

Garden City Public Schools FIVE YEAR Strategic PLAN

Garden City Public School District developed a five-year strategic plan approved by the Board of Education for 2018-2023. The purpose of the plan is to continuously improve as a district and address the needs of all students.

The five-year plan is based on three board initiatives. Goals were developed under each initiative with sub-goals developed under each goal. The sub-goals are used to determine annual performance objectives for administrators and staff. Ongoing written and oral progress reports are provided to the Board of Education in a timely manner.

First Board Initiative: Student Growth & Achievement		
Department Responsible		
*First number(s) listed in “Bold” has primary responsibility	Goal 1: Ensure all students have the support and opportunities to be college and career ready when they leave school. (KESA: Rigor, Relevance) (MDB: Involvement, Instruction, Results Orientation)	2018-2019
	<i>Sub-goals:</i>	
9, 14, 15	1.1 Increase the number of students who successfully participate in post-secondary education/training, earn industry recognized certification, or who otherwise demonstrate success after high school.	
9, 11, 12, 13, 14, 15	1.2 Enhance and increase career exploration opportunities at all grade levels culminating in an individual plan of study for all students in grades 7-12.	
9, 10, 11	1.3 Increase the number of students entering Kindergarten socially, emotionally and academically prepared for success.	
9, 14, 11, 12, 13	1.4 Improve graduation and dropout rates.	
9, 10, 11, 12, 13, 14	1.5 Improve student’s self-awareness, social-emotional awareness, and decision making skills.	
9, 11, 12, 13, 14	1.6 Increase emphasis on student civic responsibility, service learning and volunteer activity by improving the school, the community, the nation, or the world through student actions or efforts.	
9, 11, 12, 13, 14, 15	1.7 Increase opportunities for STEAM learning across the district.	
9, 13, 14, 15	1.8 Research, develop, and implement plan to incorporate AVID at all secondary schools.	

9, 10, 11, 12, 13, 14	1.9 Provide opportunities for challenging and rigorous academic experiences at all levels (e.g. AP, dual credit, honors program, internships, Quad D lessons).	
9, 8, 10, 11, 12, 13, 14	1.10 Improve student performance on standardized measures of student achievement (e.g. state assessments, ACT).	
15, 9, 14, 13	1.11 Provide relevant learning opportunities through career pathways which align with local, state, national and international needs.	
	Goal 2: Improve systemic approach and alignment of resources, including Staff, to meet the needs of all students leading to high achievement. (KESA: rigor, responsive culture) (MDB: systemic approach, culture, instruction)	2018-2019
	Sub-goals:	
2, 8, 10, 11, 12, 13, 14	2.1 Continue to refine recruiting, hiring, retention practices, and support for teachers, including innovative and traditional approaches, to increase the number of high qualified staff in the district.	
9, 8, 10, 11, 12, 13, 14	2.2 Develop and implement a district literacy plan resulting in improvement in student literacy performance.	
9, 2, 10, 11, 12, 13, 14	2.3 Create and implement a comprehensive professional development plan designed to meet the needs of individual staff members, which includes variety in delivery methods and a component of moving from a novice to master teacher.	
9, 4, 10	2.4 Implement a comprehensive assessment system that measures, monitors, and reports student progress using multiple sources of data.	
9, 17, 11, 12, 13, 14	2.5 Evaluate elementary, intermediate, and middle school configurations to determine if reorganization would lead to increased student achievement and efficiency and determine the most appropriate number of schools at each level.	
9, 8, 10, 11, 12, 13, 14	2.6 Ensure that all students have an equal opportunity to learn with access to the same content, knowledge, and skills in each section or classroom through a guaranteed and viable curriculum.	
9, 8, 10, 11, 12, 13, 14	2.7 Continue to implement the MTSS model in literacy, mathematics, and behavior to support instruction and intervention based on individual student needs.	

Second Board Initiative: School, Family and Community Engagement

Department Responsible		
*First number(s) listed in "Bold" has primary responsibility	<p>Goal 3. Continue to develop collaborative and engaging school cultures for the community, families and all stakeholders. (KESA: relationships, responsive culture) (MDB: Culture, Involvement)</p> <p>Sub-goals:</p>	2018-2019
18, 11, 12, 13, 14	3.1 Develop and implement a plan to improve family engagement in schools across the district.	
5, 1-19	3.2 Celebrate student, staff, school, and community achievements to positively impact school culture.	
3, 7, 1-19	3.3 Promote a healthy school and community through nutrition education, physical activity, and wellness for students, staff and families.	
17, 8, 9, 10, 11, 12, 13, 14	3.4 Assess indicators of unhealthy student behaviors, to include alcohol & drug abuse, and provide appropriate support and resources for students, staff and families.	
15, 19, 10, 11, 12, 13, 14	3.5 Grow school partnerships in the community with businesses, industry, GCCC, other school districts, and community agencies which are beneficial to students, community partners, and the school.	
	<p>Goal 4: Continue to enhance, expand, and improve communication systems with all stakeholders. (KESA: relationships, relevance, responsive culture) (MDB: involvement, culture, systemic approach)</p> <p>Sub-goals:</p>	2018-2019
19, 5	4.1 Improve internal communications including continuing board/administration faculty meetings and classified advisory council meetings.	
5	4.2 Increase two-way communication with stakeholders, including education and training on available tools, curriculum, and student opportunities.	
5, 11, 12, 13, 14, 4	4.3 Utilize social media and other modern communication tools as well as existing methods such as the district website, BBS-TV, KBFZ-LP, and Sugar Beet to communicate with district stakeholders.	
19, 5, 18, 9, 10, 11, 12, 13, 14	4.4 Continue to utilize stakeholder groups, such as the District Site Council, Building Site Councils, school PTOs, and other school committees to enhance public relations and inform decisions.	

Third Board Initiative: Safety, Infrastructure, & Efficiency		
Department Responsible		
*First number(s) listed in "Bold" has primary responsibility	Goal 5. Provide safe, secure and well maintained learning environments. (KESA: responsive culture, relationships)(MDB: culture, systemic approach)	2018-2019
	Sub-goals:	
1, 6	5.1 Implement and monitor the long-range facilities maintenance plan.	
6, 11, 12, 13, 14	5.2 Provide students, staff, and community members the use of school facilities outside of the normal school day.	
5, 19, 18, 17	5.3 Continue to evaluate and update district safety and security plans including regular communication and coordination with local emergency service agencies.	
	Goal 6. Improve operational processes to be supportive and efficient for all stakeholders. (KESA: responsive (culture)(MDB: Systemic approach)	2018-2019
	Sub-goals:	
6, 1	6.1 Research, develop, and implement plans for appropriate energy and natural resource conservation.	
1, 3, 4, 5, 6	6.2 Ensure effective operation of student support services for Transportation, Nutrition Services, Technology, and Plant Facilities.	
	Goal 7: Provide a robust infrastructure and appropriate technological applications to improve learning and efficiency. (KESA: rigor, responsive culture, relevance) (MDB: systemic approach, results orientation, involvement)	2018-2019
	Sub-goals:	
4, 9, 11, 12, 13, 14, 17	7.1 Develop and implement a comprehensive district technology plan (including training and ongoing evaluation) which encompasses the existing K-8 Technology Plan, the GCHS 1-1 Learning Initiative, and other district needs.	
4, 1, 17	7.2 Continue to provide a robust and appropriate technology infrastructure.	

Department Legend:

1. Business
2. Human Resources
3. Nutrition Services
4. Technology
5. Public Information
6. Plant Facilities
7. Health Services
8. Supplemental Services
9. Instruction
10. Special Education
11. Elementary School Administration
12. Intermediate School Administration
13. Middle School Administration
14. High School Administration
15. Career and Technical Education
16. Transportation
17. Assistant Superintendent
18. Deputy Superintendent
19. Superintendent

Approved: 8/20/2018