

District Goals

2019-2022

Agenda


Review Board Goals 2018-2019 (Progress)

2019-2020 Goals


2019-2020 And Beyond



Board Goals 2018-2019

- 1. Meet or exceed student academic growth performance goals equivalent to full accreditation status using both state and district assessment measures.**
 - 2. Ensure that the school community is welcomed and valued as an integral part of our district by creating a culture that says “You are welcome, you are important to us, and we want to work with you to educate your children.”**
 - 3. Utilize established hiring guidelines and best practices to continue to attract and retain staff for an effective, high quality educational environment.**
 - 4. Achieve a minimum of 20 percent minority certificated new hires for the Raytown Quality Schools staff for the 2018-2019 school year.**
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Board Goals 2018-2019

5. **Provide salary and compensation package for effective staff that is within the upper 50 percent of the districts in the metropolitan area.**
 6. **Assure that all children and staff are in a safe environment through the continued maintenance and review of the district's crisis/disaster plans and the continued cooperation of various outside agencies.**
 7. **Support the implementation of the approved two-year technology plan for effective classroom delivery including the use of virtual technology and social networking.**
 8. **Expand district preschool education to include the educational needs of students from birth to age four.**
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Board Goals 2018-2019

1. Meet or exceed student academic growth performance goals equivalent to full accreditation status using both state and district assessment measures.

- **November Meeting**
 - Academic Progress
 - Annual Performance Report
 - MSIP 6



Board Goals 2018-2019

2. Ensure that the school community is welcomed and valued as an integral part of our district by creating a culture that says “You are welcome, you are important to us, and we want to work with you to educate your children.”

- Advisory Committees
- Parental Surveys
- District Communications
 - Patron Updates, C-2 View, Peach Jar, Social Media
- Professional Development For Staff



Board Goals 2018-2019

3. Utilize established hiring guidelines and best practices to continue to attract and retain staff for an effective, high quality educational environment.

- Recruitment
- High Quality Professional Development
- Wellness Programs
- Grow Your Own
- Model Evaluation System



Board Goals 2018-2019


4. Achieve a minimum of 20 percent minority certificated new hires for the Raytown Quality Schools staff for the 2018-2019 school year.

Position	Minority	White	Male	Female
Administrator	21%	79%	37%	63%
Certified Staff	10%	90%	20%	80%
Classified Instructional	35%	65%	19%	81%
Classified Support	38%	62%	34%	66%
Business Office/Tech.	20%	80%	16%	84%

Board Goals 2018-2019


5. Provide salary and compensation package for effective staff that is within the upper 50 percent of the districts in the metropolitan area.

- **Rayteam Survey**

- Grant a step raise for both certified and classified.
 - Decrease the temperature standards for air conditioning by two degrees and increase the temperature standards for heat by two degrees in board policy.
 - Change the definition of “excessive absences” in board policy to three in a month, 10 in a semester and 15 in a year.
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Board Goals 2018-2019

6. Assure that all children and staff are in a safe environment through the continued maintenance and review of the district's crisis/disaster plans and the continued cooperation of various outside agencies.

- **Safety Task Force**
 - **CPR Training**
 - **Intruder Training**
 - **Parent Notification Systems**
 - **GPS Tracking**
 - **Facial Recognition**
 - **Building Structure Improvements**
 - **After School Meal Expansion**
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Board Goals 2018-2019

7. Support the implementation of the approved two-year technology plan for effective classroom delivery including the use of virtual technology and social networking.

- **1 To 1 Program**
- **Graduating Senior Devices**
- **Improve Technology Infrastructure**
- **Integrate Google Classroom And SISK12**
- **Launch Online Classes**




Board Goals 2018-2019

8. Expand district preschool education to include the educational needs of students from birth to age four.

- Full Day Preschool
- Parent Learning Opportunities
- Capture State Funding



2019-2020 Board Goals

- **Obtain the Meritorious Budget Award and the Certificate of Excellence in Financial Reporting, the two highest levels of recognition offered through the Association of School Business Officials International. (Mr. Thode)**
 - **Share our School Board meetings through live/taped televised offerings to improve community understanding of school issues and celebrate achievements of our teachers and students. (Mr. Thode)**
 - **Implement ROTC Program For Both High Schools. (Mr. Moore)**
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2019-2020 Goals, Instructional Leadership

- Continue Onsite School Observations
- Design Principal Leadership Institute
 - MSIP 6
 - Initial Design Modules
 - Building Goal Setting
 - Expand Module Regionally




2019-2020 Goals, Instructional Leadership

- **Increase And Expand Professional Learning Offerings**
 - **Increase Proficient/Advanced Students PK-12 in Math/ELA/Science/Social Studies**
 - **District/Buildings**
 - **Increase Proficient/Advanced Percentage 3-5%, (MSIP 6 Models) (Spring 2020)**
 - **All Subgroups**
 - **Increase Number of Students Enrolling in AP Classes**
 - **2016-2017 - 140**
 - **2017-2018 - 83**
 - **2018-2019 - 87**
 - **10% Annually**
 - **Double Edge Sword**
 - **Dual Credit**
 - **Timeline**



2019-2020 Goals, Curriculum And Instruction

- **Increase Partners In Southland CAPS**
 - **Center/Fort Osage/Grandview**
 - **Governance Model**
 - **Additional District Membership (Future)**
 - **Education Emphasis (Regional Problem, Teacher Shortage)**
 - **Increase Number of Students Enrolling in Dual Credit Classes**
 - **2016-2017 - 668**
 - **2017-2018 - 717**
 - **2018-2019 - 548**
 - **Goal (600)**
 - **Timeline (2021-2022)**
 - **Investigate No Cost Dual Credit Opportunities (Southland CAPS)**
 - **University Partnerships**
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2019-2020 Goals, Curriculum And Instruction

- **Increase Student Scores on ACT**
 - **2016 - 18.3**
 - **2017 - 18.4**
 - **2018 - 17.6**
 - **2019 - Has not been released yet**
 - **Increase Composite Scores .02-.08%**
 - **Increase Number of Students Attending Herndon Career Center**
 - **2016-2017 - 346**
 - **2017-2018 - 353**
 - **2018-2019 - 354**
 - **2019-2020 - 459**
 - **Enhance Partnerships With Trade Unions**
 - **Partnership KCPD**
 - **Investigate Viability Of Night School At Herndon (Adults)**
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2019-2020 Goals, Curriculum And Instruction

- **Increase Graduation Rate**

- **Four Year/Five Year/Six Year**
- **.05-1.0%**

	2017	2018	2019
4 Year	83.4	85.3	83.9
5 Year	88.1	87.3	90.4
6 Year	87.7	89.1	88.0
7 Year	88.1	88.6	89.6

- **Increase Student Attendance**

- **2016-2017 - 94.08%**
- **2017-2018 - 93.35%**
- **2018-2019 - 93.49%**
- **Begin Developing New Schedules For Grade Levels**
- **High School**
 - **2022-2023 School Year**

2019-2020 Goals, Curriculum And Instruction

- **Decrease Classroom Teacher/Student Ratio**
 - **Desirable Levels**
 - **K-2 (17)**
 - **3-4 (20)**
 - **5-6 (22)**
 - **7-12 (25)**
 - **Middle School**
 - **Financial Impacts**
 - **Continued Decline In Enrollment/Possible School Consolidation**
- **Decrease OSS/ISS Rate**
 - **Reduce Long-Term OSS**
 - **Alternatives To OSS**
 - **CAC Recommendations**

2019-2020 Goals, Curriculum And Instruction

- **Year Round Elementary**
 - **Investigate The Benefits Of Targeted Buildings**
 - **Why?**
 - **Summer Learning Academy**
 - **Attendance**
 - **MAP Index Scores**
 - **Free/Reduced And English Language Learners**
 - **2022-2023**
- **Investigate And Apply For ROTC Program**
 - **Implement 2022-2023 School Year?**
 - **List Order (20)**
 - **Why?**
 - **Leadership/Communication**



2019-2020 And Beyond

Facilities/Operations

- **Bond 2019 Projects**
- **SHS Auditorium/Gymnasium**
 - **October Board Meeting**
- **Natural Gas Transportation**
 - **Potential Cost Savings**
 - **2020-2021 School Year**
- **Bond Issue 2025**



2019-2020 And Beyond

Culture and Climate (Staff/Students)

- **Survey Staff To Determine Improved Working Conditions (Rayteam)**
- **Survey Students To Determine Necessary Improvements To Enhance Learning Opportunities**
- **2019-2020**

Competitive Salary Schedule

- **Metropolitan School Districts**
 - **Falling Behind On Base**
 - **Rayteam**
 - **2020-2021**



2019-2020 And Beyond

Incentive For Staff Living In School District

- **Career Ladder System**
- **Rayteam**
- **2022-2023**

Expand Cultural Competency Discussions With Community

- **Parent Forums**
- **Timeline**
 - **Currently And Ongoing**

