



**FLINTHILLS**

**USD 492**

*Every Mustang...Every Year!*

**STRATEGIC PLAN**

**2017-2022**

# Flinthills Core Beliefs

Flinthills USD 492 takes seriously the responsibility of educating its students. A common set of beliefs drive the decisions made by the district to ensure that each child is provided with a quality learning opportunity. All parties are expected to uphold these beliefs as they carry out their roles and responsibilities.

In Flinthills USD 492 we believe:

- Students are the top priority.
- Every student and adult can learn and be successful.
- School should be a positive, safe, caring place where every student and staff member feels valued.
- Education is a collaborative process involving students, parents, staff, and community and all parties shall be treated with respect and dignity.
- The role of the school is to prepare students to be successful, responsible citizens after they leave the school system.
- Every student is an individual with unique needs, interests, and abilities.
- The school has a responsibility to maintain high expectations for every child and adult within the school system.
- The school district must ensure that resources are used efficiently, effectively, and responsibly to provide a quality education environment for students.
- The school is the hub of the community.
- Education and learning is a life-long process.

# Strategic Planning Process

Strategic planning is a process where stakeholders of an organization come together to evaluate and analyze the effectiveness of the organization and identify ways to improve. In this process students, staff, administration and community members met to discuss Flinthills Unified School District 492. The information included in this document reflect the discussions and decisions of that group. The process was facilitated by Steve Parsons and Randy Corns of the Southeast Kansas Education Service Center. The process involved two meetings with all participants plus additional meetings with the administrative team.

The process used in the development of this Strategic Plan was:

- I. Meeting One – Large Group Meeting of students, staff, administration, and community met with facilitators.
  - a. Identified a Proud List – Things which made you proud to be associated with Flinthills USD 492.
  - b. Identified Core Values – A list of values which are important to the district and the people associated with it.
  - c. Identified Potential Areas For Improvement – A list of things or actions which members of the group felt would make the district better.
  - d. Identification of Goals – From the areas of improvement five goals were identified.
  - e. Potential Action Steps – Groups formulated actions or steps which they felt could be taken to attain each goal area.
- II. Meeting Two – School Administration Team met with facilitators.
  - a. Developed draft of action plans for each of the goals based on group input and administrator knowledge and experience. Action plans included specific Actions, Responsible Parties, Resources, Timeline and Evaluation.
- III. Meeting Three – Large Group Meeting of students, staff, administration and community with facilitators.
  - a. Review of Draft of Strategic Plan – Group reviewed the action plans and submitted suggestions for improvement.
  - b. Identification of Belief Statements – The group reviewed the Core Values from Meeting One and formulated suggested “Belief Statements” which reflect the values and desired culture of the school district.
- IV. Meeting Four – School Administration Team with Facilitators.
  - a. Review and revise Strategic Plan based on input from the committee in Meeting Three.
  - b. Develop a Belief Statement section to be included in the Strategic Plan.
- V. Submission of the Strategic Plan to the Board of Education for review and approval.
- VI. Implementation of the Strategic Plan.
- VII. Periodic reporting on progress to the Board of Education.

Special thanks goes out to those who participated in this process. Educating youth and preparing every student to be a productive, contributing adult member of society is a huge task. It requires the cooperation and support of the school and community. The participants in this process and the resulting Strategic Plan indicates that providing a quality education to all students in Flinthills USD 492 is very important.

# Flinthills USD 492

## Strategic Plan 2017-2022

### Target Area: Enhance student and staff learning opportunities.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
<p><b>Scheduling:</b> Form a committee to investigate schedule options for the instructional day.</p> <p>Committee will make a recommendation to the Board of Education.</p> <p>Board of Education acts upon recommendation.</p>	<p>Jeremy, Bryna, Cammy, Larry</p> <p>Jeremy, Bryna, Cammy, Larry, Committee</p> <p>School Board</p>	<p>Time, Patrons, students, staff, Visits to other schools</p> <p>Money, Time, Space, depending upon decision</p>	<p>January 1, 2019</p> <p>March 18, 2019</p> <p>April 8, 2019</p>	<p>Committee formed and investigates alternative schedule options</p> <p>Recommendation submitted to school board</p> <p>School Board takes action.</p>
<p><b>Staffing:</b> Review certifications of all certified staff to determine potential teaching areas</p> <p>Survey all certified staff to determine interest in teaching in other content/grade level areas</p>	<p>Jeremy, Cammy, Larry</p> <p>Jeremy, Cammy, Larry</p>	<p>Time</p> <p>Time</p>	<p>December 1, 2018</p> <p>January 1, 2019</p>	<p>List of staff with all certifications</p> <p>List of staff with areas of interest</p>
<p><b>Student Mentoring:</b> Investigate options for more career exploration opportunities for grades K-12.</p> <p>Develop a plan for implementing more career opportunities (at least one per semester).</p>	<p>Jeremy, Cammy, Larry, Bryna</p> <p>Jeremy, Cammy, Larry, Bryna</p>	<p>Time</p> <p>Time</p>	<p>January 1, 2019 to April 1, 2019</p> <p>May 1, 2019</p>	<p>List of options/possibilities created.</p> <p>Plan for career exploration events submitted to school board.</p>
<p><b>Staff Mentoring:</b> Maintain and investigate options for improving the existing staff mentoring program.</p>	<p>Administrative Team</p>	<p>Time</p>	<p>Ongoing</p>	<p>Continuation of staff mentoring program.</p>
<p><b>Staff Training:</b> Investigate ways to provide more staff development within the school calendar</p> <p>Recommend a calendar to school board which supports additional staff development</p> <p>Use Professional Development Committee to develop an annual professional development schedule of activities based upon staff needs</p>	<p>PDC, Calendar Committee, Larry, Jeremy</p> <p>Jeremy</p> <p>Jeremy, Larry, Halley, PDC Committee</p>	<p>Time</p> <p>Time</p> <p>Time, Money to support activities</p>	<p>Completed February 2018</p> <p>Completed March 2018</p> <p>Annually by May 1 for following year</p>	<p>List of options developed and reviewed.</p> <p>Recommendation presented to school board.</p> <p>Schedule of activities and dates created for the following school year.</p>

# Flinthills USD 492

## Strategic Plan 2017-2022

Target Area: Develop a long range capital outlay plan to support learning and community activities.				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
<p><b>Facilities:</b> Survey parents, community, staff and students to gain input on the perceived facility needs of the district.</p> <p>Formulate a prioritized list of needs.</p> <p>Create a five year facilities plan</p> <p>Five year facilities plan presented to school board for approval.</p>	<p>Larry</p> <p>Larry</p> <p>Jeremy, Dennis, Russell</p> <p>Jeremy</p>	<p>Online and paper surveys</p> <p>Time</p> <p>Time, Money for completing plan</p> <p>Money for completing the plan</p>	<p>June 1, 2018</p> <p>August 1, 2018</p> <p>December 1, 2018</p> <p>January 1, 2019</p>	<p>Survey completed and results tabulated.</p> <p>Prioritized list created.</p> <p>Plan created with timeline and estimated expense.</p> <p>District has a board approved five year facilities plan.</p>
<p><b>Technology:</b> Review, inventory and evaluate all existing technology equipment</p> <p>Create a five year plan for replacement of technology equipment</p> <p>Present plan to board of education for approval.</p>	<p>Larry, Chase, Tiffany</p> <p>Larry, Chase, Tiffany, Tech Committee</p> <p>Jeremy</p>	<p>Time</p> <p>Time, Money for completing the plan</p> <p>Money for completing the plan</p>	<p>June 1, 2018</p> <p>September 1, 2018</p> <p>October 1, 2018</p>	<p>Inventory created.</p> <p>Plan created.</p> <p>Plan approved by school board.</p>
<p><b>Transportation:</b> Create inventory of all district vehicles with mileage and condition.</p> <p>Develop a plan for the ongoing replacement of district vehicles.</p> <p>Transportation equipment plan presented to school board for approval.</p>	<p>Jeremy, Russell</p> <p>Jeremy, Russell</p> <p>Jeremy</p>	<p>Time</p> <p>Time, Money for completing the plan</p> <p>Money for completing the plan</p>	<p>July 1, 2018</p> <p>December 1, 2018</p> <p>March 11, 2019</p>	<p>Inventory created.</p> <p>Plan completed.</p> <p>Plan approved by school board.</p>

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## Strategic Plan 2017-2022

Target Area: Improve the effective use of technology as a learning and communications tool.				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
<b>Equipment &amp; Software:</b> Update school website software	Jeremy, Chase, Michal	Time, Money	Completed Spring 2018	Website updated.
Create an integrated cell phone application.	Jeremy, Chase, Michal	Time, Money	Completed Spring 2018	Integrated application in place.
Update and remap wireless access points for full district coverage.	Jeremy, Chase	Time, Money	Completed October 31, 2017 and ongoing.	Wireless access points in place and functioning.
<b>Training:</b> Incorporate technology training and implementation into the staff development plan.	Professional Development Committee	Time, Money for training expense	May 1, 2018 and ongoing	Professional development plan with technology training included.
Train students on the use of teacher-based web resources	Professional Development Committee, All teachers	Time	September 15, 2018 and ongoing	Documentation that each teacher has provided instruction to students.
Target Area: Improve student and staff health and wellbeing.				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
<b>Nutrition:</b> Form a committee to meet with the food service staff to identify ways to make the school food service program more appealing to students.	Jeremy, Stephanie, Kelli	Time, Money for travel to visit other sites	November 1, 2018	Committee formed and meetings held.
Committee submits a report to the superintendent with ideas and recommendations.	Jeremy, Stephanie, Kelli	Time	June 1, 2019	Recommendations submitted to superintendent.
Implementation of new ideas into the food service program.	Jeremy	Money to support new ideas.	August 1, 2019	Documentation of new changes to food service program.
<b>Physical Education/Recreation:</b> Building administration will work with physical education staff to coordinate activities which align with the Physical Education Standards and encourage life skills.	Cammy, Larry, PE Teachers	Time to coordinate, Money for materials and equipment	October 1, 2018 and ongoing	Documentation of activities in class plan guides.

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## Strategic Plan 2017-2022

**Target Area: Develop opportunities to enhance school pride through student, staff and community involvement.**

Action Steps	Responsible Party	Resources	Timeline	Evaluation
<p><b>Community Service:</b> School district will conduct annual community service projects which involve all students.</p> <p>Investigate community service as a graduation requirement.</p>	<p>Cammy, Larry</p> <p>Jeremy</p>	<p>Time</p> <p>Time</p>	<p>May 15, 2018 and ongoing</p> <p>Completed May 1, 2018</p>	<p>Annual community service projects are held.</p> <p>Report and/or recommendation to school board: 20 Hours for HS Graduation (5 hours per year)</p>
<p><b>Other Activities:</b> Solicit ideas for improving school pride from community, staff and students.</p> <p>Develop a list of suggested activities to present to the school administration.</p> <p>New activities incorporated into the school schedule for the purpose of enhancing school pride.</p>	<p>Cammy, Daniel, Students, Building Leadership Teams, Staff.</p> <p>Cammy, Daniel</p> <p>Administration</p>	<p>Time</p> <p>Time</p> <p>Time</p>	<p>May 1, 2019</p> <p>September 1, 2019</p> <p>May 1, 2020</p>	<p>List of ideas created.</p> <p>List presented to administration.</p> <p>Schedule of activities and dates.</p>