



Schuyler Community Schools  
SAA Meeting  
Monday, March 14, 2022 9:00 AM  
Schuyler Community Schools Board Room  
120 W. 20th Street  
Schuyler, NE 68661-2400

I. Discussion Items

**Communication**

**Effort      Respect      Responsibility      Belief**

**One Good Thing! COVID-19 Update**

We are currently operating in the "GREEN" due to the low level illness across the district. Thanks for your continued effort to keep our kids and staff in school.

**COVID Report March 14, 2022 - No COVID-19 Positive Cases in the District**

**COVID Report March 7, 2022 - No COVID-19 Positive Cases in the District**

**Book Review:** Getting Better Faster: Mrs. Vrba, Ms. Bebout

1. **2022-23 Calendar:** See draft #3. This calendar recommendation is on the March 14th agenda for board approval .

2. **2022 STRAT Plan Update:** Thank you for your support of the staff/board "Confidence" Survey. ThoughtExchange tech support so we can see those items with 2 or more items identified as not included in the plan. See areas identified below.

**Core Academics:**

- a. Jan Exchanges
- b. Evaluate current intervention programs that would align to MTSS and/or additional research-based programs needed.

**Learning Environment:**

- a. Reconsider our policy on allowing failing middle school students to move on to next grade.
- b. Safety at High School
- c. On #3 and #6 I believe that we need to specify we hire more (grade level) counselors at the Middle School level.

**Transportation:**

- a. Research cost and benefit of an additional bus drop off location at the district office.
- b. Jan Exchanges

3. **2021 STRAT Plan Final update for Website:** On the district website, we need to make any final changes to the 2021 report. Dr. Gibbons will create the 2022 website once it is adopted by the board on Monday.

**Academic Programs:** Dave Gibbons  
**School Activities Programs:** Travis Steinhoff  
**Technology Programs:** Jeff Droge  
**Transportation:** Dan Hoelsing  
**Buildings and Grounds:** Dan Hoelsing  
**Support Programs:** Jesse Zavadil  
**School Governance:** Dan Hoelsing  
**School Climate:** Joey Lefdal

3. **2022-23 Teacher/Program Needs:** Based on the 2022 strategic planning considerations, please review and share with me additional or reduction of staff needs in your buildings. We will consider your recommended staff changes once we confirm program changes for the 22-23 school year.

4. **Teacher Observations and Evaluations:** Please make sure any teachers in need of intensive support have a plan to work on for improvement. You need to check-in every two weeks to see how they are progressing. Non-renewal recommendations are due to the superintendent by March 31st.

5. **Board Reports:** Board reports for March 14th board meeting are due Wednesday, March 9th.

6. **Administrator Contracts:** Due to changes in high school administration at the end of the 1st semester, the board will postpone action on your 202-23 contracts until Monday, April 11th. However, I will continue discussions with you on your 2022-23 contracts this month.

7. **March P-T Conferences:** Review March P-T Conference Schedules.

8. **202-23 Requisitions:** The 2021-22 COOP purchase teacher catalog opened on-line on February 21, 2021. Textbook cycle and requisitions for 2022-23 is open now. Please make sure you follow the textbook cycle if considering any changes to curriculum or textbook purchases. Teachers will need to requisition for their **present** positions. Coop purchase is due next Monday, **March 21st**. Regular requisitions due Friday, **April 29th**.

**Academic Programs:** Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs

**Goal:** All students meet or exceed state standards in core academic areas.

**Impact:** K-12 curriculum that supports critical thinking, creativity, 21<sup>st</sup> century technology & vocational skills, visual & performing arts and bilingual education.

**Target Areas:**

**Core Academic Programs**

|          |             |  |
|----------|-------------|--|
| <b>1</b> | <b>ECH</b>  | <b>Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.</b>   |
| 2022     | Action Plan | 1. Participate in community planning opportunities to address the early childhood and daycare needs in the community   |
| 2022     | Action Plan | 2. Develop partnerships with program and funding agencies to provide increased services for birth to 3 programs in the community   |
| 2022     | Action Plan | 3. Research funding and program options to provide affordable day care and early childhood programs in the community   |
| <b>2</b> | <b>K-8</b>  | <b>Review student achievement and implementation of the Reading/Language Arts curriculum.</b>  |
| 2022     | Action Plan | 1. Develop an improvement plan to address gaps or low achievement assessment results   |
| 2022     | Action Plan | 2. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students reading at or above grade level  |
| 2022     | Action Plan | 3. Complete curriculum development plan to ensure alignment of curriculum to new language arts standards.  |
| 2022     | Action Plan | 4. Develop and implement a plan to ensure instruction/instructional materials meet the needs of the foundations of reading at the K-2 level (especially phonemic awareness)  |
| 2022     | Action Plan | 5. Evaluate current curriculum materials to identify needs/gaps with current standards and adopt new materials/supplements where needed.   |
| <b>3</b> | <b>SCS</b>  | <b>Monitor and evaluate the K-8 Discovery Education Science Program</b>  |
| 2022     | Action Plan | 1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training   |
| 2022     | Action Plan | 2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.   |
| <b>4</b> | <b>SCS</b>  | <b>Research and implement a K-12 Math differentiation and intervention program</b>   |
| 2022     | Action Plan | 1. Support and implement the Freckle Math K-12 differentiation and intervention program  |
| <b>5</b> | <b>SCS</b>  | <b>Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle</b>   |
| 2022     | Action Plan | 1. Evaluate student performance at the end of the year to determine additional resources, modifications or professional development needs  |
| <b>6</b> | <b>SCS</b>  | <b>Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and assessment.</b>   |
| 2022     | Action Plan | 1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teachers  |
| 2022     | Action Plan | 2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks   |
| 2022     | Action Plan | 3. Continue to offer APL training for new staff and refresher training to returning teachers in the district   |
| 2022     | Action Plan | 4. Identify critical content from the standards through the use of Standards-Based Learning professional development from Learning Sciences International. Develop and implement standards-based learning targets that demonstrate a progression of learning up to and beyond the level of rigor of the standards. |
| 2022     | Action Plan | 5. Continue "On to College" ACT Test Prep for 9-11 grade students  |

|          |             |  |
|----------|-------------|--|
| <b>7</b> | <b>SCHS</b> | <b>Review academic options for new arrivals, EL, special needs, at risk students, etc... (Alternative Education Program, Newcomer Program)</b>             |
| 2022     | Action Plan | 1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newcomer Programs                         |
| 2022     | Action Plan | 2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education classrooms and post-secondary education |
| 2022     | Action Plan | 3. Research and develop a plan to expand K-12 EL professional development in English language instruction  |
| 2022     | Action Plan | 4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)   |
| 2022     | Action Plan | 5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom                                      |
| 2022     | Action Plan | 6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school students in ELPA 21 levels 1-2               |
| 2022     | Action Plan | 7. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.  |
| 2022     | Action Plan | 7. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on track for graduation with their peers  |
| 2022     | Action Plan | 8. Review SPED and EL caseloads and program requirements in the district to determine certificated and support staffing needs                              |
| <b>8</b> | <b>SCHS</b> | <b>Expand early entry and college credit classes to improve academic performance and college and career readiness for all students</b>                     |
| 2022     | Action Plan | 1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler Middle School                  |
| 2022     | Action Plan | 2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high school students                    |
| 2022     | Action Plan | 3. Research and develop a plan to expand courses through CCC for college credit and vocational licensure courses   |
| 2022     | Action Plan | 4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses   |
| 2022     | Action Plan | 5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College                                       |
| <b>9</b> | <b>SCS</b>  | <b>Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.</b>                                     |
| 2022     | Action Plan | 1. Create an overall district system that differentiates for specific building needs (MTSS)  |
| 2022     | Action Plan | 2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)   |
| 2022     | Action Plan | 3. Research intervention and enrichment ideas, resources and programs (MTSS)   |
| 2022     | Action Plan | 4. Ensure programing meets the needs of all students (especially SPED and EL students)   |
| 2022     | Action Plan | 5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler  |

**Non-Core Academic Programs**

|           |             |  |
|-----------|-------------|--|
| <b>10</b> | <b>SCS</b>  | <b>Expand Kindergarten through 2nd Grade health and guidance programs.</b>   |
| 2022      | Action Plan | 1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators  |
| 2022      | Action Plan | 2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for selected K-12 teacher leaders                                 |
| 2022      | Action Plan | 3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)   |
| 2022      | Action Plan | 4. Evaluate and promote family engagement and literacy grant program at the elementary level   |
| 2022      | Action Plan | 5. Research the need and staffing to expand social emotional learning (SEL) options for Preschool, Fisher's, Richland and the Dual Language School at the district office.     |
| <b>11</b> | <b>SCS</b>  | <b>Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.</b>                                  |
| 2022      | Action Plan | 1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)   |
| 2022      | Action Plan | 2. Research options to expand strings program.   |
| 2022      | Action Plan | 3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcasting)   |
| 2022      | Action Plan | 7. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ensemble groups)   |
| <b>12</b> | <b>K-5</b>  | <b>Continue to expand options for the dual language/bilingual education elementary program</b>   |
| 2022      | Action Plan | 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling   |
| 2022      | Action Plan | 2. Coordinate staffing, curriculum and textbook selection for the 5th grade expansion  |
| 2022      | Action Plan | 3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 5th Grade Students   |
| 2022      | Action Plan | 4. Participate in ongoing professional development and register NABE 2023 Conference   |
| 2022      | Action Plan | 5. Research pros and cons of expanding dual language to the middle school and high school levels   |
| 2022      | Action Plan | 6. Research K-2 School name for the dual language school at the district office and get approved by the school board.  |
| 2022      | Action Plan | 7. Find ways to involve parents and students of the dual language program within the community.  |
| 2022      | Action Plan | 8. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.  |
| 2022      | Action Plan | 9. Research the feasibility of having specials at the dual school in the district office building rather than at SES.  |
| <b>13</b> | <b>7-12</b> | <b>Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.</b>   |
| 2022      | Action Plan | 1. Develop and implement FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, education, etc...                                       |
| 2022      | Action Plan | 2. Research options to expand 7-12 career exploration and college credit through CCC to promote CTE careers.   |
| 2022      | Action Plan | 3. Continue to expand options for implementing career pathways to ensure students have certification options.  |
| 2022      | Action Plan | 4. Research, plan, update and implement increased CTE opportunities for middle school students   |
| <b>14</b> | <b>7-12</b> | <b>Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)</b>  |
| 2022      | Action Plan | 1. Conduct a study to determine feasibility and interest in a high school afterschool program  |
| 2022      | Action Plan | 2. Develop a schedule, recruit and hire staff interested in providing programs, classes, or clubs, and enroll students interested in participating in the afterschool program. |
| <b>15</b> | <b>7-12</b> | <b>Develop and implement a plan to improve students' ability to communicate, demonstrate leadership and act responsibly.</b>   |
| 2022      | Action Plan | 1. Offer leadership classes at the middle and high school levels utilizing "Leadworthy: The Course" from the Flippin Group (Capturing Kids' Hearts)                            |

**School Activities Program:** *Athletics, Fine Arts, Vocational and Social Clubs*

**Goal:** All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

**Target Areas:**

**Extra-Curricular Activities**

| <b>16</b> | <b>K-6</b>  | <b>Increase student/parent/community participation in youth athletic and activities programs.</b>  |
|-----------|-------------|--|
| 2022      | Action Plan | 1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.     |
| 2022      | Action Plan | 2. Continue storage and acquisition of equipment/uniforms for youth sports programs.   |
| 2020      | Action Plan | 3. Continue to waive the participation fee if the parent volunteers to coach.  |
| 2022      | Action Plan | 4. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.                                       |
| 2022      | Action Plan | 5. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.  |
| 2022      | Action Plan | 6. Host parent sign ups and meetings prior to the sport to inform parents of expectations of the program and volunteer to help                                 |
| 2022      | Action Plan | 7. Promote and provide any updates with any in-season program changes with the use of social media and parent text messages.                                   |
| <b>17</b> | <b>7-12</b> | <b>Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.</b>  |
| 2022      | Action Plan | 1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.   |
| 2022      | Action Plan | 2. Review and update the plan to improve coordination and implementation of 7-12 strength and conditioning programs.   |
| 2022      | Action Plan | 3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title IX compliance.                     |
| 2022      | Action Plan | 4. Improve coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school programs.                                     |
| 2020      | Action Plan | 5. Improve communication through a K-12 system of Social Media, Television, News Releases, Chamber Updates, Schuyler Sun, etc...                               |
| 2022      | Action Plan | 6. Develop a list of activities, schedule, and sponsors to promote student participation in intramural activities at the high school level. (Period 9)         |
| 2020      | Action Plan | 7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all activities and at all levels.            |
| 2022      | Action Plan | 9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty positions.                                 |
| 2022      | Action Plan | 10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at ways to provide daycare for these events) |
| 2022      | Action Plan | 11. Research strength and conditioning opportunities for middle school students and the cost and benefit of adding weight program/equipment at SMS.            |
| 2022      | Action Plan | 12. Investigate and send out a survey to student-athletes to identify barriers to getting students into the weight room during the summer hours.               |
| 2022      | Action Plan | 13. Explore different opportunities to get the youth programs involved at the SMS and SCHS level   |
| 2022      | Action Plan | 14. Research ways to make the weight room more available to student-athletes throughout the school day.  |
| 2022      | Action Plan | 15. Increase recognition of athletes and fine arts participants.   |
| 2022      | Action Plan | 16. Develop and create a social media account that shares information about SCS activities and athletics.  |
| 2022      | Action Plan | 17. Reinstate middle school attendance at high school performances and summer camps (band, speech, play production, etc.)                                      |

**Technology Program:** *IT infrastructure, Hardware and Software, Curriculum and Training*

**Goal:** State-of-the-art technology program to improve learning for students and promote an effective learning environment.

**Target Areas**

**Technology**

|           |             |   |
|-----------|-------------|---|
| <b>18</b> | <b>SCS</b>  | <b>Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV &amp; Apple TV</b>   |
| 2022      | Action Plan | 1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.  |
| 2022      | Action Plan | 2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless connectivity.                          |
| 2022      | Action Plan | 3. Continue to support staff & students on how to use teacher and/or student iPads with TV's for interactive lessons                                    |
| 2022      | Action Plan | 4. Research options for secondary teaching device as budget won't allow for two primary teaching devices  |
| <b>19</b> | <b>K-5</b>  | <b>Encourage, train, and support teachers on how to use Apple Classroom to assist with classroom management</b>   |
| 2022      | Action Plan | 1. Promote the use of the Apple Classroom app to assist teachers with monitoring, managing, and guiding student iPads in their classrooms               |
| <b>20</b> | <b>SCS</b>  | <b>Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)</b>                                 |
| 2022      | Action Plan | 1. Consider low cost solutions for families with no access to high speed Internet in their homes. i.e. Verizon Jetpack                                  |
| <b>21</b> | <b>K-8</b>  | <b>Research, adopt, and implement a STEM/STEAM Program K-8</b>  |
| 2020      | Action Plan | 1. Update Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cricket, Apple Swift, etc.    |
| <b>22</b> | <b>SCS</b>  | <b>Host 2022 Technology Fair for Schuyler and Area Schools.</b>   |
| 2022      | Action Plan | 1. Develop the schedule and agenda for the 2022 Schuyler Tech Fair...1/2 day (9-12) students.   |
| 2022      | Action Plan | 2. Advertise and recruit students and staff from area schools to attend the 2022 Schuyler Tech Fair and fall professional development workshops.        |
| 2022      | Action Plan | 3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.                                  |
| 2022      | Action Plan | 4. Secure contracts with selected speaker/presenters for the 2022 Schuyler Tech Fair.   |
| <b>23</b> | <b>SCS</b>  | <b>Adopt, train, and implement system-wide technology solutions</b>   |
| 2022      | Action Plan | 1. Continue to grow and improve our Apagegy website templates & mobile app.   |
| 2022      | Action Plan | 2. Continue using ThoughtExchange to build trust, open communication and engage staff, students, parents, community patrons.                            |
| 2022      | Action Plan | 3. Expand and update the district report card on a regular basis using the ECRA Group Dashboard (ECRIS) to inform staff, board, parents, and community. |
| 2022      | Action Plan | 4. Continue using Schoolzilla to align data and communication, define school quality, and evaluate school improvement progress.                         |
| 2022      | Action Plan | 5. Offer training and support to building staff who are responsible for entering building specific events in building website calendar.                 |
| <b>24</b> | <b>SCS</b>  | <b>Marketing plan to partner with local businesses &amp; organizations</b>  |
| 2022      | Action Plan | 1. Continue to update the SCS websites & school app to promote our school and improve internal and external communication.                              |
| 2022      | Action Plan | 2. Use our resources (DOB digital sign, websites, mass notification system, mobile app, social media) to promote area events.                           |
| 2022      | Action Plan | 3. Contact sponsors/local businesses to sell advertising on our Scorevision displays in West Gym at SCHS.   |

**Transportation Program:** *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

Goal: Safe and efficient transportation system.

Target Areas:

**Transportation**

|           |             |   |
|-----------|-------------|---|
| <b>25</b> | <b>SCS</b>  | <b>Maintain current vehicle and equipment replacement and maintenance programs.</b>   |
| 2022      | Action Plan | 1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district. |
| 2022      | Action Plan | 2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule                             |
| <b>26</b> | <b>SCS</b>  | <b>Conduct a study of transportation costs and reimbursements to determine the most efficient</b>   |
| 2022      | Action Plan | 1. Conduct a feasibility study to determine costs, budget impact and benefit of building vs. renting bus garage.                              |
| 2022      | Action Plan | 2. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the 2022-3 school year.    |
| <b>27</b> | <b>SCS</b>  | <b>Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.</b>                                  |
| 2022      | Action Plan | 1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.                                      |
| 2022      | Action Plan | 2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.  |
| 2022      | Action Plan | 3. Research feasibility and need to provide morning and afternoon bus service to students attending the Fishers.                              |
| 2022      | Action Plan | 4. Research feasibility of contracting a coach bus service for large group activity trips to reduce the number of buses and drivers needed.   |
| 2022      | Action Plan | 5. Continue to review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for 2022-22 school year.   |

**Building and Grounds Program:** *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

Goal: Secure, quality, modern educational facilities.

Target Areas:

**Buildings and Grounds**

|           |             |  |
|-----------|-------------|--|
| <b>28</b> | <b>SCS</b>  | <b>Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.</b>                                  |
| 2022      | Action Plan | 1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".   |
| 2022      | Action Plan | 2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc...   |
| 2022      | Action Plan | 3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district buildings.                      |
| <b>29</b> | <b>SCHS</b> | <b>Phase V: High School Facility</b>   |
| 2022      | Action Plan | 1. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the auditorium.                  |
| 2022      | Action Plan | 2. Complete ESSER II Project to replace classroom windows 1953 building addition.  |
| 2022      | Action Plan | 3. Continue plan for the remodel of the 1953 building (North wing carpet/paint, lighting, in hallway and classrooms).                                      |
| 2022      | Action Plan | 4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoining hallway.                            |
| 2022      | Action Plan | 5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sites.                              |
| 2022      | Action Plan | 6. Develop a plan with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, bleachers, and concessions area) |
| 2022      | Action Plan | 7. Develop a plan for the intro to construction class to build a maintenance garage adjacent to the old concession stand at the athletic complex.          |
| <b>30</b> | <b>SMS</b>  | <b>Middle School Facility</b>  |
| 2022      | Action Plan | 1. Complete ESSER II Project to replace classroom windows on the north side of the 6th grade classroom wing  |
| <b>31</b> | <b>SCS</b>  | <b>District Office, Dual Language, Early Childhood Day Care and Preschool</b>  |
| 2022      | Action Plan | 1. Submit a Sixpence Grant for birth to 3 services.  |
| 2022      | Action Plan | 2. Complete Phase. I ESSER III Renovation Project: Four (Kindergarten and 1 <sup>st</sup> Grade) Classrooms in the east wing.                              |
| 2022      | Action Plan | 3. Complete Phase II ESSER III Renovation Project: Two (2nd <sup>nd</sup> Grade) Classrooms in the north wing.   |
| 2022      | Action Plan | 4. Develop specifications for district-wide telephone and security camera upgrades through ESSER III Program.  |
| <b>32</b> | <b>K-8</b>  | <b>Rural School Facilities</b>   |
| 2022      | Action Plan | 1. Review priorities and timeline for Fishers building maintenance and improvements.   |
| 2022      | Action Plan | 2. Research options for funding to improve rural school playgrounds.   |
| 2022      | Action Plan | 3. Continue to research options for stabilizing Fishers enrollment, programs and facility use.   |

**Support Programs:** *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

**Goal:** Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

**Target Areas:**

**Support Service Programs**

|           |             |   |
|-----------|-------------|---|
| <b>33</b> | <b>SCS</b>  | <b>Continue to expand partnerships with local health professionals to improve and provide services to students and staff</b>  |
| 2022      | Action Plan | 1. Pursue partnerships with local and state optometric providers to expand vision services to students in need  |
| 2022      | Action Plan | 2. Continue relationships with local health department, medical clinic, and full-service coordinator to address health concerns and provide student and staff health services |
| <b>34</b> | <b>SCS</b>  | <b>Offer educational opportunities for school nurses, students, families, and staff</b>   |
| 2022      | Action Plan | Provide ongoing system of support, training, and collaboration within nursing department  |
| 2022      | Action Plan | Pursue training to add certified CPR instructor to the nursing staff  |
| 2022      | Action Plan | Provide students and families opportunities to learn about nursing policies and procedures.   |
| 2022      | Action Plan | Work with Family Literacy Program to promote and educate our community on health topics.  |
| <b>35</b> | <b>SCS</b>  | <b>Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)</b>   |
| 2022      | Action Plan | 1. Develop a lesson plan format to be used at the building level for substitute teachers.   |
| 2022      | Action Plan | 2. Continue orientation and training program for substitute teachers at each building.  |
| <b>36</b> | <b>SCS</b>  | <b>Develop and implement a plan to improve food service and menu options across the district.</b>   |
| 2022      | Action Plan | 1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS   |
| 2022      | Action Plan | 2. Pursue contracts with outside providers to increase menu options for SCHS students for the 2022-23 school year.  |
| <b>37</b> | <b>SCS</b>  | <b>Develop and implement a plan to improve training for Para-Educators across the district.</b>   |
| 2022      | Action Plan | 1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions.  |
| 2022      | Action Plan | 2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit schedules, district staff handbook, etc....)        |
| 2022      | Action Plan | 3. Continue providing para-pro training and implement APL and Capturing Kids' Hearts trainings for Para-educators.  |
| <b>38</b> | <b>SCS</b>  | <b>Expand recruiting and training efforts for substitute teachers</b>   |
| 2022      | Action Plan | 1. Continue annual Substitute training and welcome program held at the beginning of the school year   |
| 2022      | Action Plan | 2. Research possible expanded relationships with local colleges and Universities to recruit more local substitute teachers.   |

**School Governance and Public Relations:** *School Board, Administration, Guidance and Counseling,  
Parent Involvement, Business Partnerships*

**Goal:** Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

**Target Areas:**

**School Governance and Public Relations**

|           |             |  |
|-----------|-------------|--|
| <b>39</b> | <b>SCS</b>  | <b>Continue to expand strategies to improve communication and promote parent/community engagement.</b>   |
| 2022      | Action Plan | 1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.  |
| 2022      | Action Plan | 2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school and at school activities.                           |
| 2022      | Action Plan | 3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee', City Council, etc...)                                     |
| 2022      | Action Plan | 4. Explore options to expand communications with all parents and community patrons through the use of electronic platforms, advertising, message boards, etc...      |
| 2022      | Action Plan | 5. Conduct annual review of all safety protocols district-wide and submit the report to the board of education. (Spring 2022)  |
| 2022      | Action Plan | 6. Continue increasing opportunities for positive promotion through the Schuyler Sun, websites, message boards, Social Media, etc...                                 |
| 2022      | Action Plan | 7. Continue to find ways to increase K-12 parent engagement through open houses, parent nights, parent-teacher conferences, newsletter, etc.                         |
| 2022      | Action Plan | 8. Continue to find ways to partner with community programs and businesses.  |
| 2022      | Action Plan | 9. Promote board member development and participation in local and state organizations.  |
| <b>40</b> | <b>SCS</b>  | <b>Continue expanding financial resources to promote financial stability and program support.</b>  |
| 2022      | Action Plan | 1. Continue participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 for 1 more year)  |
| 2022      | Action Plan | 2. Continue pursuing funding and resources from legislature and various partners inside and outside of the community focused on reducing reliance on property taxes. |
| 2022      | Action Plan | 3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.   |

**School Climate (Students and Adults): Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management**

**Goal:** Create and support a safe, positive, caring learning environment focused on improvement and success.

**Target Areas:**

**School Climate and Learning Environment**

|           |             |   |
|-----------|-------------|---|
| <b>41</b> | <b>SCS</b>  | <b>Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, reduced incidents of bullying, etc...</b>        |
| 2022      | Action Plan | 1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. ( <b>Capturing Kids Hearts, Process Champions</b> )       |
| 2022      | Action Plan | 2. Continue providing professional development focused on managing student behavior and developing effective learning environments. ( <b>APL Training</b> )                     |
| 2022      | Action Plan | 3. Continue to expand K-12 counseling services and support to address mental health needs in the district. ( <b>Mental Health Counselors</b> )                                  |
| 2022      | Action Plan | 4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior Specialists and Community Family Partnership |
| 2022      | Action Plan | 5. Continue open communication with law enforcement/first responders and create opportunities for including them in school sponsored events.                                    |
| 2022      | Action Plan | 6. Research, develop and implement a comprehensive counseling programs for 6-12 for social emotional learning (SEL)   |
| 2022      | Action Plan | 7. Promote and train students in grades 6-12 to use the "Speak for School Safety" throughout the district to report bullying, abuse, violence, etc...                           |
| <b>42</b> | <b>SCS</b>  | <b>Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.</b>  |
| 2022      | Action Plan | 1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers and administrators.                         |
| 2022      | Action Plan | 2. Continue school spirit, staff morale, monthly celebrations, etc... to promote an inclusive and safe learning and work environment.   |
| 2022      | Action Plan | 3. Develop an incentive program to promote post-secondary education options for support staff.  |
| 2022      | Action Plan | 4. Expand the Foundation's outstanding employee quarter nominations to include substitute teachers along with support staff, teacher, and para-educator.                        |
| 2022      | Action Plan | 5. Continue the use of ThoughtExchange to promote ongoing, consistent communication and opportunities for staff input.  |
| 2022      | Action Plan | 6. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and external communication.                     |
| 2022      | Action Plan | 7. Research ways to improve teacher effectiveness when building student relationships during R-Time and Focus.  |
| <b>43</b> | <b>SCS</b>  | <b>Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.</b>                                  |
| 2022      | Action Plan | 1. Expand new support staff orientation program at each building and provide ongoing professional development program.  |
| 2022      | Action Plan | 2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.   |
| 2022      | Action Plan | 3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.   |
| 2022      | Action Plan | 4. Research ways/opportunities to help transition/introduce new staff into the school and community.  |
| <b>44</b> | <b>SCS</b>  | <b>Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc...</b>  |
| 2022      | Action Plan | 1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeism, tardies, etc...                          |
| 2022      | Action Plan | 2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve safety protocols in all buildings.          |