy 5.1:</b> Provide a safe, a	nd well-maintained lea	rning environment con	ducive to academic needs and pr	iorities.	Priority 1
X	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
5.1(a) Ensure current facilities are properly maintained. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			
IT Progress Report: (date)					



AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

		support of student lear	ning, safe and effective	ources focused on continuous imp learning facilities, and model fis	cal responsibility.	and	
JR	5.1(b) Develop and adopt a short	and well-maintained lea Program, Level, or Bldg.	Action Plan	nducive to academic needs and pr Funding/Evidence of Progress 2020-21	Funding/Evidend of Progress 2021-		Priority 1 Funding/Evidence of Progress 2022-23
<b>ERFORMANCE INDICATOR</b>	that addresses student safety and	Responsible	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.				
PE	Progress Report: (date)						

SIT Progress Report: (date)



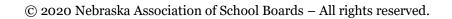


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

Objectiv	<b>e:</b> To sustain effective a	and efficient use of reso	ources focused on continuous imp	rovement, expansion a	and	
	support of student lear	ning, safe and effective	learning facilities, and model fisc	al responsibility.		
Strategy 5.1: Provide a safe, a	nd well-maintained lea	rning environment con	ducive to academic needs and pri	iorities.		Priority 1
∠ 5.1(c) Continue to engage	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2		Funding/Evidence of Progress 2022-23
stakeholders to educate and inform patrons of the identified needs and plans for addressing facilities and grounds maintenance, upkeep, renovations, and new construction.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
Target Date	Responsible	and time bound.				
SIT Progress Report: (date)						

SIT Progress Report: (date)





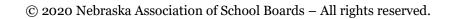


AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

•			urces focused on continuous imp	· •	and
	* *	0	learning facilities, and model fisc ducive to academic needs and pri	× •	Priority 1
≤ 5.1(d) Develop a proposed timeline	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidend of Progress 2021-	<b>.</b>
b.1(d) Develop a proposed timeline to support the short/long-term facility plan and management of resources needed to maintain quality district buildings and grounds. Target Date		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			
SIT Progress Report: (date)					

SIT Progress Report: (date)

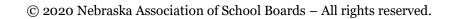






	-			ources focused on continuous imp learning facilities, and model fise	-	and	
	Strategy 5.1: Provide a safe, a	nd well-maintained lea	rning environment cor	nducive to academic needs and pr	iorities.		Priority 1
JR		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc		Funding/Evidence of Progress 2022-23
PERFORMANCE INDICATOR	5.1(e) Evaluate the overall effectiveness of the district facilities.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,				
PERI	Target Date	Responsible	and time bound.				
SIT I	Progress Report: (date)						





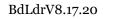


Strategy 5.2: Build district	resource capabilities o	f internal and external of	learning facilities, and model fisc opportunities to grow diverse dis tion, resource expenditures, etc.		Priority 2
	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth. Target Date	Responsible	and time bound.			
r Progress Report: (date)					



Strategy 5.2: Build district	resource capabilities o	f internal and external of	learning facilities, and model fisc opportunities to grow diverse dis tion, resource expenditures, etc.		Priority 2
	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth. Target Date	Responsible	and time bound.			
r Progress Report: (date)					

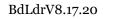




AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Strategy 5.2:</b> Build dist offerings such as pa	Priority 2				
5.2(b) Evaluate current operationa program and function analysis,	Program,	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	
current program space needs, analysis of existing assets, efficiency of asset use, alternate uses for facilities, facility needs, cost analysis, and potential project alternatives.	су	What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic,			
Target Date	Responsible	and time bound.			





AQuESTT Tenets Aligning to Strategy: Nebraska Framework:

<b>Strategy 5.2:</b> Build district offerings such as partn	Priority 2				
5.2(c) Commit the resources needed	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidenc of Progress 2021-2	Funding/Evidence of Progress 2022-23
to sustain integrated technology to support instructional needs and access to learning for the students at Southern Public Schools.		What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.			
Target Date	Responsible				



