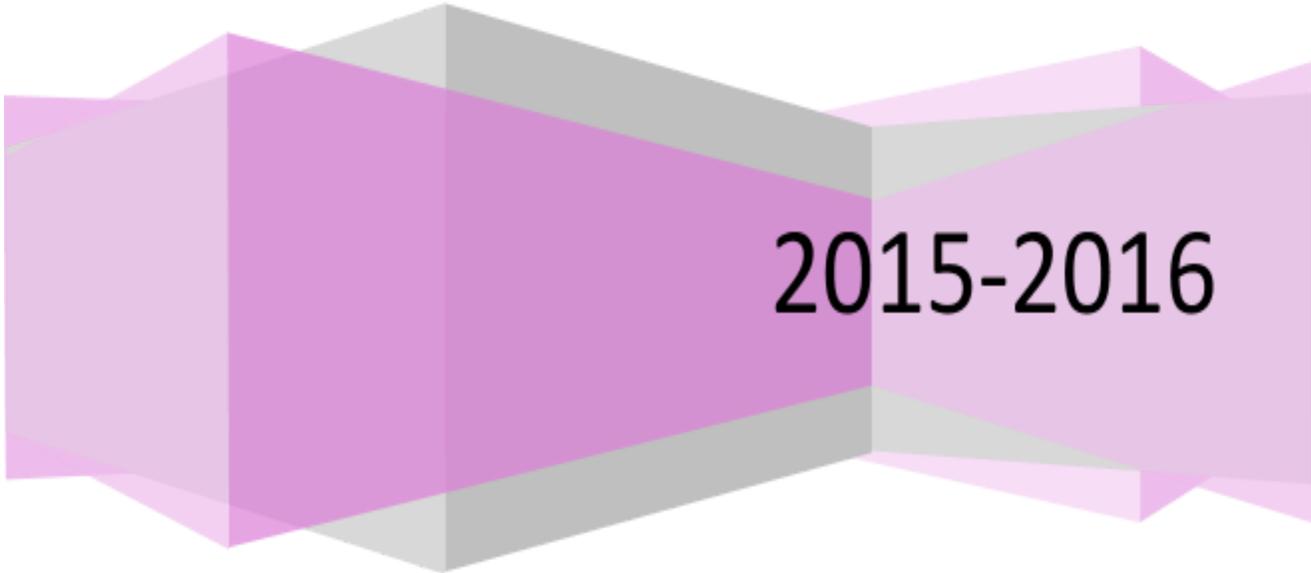


# Strategic Plan

## Year 6

Goals, Action Plans Strategy, Person(s) Responsible, Benchmark



## **History of the Topeka Public School's Strategic Plan:**

During the 2009-2010 school year, 40 citizens and staff met to write the Strategic Plan for Topeka Public Schools. They based their work on an extensive needs assessment of the district which included input from focus groups in all of the geographic regions. Following the presentation of their recommendations, the Board of Education reviewed and modified the plan. On April 1, 2010, the adopted the plan on a 7-0 vote.

### **Vision**

Topeka Public Schools will be recognized nationally for its rigorous curriculum, academic excellence, and extracurricular achievement. Strengthened by diversity, our district will foster partnerships of staff, families, and the community to develop students' educational, physical, and social-emotional well-being.

### **Mission**

**Engage** students in the highest quality learning.

**Prepare** students for responsible, productive citizenship.

**Inspire** excellence for a lifetime.

### **Topeka Public School Definition of Equity**

Topeka Public Schools is committed to educational fairness and opportunity for all racial and ethnic groups, and academic excellence and personal success for all students. Central to this commitment is educational equity. Educational equity means raising the achievement of all students while (1) eradicating the achievement gaps between the lowest and highest performing students and (2) eliminating the racial predictability or disproportionality of which student groups occupy the highest and lowest achievement categories.

### **Strategic Parameters**

- We will make decisions based on the best interests of children.
- We will model and expect high standards of behavior consistent with the district's mission and vision.
- We will recruit, recruit, continually develop, supervise, and retain effective staff members committed to achieving the district's mission.
- We will provide a safe and positive environment conducive to learning.
- We will design, teach, and assess a coordinated P-12 curriculum focused on essential learning standards.
- We will design all curricular and co-curricular learning experiences to improve students' learning and performance.
- We will successfully implement and sustain the best possible educational practices supported by research.
- We will evaluate and fund all programs, services, and practices based on their impact on student learning and performance.
- We will use the strategic plan to guide the budget process and help structure our professional development program.

**Dr. Ford's Goals**

**2015-2016 School Year**

| Board Goals for Dr. Ford   | Strategic Plan Goals   |
|--|--|
| 1. Improve overall achievement of our students.  |  |
| 2. Identifying strategies to increase graduation rates.  |  |
| 3. Improve communication throughout the district.  | Add a new strategic plan agenda under Efficiency and Infrastructure. |
| 4. Formulate a system for hiring building leaders and higher administrative level staff that will provide improved outcomes. |  |

## STRATEGIC PLAN YEAR

### DATES TO REMEMBER

| Date                            | TASK  |
|---------------------------------|---|
| July through August 6, 2015     | Work with Board of Education on narrowing goals and setting direction.  |
| August 17, 2015                 | District Council Presentation <ul style="list-style-type: none"> <li>• Council receives draft of goals and objectives</li> <li>• Input</li> </ul> |
| September 3, 2014 Board Meeting | Board Presentation <ul style="list-style-type: none"> <li>• <b>Quarterly Report 1 (Board approves goals and objectives)</b></li> </ul>            |
| September 8, 2014               | Finalized goals and objectives to administrators in charge of goal  |
| September                       | Carleen will start 2015-2016 Strategic Plan Electronic File.  |
| September through November      | Create, distribute and collect Action Step worksheets. (September 8, 2015 through November 19, 2015) <b>DUE DATE NOVEMBER 9</b>                   |
| December 3, 2015 Board meeting  | Board Presentation <ul style="list-style-type: none"> <li>• <b>Quarterly Report 2 (Update on progress)</b></li> </ul>                             |
| December through February       | Create, distribute and collect Action Step worksheets. (December 7, 2015 through February 8, 2015) <b>DUE DATE FEBRUARY 8</b>                     |
| March 10, 2015                  | Board Presentation <ul style="list-style-type: none"> <li>• <b>Quarterly Report 3 (Update on progress)</b></li> </ul>                             |
| March through May               | Create, distribute and collect Action Step worksheets. (March 14, 2015 through May 2, 2015) <b>DUE DATE MAY 2</b>                                 |
| June 2, 2014                    | Board Presentation <ul style="list-style-type: none"> <li>• <b>Quarterly Report 4 Year End Report</b></li> </ul>                                  |

## KEY



- **Action Plan Strategies in Black** were approved August 1<sup>st</sup> as Quarterly Report 1
- **Outcomes in Blue** are update on Action Plan Strategies in Quarter 2.
- **Outcomes in Green** are update on Action Plan Strategies in Quarter 3.
- **Outcomes in Purple** are update on Action Plan Strategies in Quarter 4.

**TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN**

(Year 5)

2015-2016

| <b>STUDENT PERFORMANCE</b> |  |  |                              |                                  |
|----------------------------|--|--|------------------------------|----------------------------------|
| <b>Number</b>              | <b>Goal</b>  | <b>ONE BIG GOAL</b>  | <b>PERSON(S) RESPONSIBLE</b> | <b>HOW WOULD IT BE MEASURED?</b> |
| <b>SP 1</b>                | <b>Goal:</b> Improve student performance in all core curricular areas while closing existing achievement gaps. | The new state assessment results will require us to do a detailed analysis to highlight strengths and weakness on state assessment results. Prepare a District Improvement Action Plan to improve results, focusing on subgroups. This will include instruction expectations, curriculum and assessment work in each subject area. |                              |                                  |
| <b>SP2</b>                 | <b>Goal:</b> Improve student attendance and graduation rates, while closing existing achievement gaps.         | Continue the work of the graduation committee <u>with the focus this year on suspension and expulsion</u> , especially of sub-groups, and alternative options.   |                              |                                  |
| <b>SP3</b>                 | <b>Goal:</b> Improve the readiness of all students for postsecondary education and future careers.             | Revisit the School to Career Plan. Emphasis this year will be the development of Topeka Center for Advanced Learning and Careers. Make recommendations for improvement of middle and high school electives.  |                              |                                  |
| <b>SP 4</b>                | <b>Goal:</b> Improve student wellness, including their physical and social-emotional well-being.               | Continue with the initial work on the Human Growth Curriculum. Open opportunities for community partners and parents to be involved in recommendations. Bring recommendations to the board by spring.  |                              |                                  |

| Teaching and Learning |   |  |                       |                           |
|-----------------------|---|--|-----------------------|---------------------------|
| Number                | Goal  | ONE BIG GOAL   | PERSON(S) RESPONSIBLE | HOW WOULD IT BE MEASURED? |
| TL 1                  | <b>Goal:</b> Implement rigorous, aligned, culturally inclusive P-12 curriculum for all curricular areas.              | The new state assessment results will require us to do a detailed analysis to highlight strengths and weakness on state assessment results. Prepare a District Improvement Action Plan to improve results, focusing on subgroups. This will include instruction expectations, curriculum and assessment work in each subject area.   |                       |                           |
| TL 2                  | <b>Goal:</b> Implement formative and summative assessment systems that improve teaching and learning.                 | The new state assessment results will require us to do a detailed analysis to highlight strengths and weakness on state assessment results. Prepare a District Improvement Action Plan to improve results, focusing on subgroups. This will include instruction expectations, curriculum and assessment work in each subject area. Consider state options for formative assessments. |                       |                           |
| TL 3                  | <b>Goal:</b> Provide students and staff with 21 <sup>st</sup> Century technology that improve learning opportunities. | Implement Chrome Book initiative in 6 <sup>th</sup> through 12 <sup>th</sup> . Continue to work on plan for elementary.  |                       |                           |
| TL 4                  | <b>Goal:</b> Restructure the P-12 ELL Program, instructional delivery services, including manageable teaching ratios. | Conduct a focus group with minority parents on their experiences in Topeka Public Schools. Present a report with suggestions to  |                       |                           |

|             |  |   |  |  |
|-------------|--|---|--|--|
|             |  | leadership and the board. Continue work on transition plan to all schools offering ELL services.  |  |  |
| <b>TL 5</b> | <b>Goal:</b> Implement a continuum of instructional delivery services for K-12 gifted education. | Implement new assessment for gifted. Revisit recruiting and assessment processes to increase minority participation. Bring recommendations to leadership and board.   |  |  |
| <b>TL 6</b> | <b>Goal:</b> Restructure the P-12 special education instructional delivery services.             | Conduct special education audit to look at staffing, services, programs and results.  |  |  |
| <b>TL7</b>  | <b>Goal:</b> Expand and integrate a full continuum of early childhood education opportunities.   | Implement new Head Start Grant for 2015-2016 and plan for competitive grant. Continue planning for Shaner Pre-School and district pre-school services reorganization. |  |  |

| Human Resources |  |   |                       |                           |
|-----------------|--|---|-----------------------|---------------------------|
| Number          | Goal   | ONE BIG GOAL  | PERSON(S) RESPONSIBLE | HOW WOULD IT BE MEASURED? |
| HR 1            | <b>Goal:</b> Improve staff instructional capacity and quality of teaching through a strategic, results-based professional development program. | Focus for this year will be working with students with behavior needs and PBIS implementation. This will be focus of building and district level inservice. Secondary focus will be on changes in Kansas Assessments and curriculum alignment to Kansas College and Career Ready Standards and technology implementation. |                       |                           |
| HR2             | <b>Goal:</b> Expand the role of principals (and teacher leaders) as instructional leaders and then evaluate them based on these expectations.  | Focus this year will be on students with behavior needs and PBIS implementation. Secondary focus will be on changes in Kansas Assessments and Curriculum alignment to the Kansas College and Career Ready Standards and technology implementation. Management expectations will also be focused on each month.            |                       |                           |
| HR 3            | <b>Goal:</b> Recruit, continually develop, supervise, retrain, and competitively compensate all staff.   | Current recruitment of principals will be focus goal for the year. Current practices will be evaluated and equity practices reviewed. A hiring handbook will be developed to assist in expectations.  |                       |                           |



| Efficiency and Infrastructure |  |   |                       |                           |
|-------------------------------|--|---|-----------------------|---------------------------|
| Number                        | Goal   | ONE BIG GOAL  | Person(s) Responsible | HOW WOULD IT BE MEASURED? |
| EI 1                          | <b>Goal:</b> Implement a computer system and software to support business operations, human relations operations and student data needs.   | Focus this year will look at business and human resource systems and long-term funding plan.  |                       |                           |
| EI 2                          | <b>Goal:</b> Assess condition and usage of school facilities, and then close and/or repurpose schools to reflect declining enrollment and budget and possible changes in grade level configurations. | Implement the Long Term Facilities Plan and the Bond Facilities Plan.   |                       |                           |
| EI 3                          | <b>Goal:</b> Improve the safety and security for students and staff.   | Continue implementation and evaluation of Topeka Public schools Emergency Operations Plan. Continue building drills, including on-site assessment and conduct one district wide drill. (plus Bond Projects) |                       |                           |
| EI 4                          | <b>Goal: Improve Communication throughout the district.</b>  | Assess current communication's plan. Search for new Communications Director. (First Semester)<br>Write new communication's plan. (Second Semester)  |                       |                           |