

Teaching and Learning	
School Board Goal: Improve student achievement/academic performance on the path to college, career, and life readiness.	
Plan:	By the end of the 21-22 school year, the School Board will increase funding so that programs will be used in our schools that will raise the student achievement/academic performance levels.
Action 1	Purchase recommended programs by the administration.
Do:	Status Update
Action 1	Winter report: Based on the programs purchased, review the status of how these programs are being implemented and, if possible, any improvements made in student achievement/academic performance. Also, what the updates and improvements with our Redefining Ready work.
Study:	Status Update
	Spring report: Based on administrative updates, evaluate the programs used and staffing with regard to student achievement/academic performance. Have Redefining Ready dashboard ready for publication.
ACT:	Status Update
	Based on the results of the School Report Card, we will develop the action plans for the 22-23 school year.

Engagement, Culture, and Communication	
School Board Goal: Increase communication with all stakeholders.	
Plan:	By the end of the 21-22 school year, the School Board will increase their communication based on the staff feedback survey.
Action 1	Provide a detailed review of Board meetings to all staff members and link minutes into review.
Action 2	Increase visibility during staff in-service days.
Do:	Status Update
Action 1	Winter report: Based on quarterly staff engagement surveys, the communication between staff and the Board will increase by 5% from 52.3% based on the 2021 Staff Engagement Survey.
Study:	Status Update
	Based on the 2022 Staff Engagement Survey, the communication will have improved ratings from the 2021 Staff Engagement Survey.
ACT:	Status Update
	Based on the results of the 2022 Staff Engagement Survey, we will develop the action plans for the 22-23 school year.

Strategic Plan Area	
Finance and Operations	
Plan:	2021-22 Goal: Communicate the referendum message to stakeholders in an effective and efficient manner.
Action 1	Conduct a School Perceptions Community Survey on a referendum for April 2022
Do:	Status Update
Action 1	Because of effective messaging, 40% of our community will have completed the Community Survey by the early November.
	Communicate the why and important FAQs with the staff prior to the survey going out.
	Based on the feedback given from the survey, the School Board will decide to pursue a school referendum for 3 years starting with the 2022-23 school year.
Study:	Status Update
	November 2021: Study the results and make adjustments where needed.
	By mid-January, complete the referendum question for publication on the April 2022 election ballot.
ACT:	Status Update
	Based on the results of the 2022 April election, we will develop the action plans for the 22-23 school year based on the results.

Strategic Plan Area	
Finance and Operations	
Plan:	2021-22 Goal: Improve the Staff Compensation Model
Action 1	Revamp the Staff Compensation Model
Do:	Status Update
Action 1	By the end of October through Mr. Hencsik, conduct teacher listening sessions with staff and the GEA on improvements to the teacher compensation model.
Study:	Status Update
	Based on the feedback from the teacher listening sessions, incorporate their feedback into a new compensation model.
	Develop a compensation model committee composed of teachers and Board members.
	Research other compensation models from other districts.
ACT:	Status Update
	Based on the results of the committee meeting, develop a new teacher compensation model for the 2022-23 school year.