

Galena School District



Strategic Plan

School District Background

The Galena School District is located in extreme Southeast Kansas near the borders of Missouri and Oklahoma on Historic Route 66. Student enrollment is approximately 836 students. The district has the second lowest assessed valuation in the state of Kansas with a little more than 17 million in total assessed valuation. Seventy-two percent of the district's students qualify for free or reduced lunch.

Galena High School provides educational and extra-curricular activities for students in grades 9-12; Galena Middle School serves students in grades 6-8; Liberty Elementary provides comprehensive educational programs for students in grades 3-5; and Spring Grove Elementary provides educational services to students PK-2 grades. The district serves special education students with the assistance of the Southeast Kansas Interlocal. Our virtual students are provided services with the assistance of the Southeast Kansas Educational Service Center (Greenbush).

The district also gives students the opportunity to pursue a variety of career pathways both in-house and off campus. We work in cooperation with Coffeyville Community College, Fort Scott Community College, the Pittsburg School District, the Riverton School District, and the Baxter School District to ensure that students are provided a vast array of opportunities to find a pathway that will meet their educational needs.

Another source of pride for the district is the partnership forged with the community. The community has consistently shown support for the district through volunteer activities, school events, and the successful passage of bond measures. The district allows our community to utilize the facilities for health and wellness activities, youth sporting events, the arts, and storm shelters during inclement weather.

Process

This Strategic Plan will take effect on July 1, 2016 and will guide the district until June 30, 2021. The Superintendent of schools will provide an annual report to the Board of Education addressing the progress of the plan's implementation. District staff will be assigned responsibilities, and information will be disseminated to appropriate personnel on an ongoing basis. The Strategic Plan is designed to be a flexible document therefore it may be altered with the Board of Education's approval as needs arise, and critical issues are addressed.



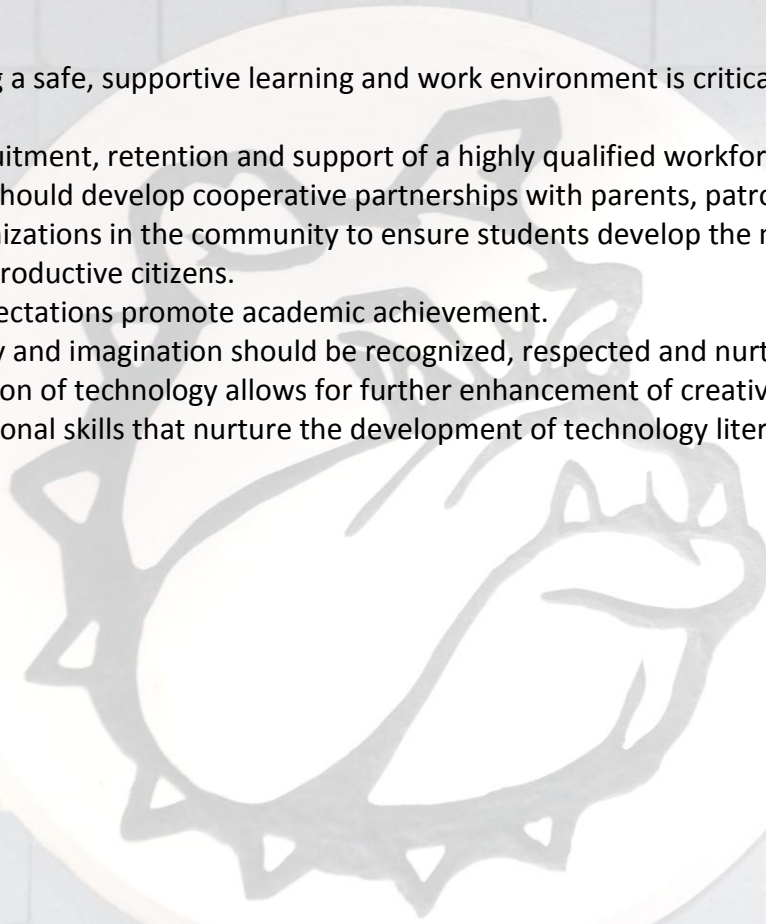
Mission

The Galena School District will provide a dynamic learning experience in a safe environment by challenging our students to embrace excellence, character, hard work, and knowledge as tools to prepare them for life in the 21st century.

Belief Statements:

We believe:

- Providing a safe, supportive learning and work environment is critical to student success.
- The recruitment, retention and support of a highly qualified workforce is a priority.
- Schools should develop cooperative partnerships with parents, patrons, businesses, and organizations in the community to ensure students develop the necessary skills to become productive citizens.
- High expectations promote academic achievement.
- Creativity and imagination should be recognized, respected and nurtured.
- Integration of technology allows for further enhancement of creative and organizational skills that nurture the development of technology literate individuals.



Galena U.S.D. #499 District Goals

Adopted on April 14, 2015 by the Galena Board of Education

Curriculum - Prepare students to become lifelong learners and productive citizens incorporating rigorous and relevant curriculum instruction that prepares them for college and career readiness.

Professional Development - Develop professionals to improve student learning by supporting programs that align with federal, state, and district reform initiatives that promote collegiality and collaboration, and improve instructional practices.

Assessment - Use students' data to diagnose skill levels, guide interventions, and identify reteaching opportunities that will aide in the mastery of skills.

Technology - Expand the integration of technology to support learning, teaching, and organizational needs of the district.

Finance and Facilities - Support the mission of the school district with the appropriate management of financial resources to provide a safe and healthy learning environment.

Communication - Build positive relationships with all stakeholders to broaden understanding and support of the educational process.

Personnel - Promote quality education by recruiting, retaining, and supporting highly qualified professionals.

Student Support Services - Provide a district wide support system to assist students and stakeholders with a wide range of academic, social, and emotional needs.

Galena School District #499

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Goal Statement: Curriculum - Prepare students to become lifelong learners and productive citizens incorporating rigorous and relevant curriculum instruction that prepares them for college and career readiness.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|---|--|--|--|------------|---|
| K-12 Core Area Curriculum (Math, Language Arts, Science, Social Sciences) | State Assessments, MAP, ACT, ACT Aspire, STAR, Dibels, Easy CBM, Bracken Classroom Observations | Align district curriculum with Common Core curriculum and STEM learning. | Curriculum Director Administrators Teachers | Short Term | District Funds Greenbush KSDE AdvancED |
| College and Career Readiness (6-12) | Career Plans Surveys | Develop individualized career plans for students 6-12. | Administrators Teachers Counselor | Long Term | District Funds Greenbush Career Pipeline |
| Curriculum Transition Between Buildings | State Assessments Teacher Feedback Parent Feedback | Evaluate and improve current credentialing program. | AdvancED Director Building Principals Teachers | Long Term | Release Time AdvancED |

Galena School District #499

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Goal Statement: Professional Development - Develop professionals to improve student learning by supporting programs that align with federal, state, and district reform initiatives that promote collegiality and collaboration, and improve instructional practices.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|--|--|--|---|------------|---|
| Identifying professional development needs. | Staff Survey Professional Development Activity Evaluation Surveys | Develop a survey instrument to identify needs. | District Professional Development Committee | Short Term | Google Docs Greenbush |
| Provide More Opportunities to Share Professional Development | PDP Toolbox | Establish Time to Share Professional Development Activities at Friday Meetings and Inservice Day | Building Principals Staff | Ongoing | Friday Meetings District Inservice Days |
| Classified Professional Development Plan | Staff Certifications Staff Survey | Develop a district wide professional development plan for classified staff. | Superintendent Director of Classified Staff Transportation Director | Long Term | Kansas State Department of Education Other School Districts Kansas Association of School Boards |

Galena School District #499

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Goal Statement: Assessment - Use students' data to diagnose skill levels, guide interventions, and identify reteaching opportunities that will aid in the mastery of skills.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|--------------------------|--|---|---|-----------|--|
| District Alignment | NWEA MAP, State Assessments, ACT Aspire, ACT, ACT Work Keys, Star Reading and Math, Bracken, Dibels, Easy CBM, My IGDI's | Examine current assessments and determine if assessments could be more effectively aligned, and the total amount of time dedicated to assessments could be reduced. | Principals Counselors Curriculum Director | Long Term | Kansas State Department of Education AdvancED Greenbush United States Department of Education |
| Assessment Data Analysis | Formative District Data Results | Assessments are reviewed and reports created and shared with all staff. Findings drive changes in curriculum, instruction, and assessments. | Building Principals Staff | Long Term | District Assessments Kansas State Department of Education Greenbush |

Galena School District #499

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Goal Statement: Technology - Expand the integration of technology to support learning, teaching, and organizational needs of the District.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|------------------------|---|---|---|-----------|---|
| Curriculum Integration | Lesson Plans Curriculum Planning Instructional Practice Observation | Develop strategies for the integration of technology across all curriculum areas. | Administration Teachers Tech Director Curriculum Committees PDP Committee | Long Term | Greenbush Education Specialist Exemplary Schools KSDE |
| Staff Development | District In-services Workshop attendance Building Trainings- Early Outs | Provide useful & applicable staff development for the integration of technology to support goals of the District. | PDP Committee Administration Curriculum Leaders | Long Term | PDP Committee Greenbush Professional Instructional Trainers KSDE |
| Infrastructure | Expansion, Increased security and performance of District infrastructure | Improve overall performance of District Infrastructure to meet changing needs. | Tech Director Network Administrator Maintenance Administration | Long Term | E-Rate Peer Support Industry Leading Vendors District Support |

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Goal Statement: Finance and Facilities - Support the mission of the school district with the appropriate management of financial resources to provide a safe and healthy learning environment.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|--------------------|---|--|--|------------|--|
| Building Entryways | Surveys Sheriff and Police Chief Input | Examine current main entryways of Spring Grove, Liberty Elementary and Middle School, and the High School to improve safety, and build a entry door overhang on the north side of Liberty Elementary | Superintendent Maintenance Director Principals Director of Safety | Long Term | District Funds County Sheriff Chief of Police Kansas Association of School Boards |
| Air Quality | Air Quality Testing Mold Testing | Examine air quality in Spring Grove and Liberty basements to ensure for adequate ventilation and air quality. | Superintendent Maintenance Director | Short Term | District Funds Greenbush |

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|---------|---|---|--|-----------|--|
| Roofing | Insurance Company Report Roofing Inspector | Establish roofing rotation schedule for roof replacement. | Superintendent Maintenance Director | Long Term | Crossland Construction Company Greenbush District Funds |
|---------|---|---|--|-----------|--|



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Goal Statement: Communication - Build positive relationships with all stakeholders to broaden understanding and support of the educational process.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|--|--|---|--|------------|---|
| Social Media Plan | Parent Surveys Community Surveys | Develop a social media plan. | Technology Director Administrators Social Media Director | Short Term | District Funds Social Media Sites District Web Page |
| Parent Teacher Conferences and Credentialing | Parent Surveys Parent Attendance | Form a district wide committee to make recommendations to improve parent teacher conferences and credentialing. | Administrators District Wide Committee | Short Term | District Funds Online Surveying Instruments |
| Non-Parent Community Support | Community Surveys Attendance Logs Focus Groups | Develop and improve current programs that encourage community members to visit the school. (Fitness Activities, School Plays, Concerts, Technology Training Etc.) | Fitness Director Administrators Teachers Staff | Long Term | District Funds District Facilities Cherokee County Arts |

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Goal Statement: Personnel - Promote quality education by recruiting, retaining, and supporting highly qualified professionals.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|---|--|--|---|------------|--|
| Mentor and Induction Program | Teacher Retention Evaluation Data | Implement the Greenbush Mentoring Model in our District | Curriculum Director Building Principals Mentors | Short Term | District Funds, State and Local Grants, Greenbush, KSDE Kansas Guidelines for Teacher Mentoring Program |
| Developing a consistent hiring process. | Teacher Retention Evaluation Data | Implement a research based interview tool and/or assessment. | Superintendent Administrators | Long Term | District Funds Talent Search |
| Evaluation for Para Professionals | Evaluation Instrument Evaluation Data | Develop and Implement an evaluation tool for para professionals. | Principals Paras Teachers | Short Term | District Funds Kansas Association of School Boards |

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Goal Statement: Student Support Services - Provide a district wide support system to assist students and stakeholders with a wide range of academic, social, and emotional needs.

| Critical Issue | Data | Strategy | Responsibility | Timeline | Resources |
|--------------------|---|---|--|-----------|---|
| Career Preparation | Vocational Student Follow Up Report | Develop individual plans of study for students. | Counselors | Long Term | Kansas State Department of Education |
| | Career Pipeline Data | | | | Greenbush Kuder |
| Bullying | Discipline Referrals | Apply social competency skills throughout the school environment. | Counselors, Teachers, Parents | Long Term | Grants |
| | Bullying Reports Kansas Communities that Care Survey | | | | Kansas State Department of Education Greenbush United States Department of Education |
| Healthy Schools | Student Participation Data | Improve staff and student overall health through healthier eating and exercise. | Food Service Director | Long Term | OPAA |
| | School Lunch Participation Fitness Center Data | | District Wellness Coordinator District Fitness Director FACS Teacher | | Oral Health Kansas Kansas State Department of Education Child Nutrition and Wellness Greenbush |