

# Working Together for a Successful Future

## Singular Goal: Student Achievement

Every student in the Atchison Public School System will receive a 21st century education and graduate from high school prepared to succeed in work, further education, and civic engagement as measured by

- Demonstrating age/grade level appropriate knowledge mastery
- Having a post-secondary plan
- Graduating and successfully entering higher education arena and/or the workforce

The District has established a set of elements that over time have become embedded in our culture and defines who we are. These foundational elements have contributed to our success in the past and will continue to proudly be the strength we build the future on: *fiscal responsibility, safe and secure schools, excellent school facilities, strong district communication, professional learning communities\*, community collaboration and support, board of education and administrative leadership\*, recruitment and teacher retention, and resource management\*.*

The key to reaching our goal will be centered on **Rigorous, Relevant, and Student Centered academics**

Supported by

- **Highly Effective Teachers, Leaders, and Staff**
- **Safe, Healthy, and Supportive Learning Environment**
- **Effective, Sustainable Business Practices**
- **Informed, Engaged, Empowered Stakeholders**

### Key



NOT STARTED



IN PROGRESS



COMPLETED

## Framework 1 Rigorous, Relevant, and Student Centered Academics

Strategy 1.1 Develop a rigorous, relevant, coherent curriculum and assessment program					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Develop an curriculum revision schedule	Curriculum Director	2016	2016	Completed/ Not Completed	Completed
Write curriculum frameworks for all classes offered beginning with the core subjects.	Curriculum Director	2016	2019	% Completed	73% Core Completed
Train administrators and teachers on UbD for uniform curriculum unit development.	Curriculum Director/Admin.	Fall 2016	Spring 2018	Completed/ Not Completed	Stage 1 Training Admin – 12/12
Write UbD curriculum units complete with common formative assessments.	Teachers	Spring 2017	Fall 2021	% Completed	Google Doc <a href="http://bit.ly/2roReNZ">http://bit.ly/2roReNZ</a>
Develop quarterly standard based benchmark assessments for core subjects.	Curriculum Director	Fall 2017	Fall 2018	% Completed	Starting ELA and Math Standards Mastery 3-8

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Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Train administrators and teacher on effective lesson design to enhance and maximize learning, including the components of direct instruction and the gradual release of responsibility (Madeline Hunter Mastery Learning)	Curriculum Director/Admin.	Summer 2016	Spring 2018	Completed/ Not Completed	Admin – July 2016 Central- AHS – August 2016 AMS- August 2017 AES-
Train administrators and teachers on students centered/5E lesson design for math and science.	Curriculum Director/Admin.	2016	Spring 2018	Completed/ Not Completed	Admin- 2016-2017 Central- AHS- AMS-'August 2017

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					AES-Book Study 2016
Revise eWalkthrough forms to reflect district instructional model	Curriculum Director/Admin.	Fall 2016	Fall 2017	Completed/ Not Completed	Completed Spring 2017
Utilize the Daggett planning matrix to develop effective instructional activities that infuse rigor and relevance	Curriculum Director/Admin	Fall 2016	Fall 2018	Completed/ Not Completed	Central- AHS- 2016-2017 AMS- 2016-2017 AES-
Use data to analyze and inform classroom instructional practices/strategies	Curriculum Director/Admin./ District Improvement Team	Spring 2016	Spring 2019	Completed/ Not Completed	D.I.T. Training 4/12 Admin Training - 7/20, 11/1 Central AHS AMS - 11/8 AES - 11/8

Strategy 1.3 Create classroom environments where students engage in collaboration, inquiry-based learning, and innovative use of technology to transform knowledge and skills into solutions, new information, and products					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Use high impact, research based strategies from the work of Marzano to develop a core set of district strategies	Curriculum Director	Fall 2017	Spring 2018		Central - AHS - -2016-2017 AMS- 10/16 AES -
Provide ongoing job-embedded training to admin and teachers focused on research-based strategies	Curriculum Director/Admin	Fall 2018	On Going		Google Doc
Provide guidance and support through PLCs to promote teacher research based strategy use	Admin	Fall 2018	On Going	% of Time	PLC Logs
Use data to analyze and inform classroom instructional practices/strategies	Curriculum Director/Admin./ District Improvement Team	Spring 2016	Spring 2019	Completed/ Not Completed	D.I.T. Training 4/12 Admin Training - 7/20, 11/1 Central

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					AHS AMS – 11/8 AES – 11/8
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Strategy 1.4 Introduce college/career readiness options to students and beginning in Grade 6 encourage a strong comprehensive collaboration between teachers, parents, and counselors					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Develop a pacing guide/framework for students at the elementary school be exposed to the different career clusters	Counselor/Teachers	Fall 2018	Fall 2018	Complete/Not Complete	Google Doc
Develop a comprehension college/career readiness program complete with benchmarks for grades 6-8	Curriculum Director/Counselors	Spring 2017	Fall 2019	Complete/ Not Complete	Google Doc
Use Career Cruising to ensure students complete interest inventories and graduation plans	Counselors	Fall 2016	Spring 2017	% Completed	
Ensure all students have a graduation plan before entering high school	Counselors	Spring 2017		Pathway Completion	Increase 3% yearly
Educate and communicate to all stakeholders career pathways available and embed in graduation plans	Counselors	Spring 2018	Fall 2018	% of stakeholders reached	Communication Log
Encourage students to complete industry credentials	All Stakeholders	Fall 2018	Spring 2018	Industry credentials	Increase 3% yearly

Strategy 1.5 Integrate technology usage through the 1:1 digital devices in Grade 7-12 classes so students can learn and apply 21st century literacy skills to prepare them for college and career readiness.					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		

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Provide technology teacher leaders with appropriate professional learning for purposes of “redelivery” in each school	Tech Cadre	Fall 2016	Summer 2017	% Trained	%
Create a database of core tools around the four Cs of collaboration, communication, creativity, and critical thinking.	Curriculum Director/Admin/ Tech Cadre	Fall 2017	Spring 2018	Complete/Not Complete	Google Doc
Explore Apple mentoring program to develop instructional technology experts with model classrooms.	Curriculum Director	Summer 2017	Fall 2017	Complete/Not Complete	Plan Options Report
Monitor students’ use of technology via the district developed walkthrough and student technology use survey	Admin	Fall 2017	On going	Complete/ Not Complete	Google Doc – Walk Through Data
Support the integration of technology via subject specific professional learning	Curriculum Director	Fall 2018	Spring 2020	% Trained	
Provide guidance and support for teachers to develop and expand PLN	PDC	Fall 2017	Spring 2018	Completed/Not Complete	Google Doc
Develop an internet safety program K-12	Technology Director/ Curriculum Director	Fall 2017	Spring 2018	Complete/Not Complete	Google Doc

## Framework 2 Safe, Healthy, and Supportive Learning Environment

Strategy 2.1 Strengthen and enhance safety and support networks for all students				
Actions Steps	Responsible	Timeline	Performance	Evidence

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		Start	End	Measures	
Strengthen data-driven models assessing early warning indicators, benchmarks and metrics (i.g, attendance, behavior, and course performance) to identify students who are in need of interventions beginning in the primary years.	Curriculum/Admin	Fall 2017	Fall 2018	Complete/Not Complete	Purchased Data Warehouse
Identify indicators of positive school climate and develop a District climate improvement plan as needed (SECD)	Curriculum Director/ Admin/Teachers	Fall 2017	Spring 2018	Completed/Not Completed	Google Doc –Agendas/ Notes
Develop school climate improvement plans to assess appropriate behavior.	Curriculum Director/ Admin/Teachers	Fall 2017	Spring 2018	Complete/Not Complete	Google Doc- Agendas/Notes
Implement staff professional development opportunities which will focus on positive behavioral supports, evidenced by the development of school climate improvement plans	Curriculum Director/Admin	Fall 2017	Spring 2018	% Trained	District Central AHS AMS AES – Oct/Nov. Mtg
Develop a curriculum map for embedded SEC skills	Curriculum Director/Counselor	Spring 2018	Fall 2019	Complete/Not Complete	Google Doc
Develop a curriculum framework for SEC skills	Curriculum Director	Summer 2018	Fall 2018	Complete/ Not Complete	Google Doc

Strategy 2.2 Provide equitable access to quality instructional programs					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		

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Provide training and support of implementation of the Villa co-teaching model	Curriculum Director/SPED Director	Fall 2015	Spring 2019	% Trained	AHS – 50% AMS – 50% AES – 100%
Train teacher leaders in the Villa co-teaching model for support and sustainability of model	Curriculum Director/ SPED Director	Fall 2015	Spring 2019	% Trained	AHS - AMS - AES – 100%
Monitor the implementation of the Villa co-teaching model using the district walk through protocol	Admin	Fall 2016	Spring 2021	Implementing/ No Implementation	AHS – Training AMS – Training AES - Implementing
Enhance the co-teaching model with effective instruction and cooperative learning structures, and differentiation	Curriculum/Admin	Fall 2017	Spring 2018	% Trained	Central AHS AMS AES – 50%(Day 1)

Strategy 2.3 Strengthen Response to Intervention Systems to provide differentiated academic and behavior instruction					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Train school teams on the RTI process with a focus on culture, structure, “plan, do, check, act” instructional cycle.	Curriculum Director/Admin	2016	2018	Completed/ Not Completed	AHS – AMS – Completed AES - Completed
Develop a prescriptive assessment and progress monitoring plan for Tier 3 intervention	Curriculum Director/Admin/ Interventionist/ SIT Teams	Spring 2017	Fall 2017	% Completed	Google Doc Central AHS AMS AES – Summer 2017
Provide training to student intervention team to appropriately support teachers.	SPED Director/ Admin	Fall 2016	Spring 2017	Completed/ Not completed	Central – Completed AHS – 11/16, 4/17, 1/18 AMS- 11/16, 4/17, 11/17 AES -11/16, 4/17, 11/17

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Develop procedures to appropriately use data to recommend students to begin the RTI Process	Curriculum Director/Admin	Spring 2017	Fall 2018	Completed/Not Completed	Google Doc Central AHS AMS AES – SIP Procedures
Monitor fidelity of RTI implementation.	Admin	Spring 2018	On Going		

Strategy 2.4 Establish a superior customer service approach from school sites to central office					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Develop a Customer Service Model	Superintendent	Fall 2016	Fall 2016	Complete/ Not Complete	Brochure
Train Office Personnel Yearly	Superintendent	Spring 2017	On Going	Complete/Not Complete	Spring 2017 - Completed
Establish/Identify standards or matrix by which to measure customer satisfaction by	Superintendent	Fall 2017	Spring 2018	Complete/Not Complete	

Strategy 2.5 Ensure a consistent standards of excellence of school maintenance and food service at all schools					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Offer at least one fresh fruit/vegetable per meal	Director of Food Service	Fall 2017	Ongoing	% of meals	Monthly Menus
Increase state approved safety and sanitation training for all food service personnel every three years	Director of Food Service	Spring 2017		Complete/Not Complete	Training schedule/ Agenda 11/17
Recycle items used in food prep from the kitchen (cans, plastic, cardboard)	Director of Food Service	Spring 2017	Ongoing		AHS - Yes AMS – AES - Yes

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Using technology, inspect all roofs and develop a roof maintenance plan	Director of Maintenance	Spring 2016		Complete/Not Complete	Google Doc
Develop 5 yr, and 10 yr. summer maintenance plan	Director of Maintenance	Spring 2017			Google Doc
Study HVAC Units to complete and risk/loss comparison	Director of Maintenance	Spring 2017			Google Doc

### Framework 3 Highly Effective Teachers, Leaders, and Staff

Strategy 3.1 Develop Principals and District Administrators as Leaders of Professionals					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Provide ongoing and job-embedded professional learning during district leadership team meetings	Superintendent/SPED Director/Curriculum Director	Fall 2016	On Going	Complete/Not Complete	Google Doc –Agendas/ Mtg. Notes <a href="http://bit.ly/2qsdYze">http://bit.ly/2qsdYze</a>
Provide guidance and support for effective feedback and teacher improvement (Bret Church Culture of Feedback)	Superintendent/Curriculum Director	Fall 2015	Spring 2017	Complete/Not Complete	Google Doc Training Schedule
Provide guidance and support through PLCs to promote calibration of effective and highly effective instructional practice among principals	Curriculum Director	Fall 2015	On going	Complete/Not Complete	Google Doc – Principals PLC Notes  <a href="http://bit.ly/2qs9tot">http://bit.ly/2qs9tot</a>

Strategy 3.2 Plan, facilitate, and monitor impact of professional learning opportunities					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Develop an PL evaluation in PDP toolbox to evaluate PL	PDC	Fall 2017	Fall 2017	Complete/Not Complete	Google Doc
Develop and communicate a process for admin/teacher to align focused PL learning with the district strategic plan and buildings improvement plans with	PDC	Spring 2017	Spring 2018	% complete at each level	PDP Toolbox

an emphasis on and implementation and impact					
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Strategy 3.3 Train high quality educators to use data and research-based strategies, supported by school leaders to ensure success for all					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Use data to analyze and inform classroom instructional practices/strategies	Curriculum Director/Admin./ District Improvement Team	Spring 2016	Spring 2019	Completed/ Not Completed	D.I.T. Training 4/12 Admin Training - 7/20, 11/1, Central AHS AMS 11/8 AES - 11/8
Use data prescriptively to deliver Tier 2 and 3 instruction	Curriculum Director/Admin/ District Improvement Team	Fall 2017	On Going		Central AHS - Winter 2017 AMS - Fall 2017 AES - Summer 2017

Strategy 3.4 Ensure teachers and paraprofessionals use effective practices to help all students achieve.					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Train paraprofessionals to understand their role, practice safety measures, use effective strategies when working with students.	SPED Director	Fall 2016	Ongoing	Complete/not Complete	Google Doc - Schedules, Agendas, and mtg. notes
Train teachers and supervisors how to effectively work with paraprofessional and how to effectively communicate and manage them.	SPED	Fall 2017	Ongoing	% Trained	

## Framework 4: Informed, Engaged, Empowered Stakeholders

Strategy 4.1 Sustain long lines of communication with students, families, and staff and strengthen awareness of district initiatives, activities, and programs					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Develop and communicate Crisis Communication Plan	SPED Director	Fall 2015	Fall 2017	Complete/Not Complete	Website
Maintain Parent Principal weekly eNews letters	Admin	Fall	Ongoing	Complete/Not Complete	Google Doc Central <a href="http://bit.ly/2qrV5MW">http://bit.ly/2qrV5MW</a> AHS <a href="http://bit.ly/2qsaoV1">http://bit.ly/2qsaoV1</a> AMS <a href="http://bit.ly/2qsjCRW">http://bit.ly/2qsjCRW</a> AES <a href="http://bit.ly/2qshXBB">http://bit.ly/2qshXBB</a>
Develop and strengthen social media presence district-wide for promoting events, programs, initiatives	Admin	Spring 2017	Ongoing		District FB – Increased Posts
Establish district wide protocols for social media use	Curriculum Director/ Admin	Fall 2018	Fall 2018	Complete/Not Complete	Google Doc

Strategy 4.2 Enhance parent engagement, access, and advocacy					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Explore the use of virtual workshops/courses for parent education opportunities	Curriculum Director/Admin	2019	2020	Complete/Not Complete	

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Create a Community Engagement Web Page	Tech Director/Curriculum Director	Fall 2018	Spring 2019	Complete/Not Complete	
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## Framework 5 Effective, Sustainable Business Practices

Strategy 5.1 Offer convenient payment options to stakeholders.					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Research companies that work with current system	Lori Lanter	Fall 2017	January 2018	Complete/Not Complete	Board Minutes District Leadership Minutes - 4/
Train key stakeholders in payment process	Lori Lanter, Becky Walker, Patty Gaul, Jenny Dryden	January 2018	February 2018	% Trained	
Rollout online payments	Lori Lanter	March 2018	March 2018	# of transactions	

Strategy 5.2 Offer the convenience of online enrollment to our stakeholders					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Research companies that work with our system	Lori Lanter	Spring 2018	Spring 2018	Complete/Not Complete	Board Minutes
Identify parts of enrollment (textbooks, activities, food service, etc.) will be added to students at each school	Lori Lanter, Becky Walker, Patty Gaul, Jenny Dryden	Spring 2018	Summer 2018	Complete/Not Complete	Meeting/Training Notes

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Online enrollment rollout	Lori Lanter	Summer 2018	Fall 2018	% of Students enrolled online	
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Strategy 5.3 Be fiscally responsible while planning for future expenses.					
Actions Steps	Responsible	Timeline		Performance Measures	Evidence
		Start	End		
Maintain bond and interest mill levy	Lori Lanter	Summer 2017	Ongoing	Bond and Interest Fund Level at or below 14.448	2017 Level 2018 Level 2019 Level 2020 Level 2021 Level
Third party consultant selected to meet with the district facilities committee	Superintendent, Business Manager	Fall 2019	Spring 2020	Complete/Not Complete	Google Doc – Agenda/Mtg. Notes
Identify and prioritize facility needs and cost estimates	Superintendent, Business Manger	Spring 2020	Spring 2020	Complete/Not Complete	Google Doc
Prepare for potential bond <ul style="list-style-type: none"> <li>• Survey</li> <li>• Community feedback</li> <li>• Select architect</li> <li>• Select contractor &amp; construction manager</li> </ul>	Superintendent Business Manger	Spring 2020	Sprint 2020	Complete/Not Complete	