







Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 1
Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 1
Title of Objective: Ensure Educational Equity for All Students in the SASD - Educational equity means that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, disability, sexual orientation, family background, and/or family income.




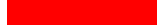
Status Key		
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	Watch	We are not on track to deliver project but we have a plan to get back on track
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	Finished	Project is complete!

2019-2020






Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Equity Professional Development/Training	<ul style="list-style-type: none"> Administrative team attend “Leading for Learning – Achieving Educational Equity” Conference Utilize the Professional Learning Communities (PLC) and Mental Health Committees to engage schools on equity training related to the following areas: PLC Committee: 1) History of Inequities “Institutional Barriers” 2) Teacher/student efficacy 3) Equity data sets; Mental Health Committee: 1) Trauma informed classroom 2)Practices training; Administrative Team: 1) Training in “Transforming School Culture” and “Time for Change”.; Combined Committees: 1) Determine 3-5 year plan 		June 2020	
2	District-Wide Principles of Equity	<ul style="list-style-type: none"> District-wide Principles of Equity approved by the BOE 		May 2020	

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Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 2
Title of Objective: All SASD students will have access to high quality extended learning activities throughout the full calendar year.



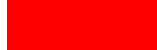

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2019-2020

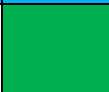



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Community Review of Summer Programming Options	<ul style="list-style-type: none"> Understanding of current summer school offerings in our community 		June 2020	
2	Comprehensive Plan for Full-Year Services to Students	<ul style="list-style-type: none"> Strong wrap-around services for all SASD students 		June 2020	
3	KidStop Program Implementation	<ul style="list-style-type: none"> Before/After school care running at all sites with minimum enrollment met 		June 2020	
4	Coding Club Expansion	<ul style="list-style-type: none"> Increase the number of hours coding kits are offered in the buildings by 75% 		October 2019	
5	Breakout EDU Club Creation	<ul style="list-style-type: none"> All elementary schools will offer a Breakout EDU club 		January 2020	

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Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 3
Title of Objective: Mental health/trauma informed care – All staff and students will benefit from a stronger understanding and ability to address mental health within the SASD




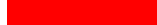
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2019-2020

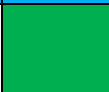



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Student Support Staff Trauma Informed Care Training	<ul style="list-style-type: none"> 100% of SASD student support staff will be trained by the end of the 2019-2020 school year 		June 2020	
2	School-Based Therapy Expansion	<ul style="list-style-type: none"> All SASD schools will have child therapists by the end of the 2019-2020 school year 		June 2020	
3	Longfellow Health Clinic	<ul style="list-style-type: none"> Longfellow elementary will have a health clinic open daily in the 2019-2020 school year 		June 2020	
4	At-Risk Student Programming Continuum	<ul style="list-style-type: none"> Plan presented to the C&I committee 		June 2020	

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Date: June 18, 2019
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Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 4
Title of Objective: Continuous improvement – All schools will successfully engage in a continuous improvement process





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2019-2020



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	High School College and Career Readiness (CCR) Continuous Improvement Plan	<ul style="list-style-type: none"> All high schools will demonstrate an increase in the percent of students who are career and college ready 		June 2020	
2	Elementary and Middle School Report Card Continuous Improvement Plan	<ul style="list-style-type: none"> 100% of middle and elementary schools will reach their building goals related to their report cards 		June 2020	
3	2021-2022 Calendar Recommendation	<ul style="list-style-type: none"> Committee recommendation of a calendar for approval to the BoE based upon feedback from parents and staff 		June 2020	
4	Equity Data Set Creation	<ul style="list-style-type: none"> Based upon our equity work adapt the report card filters to ensure monitoring and action around areas of needed improvement 		June 2020	

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 1
Title of Objective: Health benefits are sustainable and valued by staff





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2019-2020


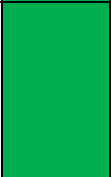

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Modify the wellness program to include activities and education related to financial wellness for employees	<ul style="list-style-type: none"> Increased employee participation in 457(b) and 403(b) plans Increase the number of benefit and financial presentations available to staff 		June 2020	
2	Create and analyze a model for adding a high deductible choice to the District health insurance plan	<ul style="list-style-type: none"> Model is presented and discussed with the Benefits Committee, and next steps are identified 		June 2020	

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 2
Title of Objective: Student, financial, and information systems efficiently meet the needs of staff, students, and parents




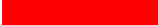
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2019-2020





Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create new electronic documents and work flow process	<ul style="list-style-type: none"> Electronic forms are in place and paper forms are reduced 		June 2020	
2	Create new inventory system within Skyward	<ul style="list-style-type: none"> Software is selected and purchased Equipment valued at \$5,000 or more is inventoried for depreciation purposes Equipment valued at \$1,000 or more is inventoried for control and insurance purposes 		June 2020	
3	Install new voice over IP telephone system	<ul style="list-style-type: none"> New phone system is installed and operational 		August 2019	

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 3
Title of Objective: Provide quality nutrition for students




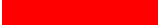
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2019-2020







Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Add snack program at Cooper and Madison	<ul style="list-style-type: none"> Program is in place at both schools 		November 2019	
2	Add supper program at Jefferson, Sheridan and Longfellow	<ul style="list-style-type: none"> Program is in place at all three schools 		November 2019	
3	Reduce the size and complete the remodel of the Central kitchen	<ul style="list-style-type: none"> New kitchen is complete, functional, and reduced in size 		August 2020	
4	Review and determine upgrades for elementary kitchens	<ul style="list-style-type: none"> Nutritional Services has completed a prioritized description and cost of needed upgrades 		August 2020	

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 4
Title of Objective: Identify and prioritize capital needs of the District and develop a 10-year capital needs implementation and funding plan





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2019-2020

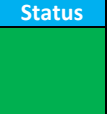




Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Athletic field upgrades	<ul style="list-style-type: none"> Drainage and seeding completed at soccer fields 1 and 2 at Horace Mann Engineering designs completed for main soccer field at Horace Mann Recommendation of financing plan for main soccer field to Board 		April 2020	
2	Long-Term Facilities Committee recommendation for Tower and Forward programs is presented to the Board	<ul style="list-style-type: none"> Remodel of new facility for Tower/Forward programs is completed for start of 2019-20 school year 		August 2019	
3	Long-Term Facilities Committee recommendation for Farnsworth and Urban Middle Schools is presented to the Board	<ul style="list-style-type: none"> Committee presents recommendation to Board 		February 2020	
4	Long-Term Facilities Committee recommendation for district owned vacant land is presented to the Board	<ul style="list-style-type: none"> Committee presents recommendation to Board 		June 2020	
5	Long-Term Facilities Committee recommendation for Central Administration building is presented to the Board	<ul style="list-style-type: none"> Committee presents recommendation to Board 		June 2020	
6	Completion of maintenance Projects funded by 2016 referendum	<ul style="list-style-type: none"> Projects are completed 		December 2020	

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 5
Title of Objective: Attract and retain quality staff

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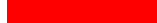
2019-2020

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Conduct a Teacher Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff	<ul style="list-style-type: none"> Teacher Salary Study completed and results shared with Teacher Meet and Confer and the Board 		June 2020	
2	Conduct an Administrator Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff	<ul style="list-style-type: none"> Administrator Salary Study completed and results shared with Administrator Meet and Confer and the Board 		June 2020	
3	Continue to monitor the comparable salary information for all categories to ensure that we are able to attract and retain staff	<ul style="list-style-type: none"> Monitor Support Staff Salary information compared to 18-19 Salary Survey data 		June 2020	
4	Review Employee Recognition Plan	<ul style="list-style-type: none"> Ensure we have a recognition plan that recognizes and acknowledges our employees' accomplishments Get input from employees on best ways to recognize staff efforts 		June 2020	
5	Work with the YTY/Education Career Pathways Coordinator to grow our pipeline of education candidates, especially students of color	<ul style="list-style-type: none"> Work with staff to identify students of color who might consider the Education Career Pathway and get them involved with YTY and Educators Rising Establish communications systems with former students who are currently in Education Prep programs Seek feedback from our current staff of color 		June 2020	

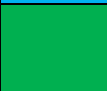
6	Provide leadership development opportunities for district staff	<ul style="list-style-type: none"> Provide at least three professional development opportunities for district staff 		June 2020	
7	Update New Teacher Mentor Program	<ul style="list-style-type: none"> Organize activities, both professional development and social, for new teachers to interact with one another during the first year 		June 2020	
		<ul style="list-style-type: none"> 			

Report to Board of Education on District Goals

Date: June 18, 2019
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 6
Title of Objective: Strengthen and expand the output and avenues of communication to ensure that our internal and external stakeholders are informed and that the District is best positioned to attract and retain students

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2019-2020

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Complete hiring and onboarding of Communications Specialist	<ul style="list-style-type: none"> Position is filled and department is fully functioning 		June 2020	
2	Prioritize and implement Phase 1 recommendations from the Brand Strategy Development project	<ul style="list-style-type: none"> Prioritized Phase 1 recommendations have been implemented 		June 2020	