

Southern Strategic Plan 2024-2029



2024- 2029 Strategic Planning Team

Parents/Community Members

Sheri Yockel
Angie March
Lea Meece
Shelley Whitwer
Jodi Wegner
Ben Yockel
Larry Anderson
Diane Creek
Dell Michaelis
Melissa Wach
Dakota Hurley

Classified Staff

Dyan Allington
Cody Sabey
Dawn Rakes
Patty Novotny
John Eisenhauer

Teachers

Stephanie Ware
Jolene Bartels
Kylie Betten
Shannon Burgess
Dominique Clay
Josie Hulse
Jeff Tunik
Jamie Schluter
Taylor Landenbergerer
Pam Traurnicht

School Board Members

Betsy Frerichs
Dana Dorn
Dave Zimmerman
Debbie Schlake
Jared McKeever

Administration

Dr. Chris Prososki
Jeff Murphy
Kane Hookstra

External Facilitators

Dr. Matt Dominy
Dr. Josh Fields

**** A special thank you to this team who gave several hours of their time to ensure we have the mission and plan that will drive our district forward. May you see your legacy in this plan.**

Mission:

Southern School District; a small-school community with big opportunities, empowers and engages students in educational, extracurricular, and real-world experiences that develop responsible, respectful, and productive citizens.

Motto:

The Southern School District... a small-school community with big opportunities.

Belief Statements:

We believe all staff and students have the right to a learning environment that is conducive to high student achievement by ensuring everyone is emotionally, socially, and physically safe.

We believe in fostering the growth of our students in a technological world by integrating the tools of today to prepare them for the future.

We believe in helping students learn the value of leadership and how to become independent, problem-solving thinkers in society.

We believe in stewarding a growth mindset by supporting staff and students in becoming lifelong learners.

We believe our staff are valuable role models that empower our students to become responsible, respectful, and safe citizens.

Parameters:

We will recruit, hire, and retain quality staff with high expectations for all students and who demonstrate Southern's core values and beliefs.

We will ensure open communication with district staff, patrons, and the community and provide opportunities to express ideas and concerns.

We will value staff input in decision-making for students' well-being, academics, and safety.

We will make decisions in the best interest of our students to provide a well-rounded education for each student through various curricular and extracurricular activities.

We strive to provide the resources and materials necessary for staff and students to be successful.

Objectives-

Facilities- All students will be provided a safe, maintained, and modern facility to support all academic and extracurricular endeavors.

Communication- Each student and family will be provided clear communication that will make each stakeholder feel valued and supported.

Activity Engagement- All students will be involved in activities or clubs beyond the classroom.

Mental Health- Each student will receive needed resources that ensure physical, mental, and emotional health supported by highly trained and caring staff members resulting in increased student growth.

Academics- All students will be provided high quality instruction and opportunities in a variety of subject matter.

Strategies-

Communication- We will communicate the SPS story to engage stakeholders, current staff and attract new staff

Activity Engagement- We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Mental Health/Behavioral Health- We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Facilities- We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Academics- We will implement research-based instruction, materials, and practices including effective professional development.

Strategy #1- Communication-
We will communicate the SPS
story to engage stakeholders,
current staff and attract new
staff.

| Strategy# | 1 | We will communicate the SPS story to engage stakeholders, current staff and attract new staff | | | |
|---------------------------|---|---|---------------|-------------|----------------|
| Action Plan # | 1 | | | | |
| Specific Result Statement | Develop a system to enhance the recruitment, hiring, and retention of quality staff members. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Research what other, similar schools are doing to recruit, hire, and retain quality staff members. | | | | |
| 2 | Compare and evaluate benefit packages available in other school systems. | | | | |
| 3 | Determine opportunities to increase the average years of service within the district. | | | | |
| 4 | Explore appropriate incentives to attract new staff. | | | | |
| 5 | Continue to provide and enhance a mentoring program for new teachers as well as paras. | | | | |
| 6 | Implement and develop collaborative support for all staff. | | | | |
| 7 | Explore opportunities to attract new teachers at job fairs. | | | | |
| 8 | Examine the use of an exit conversation and a stay conversation. | | | | |
| 9 | Explore opportunities to “recruit” college students to student teach or do practicum experiences at Southern. | | | | |
| 10 | We will determine the effectiveness of this plan by monitoring the retention rate of all staff members. | | | | |

Position Responsible for Action Plan:

| Strategy# | 1 | We will communicate the SPS story to engage stakeholders, current staff and attract new staff | | | |
|---------------------------|---|---|---------------|-------------|----------------|
| Action Plan # | 2 | | | | |
| Specific Result Statement | Develop and research various means of communication to foster parent and patron engagement. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Create a baseline of current communication being used to engage our parents and patrons. | | | | |
| 2 | Research emerging and existing technologies of communication for our parents and patrons. | | | | |
| 3 | Engage parents and patrons in discussion regarding preferred methods of communication. | | | | |
| 4 | Research how similar schools to Southern are communicating with their communities. | | | | |
| 5 | Evaluate the effectiveness of current methods of communication to our parents and patrons. | | | | |
| 6 | Train new staff members on the means (Class Intercom) of communicating messages to our parents and patrons. | | | | |
| 7 | Provide refresher training on the various communication platforms being used at Southern. | | | | |
| 8 | We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses. | | | | |

Position Responsible for Action Plan:

| Strategy# | 1 | We will communicate the SPS story to engage stakeholders, current staff and attract new staff | | | | |
|---------------------------|---|---|---------------|-------------|----------------|--|
| Action Plan # | 3 | | | | | |
| Specific Result Statement | Explore and research methods to expand transparency to the community. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Determine preferred methods of communication with parents at the beginning of each school year. | | | | | |
| 2 | Investigate possibilities to increase parent participation in parent-teacher conferences. | | | | | |
| 4 | Provide the public the protocols for how ongoing grades are posted for the district. | | | | | |
| 4 | Explore opportunities to bring parents to school and provide information about grade level expectations, communication expectations, and creating a positive community among our parents. | | | | | |
| 5 | We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses. | | | | | |

Position Responsible for Action Plan:

| Strategy# | 1 | We will communicate the SPS story to engage stakeholders, current staff and attract new staff. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 4 | | | | |
| Specific Result Statement | Develop a branding strategy to promote the Southern Public Schools story. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Create a brand strategy staff team. | | | | |
| 2 | Define and determine the Southern brand values. | | | | |
| 3 | Use our mission tagline to support our brand. | | | | |
| 4 | Create and post mission posters. | | | | |
| 5 | Explore other means of communicating with our community. | | | | |
| 6 | Identify the uniqueness of Southern and promote it. | | | | |
| 7 | Promote and market the Southern brand. | | | | |
| 8 | We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses. | | | | |

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

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| S t r a t e g y # : | We will communicate the SPS story to engage stakeholders, current staff and attract new staff |
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| COSTS | BENEFITS |
|---|--|
| <p>Tangible:</p> <ul style="list-style-type: none"> ○ Website ○ Class Intercom ○ Costs associated with Branding | <p>Tangible:</p> <ul style="list-style-type: none"> ○ Improved Communication ○ More Transparency ○ Develops a Brand for the District |
| <p>Intangible:</p> <ul style="list-style-type: none"> ○ Time | <p>Intangible:</p> <ul style="list-style-type: none"> ○ Parents/patrons feel aware of and involved in Southern’s story. |

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #2- Activity

Engagement- We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

| Strategy# | 2 | We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership | | | | |
|---------------------------|--|--|---------------|-------------|----------------|--|
| Action Plan # | 1 | | | | | |
| Specific Result Statement | We will increase participation in activities in order to build student character and achievement. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Research the importance of being active in an activity. (how was your day at school?, 40 developmental assets) | | | | | |
| 2 | Research and communicate our current participation numbers in activities. | | | | | |
| 3 | Communicate with and/or visit other schools that have good activity participation numbers. | | | | | |
| 4 | Look at current recruitment efforts within the district. | | | | | |
| 5 | Explore expansion of recruitment efforts. | | | | | |
| 6 | Develop an action plan based upon the research from #1. | | | | | |
| 7 | Implement an activity engagement team of staff members. | | | | | |
| 8 | Develop a systematic process to include parents on activities' schedules. | | | | | |
| 9 | Require a parent meeting at the begin of all activities' seasons (not just sports). | | | | | |
| 10 | Evaluate the current activity offerings, and explore the feasibility of those activities. | | | | | |
| 11 | Based upon school enrollment figures, increase the number of students involved in at least one activity by 10% per year. | | | | | |

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Position Responsible for Action Plan:

| Strategy# | 2 | We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 2 | | | | |
| Specific Result Statement | We will strengthen school pride through increased student and community attendance at school activities by developing and hosting school events that entice family participation. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Develop a system for communicating activities' results. | | | | |
| 2 | Collect data on student attendance and community member attendance. | | | | |
| 3 | Include supplemental events at current activities to bolster attendance. (ice cream socials, soup suppers, etc.) | | | | |
| 4 | Grade level attendance competitions at various activities. | | | | |
| 5 | Offer "freebies" at activities for attending and/or participating in something while there. | | | | |
| 6 | Sports teams implement activities at the elementary school to spark interest in that sport. | | | | |
| 7 | Develop plan for transporting high school kids to elementary, or vice versa. | | | | |
| 8 | Explore barriers as to why community members/families aren't coming to events. | | | | |
| 9 | Explore ways to be able to allow free attendance to activities/events. | | | | |
| 10 | Explore business/organization sponsors for activities/events. | | | | |
| 11 | Explore what the "events" can be that are most enticing to families. | | | | |

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|----|---|--|--|--|--|
| 12 | Increase student/community participation attendance by 10% per year.. | | | | |
|----|---|--|--|--|--|

Position Responsible for Action Plan:

| Strategy# | 2 | We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership | | | |
|---------------------------|--|--|---------------|-------------|----------------|
| Action Plan # | 3 | | | | |
| Specific Result Statement | We will enhance and strengthen career exploration for K-12 students. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Develop a K-12 process for career exploration. | | | | |
| 2 | Investigate current methods of career exploration. | | | | |
| 3 | Explore options for expanding opportunities for visits/career fairs/field trips. | | | | |
| 4 | Create a systematic plan for inviting guest speakers into our district. | | | | |
| 5 | Create a systematic plan for going out on in-person field experiences. | | | | |
| 6 | Assign various certified staff members to make contact with one guest speaker/field experience. | | | | |
| 7 | Implement a system for all students to have a "5-year" personal learning plan. | | | | |
| 8 | Create a clear plan for career exploration at the elementary building (Junior Achievement, Banking in Schools, Career Readiness Skills). | | | | |
| 9 | Explore and support JAG opportunities | | | | |

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|----|---|--|--|--|--|
| 10 | We will evaluate this result through participation numbers in career readiness opportunities. | | | | |
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Position Responsible for Action Plan

COST-BENEFIT ANALYSIS

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|---|--|---|
| S t r a t e g y # : | <p>We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.</p> | |
| COSTS | | BENEFITS |
| <p>Tangible:</p> <ul style="list-style-type: none"> ○ Transportation cost to career fairs and field trips ○ Substitute teacher pay | | <p>Tangible:</p> <ul style="list-style-type: none"> ○ Increase student involvement |
| <p>Intangible:</p> <ul style="list-style-type: none"> ○ Time for research and development ○ Scheduling events | | <p>Intangible:</p> <ul style="list-style-type: none"> ○ Student readiness for the workforce ○ Develop leadership ○ Build resiliency & Stamina ○ Development of soft skills |

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #3- Mental Health/Behavioral Health- We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

| Strategy# | 3 | We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe. | | | | |
|---------------------------|--|--|---------------|-------------|----------------|--|
| Action Plan # | 1 | | | | | |
| Specific Result Statement | Develop and implement an MTSS-behavior plan. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Determine staff and student mental health needs. | | | | | |
| 2 | Determine and explore resources(more staff/specialized trained staff) available to support mental health needs. | | | | | |
| 3 | Explore and establish a district wide PBIS system (i.e. student recognition & reward). | | | | | |
| 4 | Research, identify, and implement best practices of tier I, II, and III interventions. | | | | | |
| 5 | Develop consistent communication with parents regarding students. | | | | | |
| 6 | Identify and involve support services to implement MTSS-B. | | | | | |
| 7 | Develop a system of communication for parents regarding PBIS. | | | | | |
| 8 | Consider site visits to investigate behavior strategies and models and consider revision and implementation of some of those ideas. | | | | | |
| 9 | This plan will be evaluated by monitoring the decrease in behavioral referrals and/or the number of students who need these services decrease. | | | | | |

Position Responsible for Action Plan:

| Strategy# | 3 | We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe. | | | |
|---------------------------|--|--|---------------|-------------|----------------|
| Action Plan # | 2 | | | | |
| Specific Result Statement | Developing a systematic approach to addressing mental health of students and staff. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Compare licensed mental health staffing for other schools and evaluated the need for increased services. | | | | |
| 2 | Research and determine the use of screeners. | | | | |
| 3 | Determine barriers present in students that affect learning. | | | | |
| 4 | Examine ways to support the mental health of staff(support/additional staff specially trained in these issues). | | | | |
| 5 | Communicate to students and parents Safe2HelpNE resources. | | | | |
| 6 | Develop community resources for families outside of school. | | | | |
| 7 | Explore ways to develop grit and resilience in students to assist in ways to increase participation. | | | | |
| 8 | Develop ways to celebrate staff and mental health trainings. | | | | |
| 9 | Investigate root causes of absenteeism, analyze what other districts are doing to address absenteeism and consider supports that the school can provide. | | | | |
| 10 | This plan will be evaluated through perception data students and staff will feel good about coming to work and school. | | | | |

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Position Responsible for
Action Plan:

| Strategy# | 3 | We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe. | | | | |
|---------------------------|--|--|---------------|-------------|----------------|--|
| Action Plan # | 3 | | | | | |
| Specific Result Statement | Explore the usage and dangers of using social media and phone use by students. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Research and develop an understanding of the use of cell phones and social media on the mental health of students. | | | | | |
| 2 | Determine the need for and establish school wide policies for cell phone use. | | | | | |
| 3 | Communicate expectations of cell phone and social media use of students to parents. | | | | | |
| 4 | Explore the use of systems to ensure that safe and appropriate content is used on school devices. | | | | | |
| 5 | Develop a plan and educate students on the effects of social media. | | | | | |
| 6 | Teacher observations will evaluate whether or not students appear more engaged and achieve higher academic success in the classroom. | | | | | |

Position Responsible for Action Plan:

| Strategy# | 3 | We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe. | | | | |
|---------------------------|---|--|---------------|-------------|----------------|--|
| Action Plan # | 4 | | | | | |
| Specific Result Statement | Develop strategies to address and prevent disruptive student behavior. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Explore and implement a districtwide behavior model. | | | | | |
| 2 | Support and investigate level 3 programming for students in grades PK-8 | | | | | |
| 3 | Explore options that could become an alternative for the BEST program in Lincoln. | | | | | |
| 4 | Explore different professional development over de-escalation techniques to all staff members | | | | | |
| 5 | Explore the implementation of the sixpence grant program in our district. | | | | | |
| 6 | Find ways to recruit, train, and retain quality paraprofessional support staff. | | | | | |
| 7 | Provide professional development over trauma informed instruction | | | | | |
| 8 | Support professional development over root cause analysis and teaching with poverty in mind | | | | | |
| 9 | Evaluate the effectiveness of our strategies to address and prevent disruptive student behavior | | | | | |

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

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|---|---|---|
| S t r a t e g y # : | <p>We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.</p> | |
| COSTS | | BENEFITS |
| <p>Tangible:</p> <ul style="list-style-type: none"> ○ Cost of trainings ○ Qualified Staff ○ Subs for observations | | <p>Tangible:</p> <ul style="list-style-type: none"> ○ Students will be at school available to learn. ○ Teachers will be able to focus more on instruction. ○ Students will be present in the classroom more often ○ More IEP/MDT's will have supports/accommodations met |
| <p>Intangible:</p> <ul style="list-style-type: none"> ○ Time commitment for training ○ Initial stress during transition to new programs ○ Time and effort to locate PD resources ○ | | <p>Intangible:</p> <ul style="list-style-type: none"> ○ Student's overwhelming feelings will be addressed. ○ Students will be happier to be at school. ○ Teachers will have less stress/be happier at school ○ Retention of staff |

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #4 - Facilities- We will provide facilities, infrastructure, and technology necessary to achieve our mission.

| Strategy# | 4 | We will provide facilities, infrastructure, and technology necessary to achieve our mission. | | | | |
|---------------------------|--|--|---------------|-------------|----------------|--|
| Action Plan # | 1 | | | | | |
| Specific Result Statement | Evaluate current facility safety concerns and identify solutions and implement where possible. | | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date | |
| 1 | Evaluate current safety trends and safety standards across Nebraska and the United States | | | | | |
| 2 | Evaluate the annual safety and security audit of the facilities and enhance audit practices through exploration of other districts' forms and practices. | | | | | |
| 3 | Evaluate current safety trainings and explore future trainings related to safety (e.g., stop the bleed) | | | | | |
| 4 | Inform both internal and external stakeholders the necessity of safety and security in our school buildings . | | | | | |
| 5 | Identify the highest priority of future safety film on facility windows . | | | | | |
| 6 | Research the possibility of local or state safety grant funding to help sustain modern safety facilities . | | | | | |
| 7 | Evaluate our current buildings compared to prevailing safety trends/ completion of safety projects | | | | | |

Position Responsible for Action Plan:

| Strategy# | 4 | We will provide facilities, infrastructure, and technology necessary to achieve our mission. | | | |
|---------------------------|--|--|---------------|-------------|----------------|
| Action Plan # | 2 | | | | |
| Specific Result Statement | Align resources, facilities, and technology strategically and equitably across the district to maximize and enhance the learning environment. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Explore and implement effective options for maintaining our current facilities and infrastructure (e.g., fire safety, ADA, code requirements, & internet capacity) | | | | |
| 2 | Utilize ESU 5 staff to complete ongoing technology audits of future technology needs related to software, hardware, & infrastructure updates | | | | |
| 3 | Budget and plan for future building maintenance projects over the next 5 years | | | | |
| 4 | Foster community understanding of the need to maintain our current facilities and technology infrastructure | | | | |
| 5 | Visit other school districts' facilities to stay up-to-date on modern maintenance strategies | | | | |
| 6 | Explore funding sources to complete maintenance needs within the district. | | | | |
| 7 | Evaluate the effectiveness of the district's maintenance plan | | | | |

Position Responsible for Action Plan:

| Strategy# | 4 | We will provide facilities, infrastructure, and technology necessary to achieve our mission. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 3 | | | | |
| Specific Result Statement | Provide facility upgrades that meet the educational, safety, and equity demands of our community. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Complete a comprehensive facility improvement plan & complete a facility transparency plan | | | | |
| 2 | Explore, evaluate and recommend upgrades related to a new bus barn | | | | |
| 3 | Explore, evaluate and recommend upgrades related to an upgraded auditorium | | | | |
| 4 | Explore, evaluate and recommend upgrades related to an upgraded 7-12 science lab | | | | |
| 5 | Explore, evaluate and recommend upgrades related to a new track | | | | |
| 6 | Explore, evaluate and recommend upgrades related to a new gym | | | | |
| 7. | Explore playground equipment for upper elementary. | | | | |
| 8 | Explore, evaluate and recommend upgrades related to a new technology software, hardware, and hardware | | | | |
| 9 | Evaluate the effectiveness of the district's maintenance plan | | | | |
| 10 | Evaluate the effectiveness of the district's facility improvement plan | | | | |

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

| | | |
|---|--|--|
| S t r a t e g y # : | We will provide facilities, infrastructure, and technology necessary to achieve our mission. | |
| COSTS | | BENEFITS |
| Tangible: <ul style="list-style-type: none"> ○ Money for projects ○ Could need more staff for technology ○ Maintenance cost if we have more gym space | | Tangible: <ul style="list-style-type: none"> ○ Students will have safe and enjoyable facility ○ Expanded gym space for student use ○ Would be able to hold more tournaments if we have more gym space ○ Could benefit youth teams and wrestling |
| Intangible: <ul style="list-style-type: none"> ○ Time to develop projects ○ Time for writing grants ○ Increase taxes for upgrades ○ Could cause ill will in the community with a failed bond issue | | Intangible: <ul style="list-style-type: none"> ○ Save time with we could have more practices ○ Stakeholders would take more pride in the school district |

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #5- Academics- We will implement research-based instruction, materials, and practices including effective professional development.

| Strategy# | 5 | We will implement research-based instruction, materials, and practices including effective professional development. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 1 | | | | |
| Specific Result Statement | We will implement a systemic and systematic districtwide MTSS process in regards to core instruction. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Evaluate the effectiveness of tier one or core instruction through the use of fidelity checks | | | | |
| 2 | Explore different dual credit offerings. | | | | |
| 3 | Evaluate our current instructional model and review implementation strategies | | | | |
| 4 | Create and implement a Professional Development (PD) plan directly linked to the strategic plan | | | | |
| 5 | Improve differentiation and scaffolding practices to meet more students' needs. | | | | |
| 6 | Analyze why 80% of students are not achieving grade level benchmarks in ELA & math and develop a plan to address these areas. | | | | |
| 7 | Explore and implement Reading Across the Content Areas. | | | | |
| 8 | Evaluate and analysis the effectiveness of tier one instruction | | | | |

Position Responsible for Action Plan:

| Strategy# | 5 | We will implement research-based instruction, materials, and practices including effective professional development. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 2 | | | | |
| Specific Result Statement | We will implement a systemic and systematic districtwide MTSS process in regards to tier two intervention. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Evaluate the effectiveness of tier two instruction. | | | | |
| 2 | Evaluate the effectiveness of our current interventions in tier two instruction. | | | | |
| 3 | Educate all staff on tier two instruction expectations at the various grade levels. | | | | |
| 4 | Research alternatives related to reading and math interventions. | | | | |
| 5 | Provide resources and support staff to implement appropriate remedial strategies. | | | | |
| 6 | Evaluate and analyze the effectiveness of tier two instruction through student increased student growth in Tier II interventions. | | | | |

Position Responsible for Action Plan:

| Strategy# | 5 | We will implement research-based instruction, materials, and practices including effective professional development. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 3 | | | | |
| Specific Result Statement | We will implement a systemic and systematic districtwide MTSS process in regards to tier three intervention. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Evaluate the effectiveness of tier three instruction. | | | | |
| 2 | Evaluate the effectiveness of our special education tier three instruction. | | | | |
| 3 | The need to examine deficit thinking versus growth mindset thinking | | | | |
| 4 | Evaluate and enhance our professional development for tier three intervention. | | | | |
| 5 | Evaluate and enhance the collaboration between general education teachers and special education teachers in order to meet inclusion plans and IEP requirements. | | | | |
| 6 | Provide resources and support staff to implement appropriate tier three strategies. | | | | |
| 7 | Evaluate and analyze the effectiveness of tier three instruction through student achievement. | | | | |

Position Responsible for Action Plan:

| Strategy# | 5 | We will implement research-based instruction, materials, and practices including effective professional development. | | | |
|---------------------------|--|--|---------------|-------------|----------------|
| Action Plan # | 4 | | | | |
| Specific Result Statement | Students will have a variety of learning experiences to increase engagement. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Evaluate whether students are gaining the soft skills necessary for success (career-readiness skills). | | | | |
| 2 | Research what other districts are using to help students reach the career-readiness skills they need. | | | | |
| 3 | Survey local businesses to see what CTE courses would best prepare students to fit their needs. | | | | |
| 4 | Determine what additional elective courses would be needed to support student needs. | | | | |
| 5 | Investigate research-based models that will enhance the tools we are currently using. | | | | |
| 6 | Explore/research ways to increase hands on learning opportunities for students both in the classroom and outside the classroom when possible. | | | | |
| 7 | Research best practices to engage peer to peer collaboration to enhance learning. | | | | |
| 8. | Evaluate whether students have mastered the CTE standards Nebraska requires through 80% initial job placement of students going directly into the workforce. | | | | |

Position Responsible for Action Plan:

| Strategy# | 5 | We will implement research-based instruction, materials, and practices including effective professional development. | | | |
|---------------------------|---|--|---------------|-------------|----------------|
| Action Plan # | 5 | | | | |
| Specific Result Statement | Enhance teacher collaboration between grade levels, subject areas and vertical teams to increase student achievement and professional development. | | | | |
| # | Action Steps | Assigned to | Starting date | Ending Date | Completed Date |
| 1 | Revisit /enhance PLC time to best support teachers and student needs. | | | | |
| 2 | Explore vertical team structures when possible to ensure curriculum alignment. | | | | |
| 3 | Develop collaboration expectations and norms when meeting with teachers. | | | | |
| 4 | Explore teacher mentors to expand cross curricular conversations (ie. instructional strategies, book studies.) | | | | |
| 5 | Develop and train teacher leaders for each strategy of the strategic plan. | | | | |
| 6 | This specific result will be evaluated Through staff surveys or informal observations teachers will feel more support for their professional development. | | | | |

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

| | |
|--|--|
| S t r a t e g y # : | We will implement research-based instruction, materials, and practices including effective professional development. |
|--|--|

| COSTS | BENEFITS |
|---|---|
| <p>Tangible:</p> <ul style="list-style-type: none"> ○ Cost for transportation ○ Cost of admission ○ Cost for PD | <p>Tangible:</p> <ul style="list-style-type: none"> ○ Student experiences ○ Clearer collaboration expectations/experiences ○ Increase student achievement ○ Improve school culture |
| <p>Intangible:</p> <ul style="list-style-type: none"> ○ Teacher time ○ Stress with change if current process is adjusted | <p>Intangible:</p> <ul style="list-style-type: none"> ○ Better understanding of the MTSS process and varying tier levels ○ Teacher ownership |

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

