Schuyler Community Schools
District Leadership/SAA Meeting
Monday, February 21, 2022 9:00 AM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Discussion Items

Prepared by: Christina Bywater, Secretary to the Board

1. Academic Programs: *Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

Goal: All students meet or exceed state standards in core academic areas.
Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

Target Areas:

Core Academic Programs

1	**ECH**	**Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.**
2022	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2022	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 3 programs in the community
2022	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs in the community
2	**K-8**	**Review student achievement and implementation of the Reading/Language Arts curriculum.**
2022	Action Plan	1. Develop an improvement plan to address gaps or low achievement assessment results
2022	Action Plan	2. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students reading at or above grade level
2022	Action Plan	3. Complete curriculum development plan to ensure alignment of curriculum to new language arts standards.
2022	Action Plan	4. Develop and implement a plan to ensure instruction and instructional materials meet the needs of the foundations of reading at the K-2 level (especially phonemic awareness)
2022	Action Plan	5. Evaluate current curriculum materials to identify needs/gaps with current standards and adopt new materials/supplements where needed.
3	**SCS**	**Monitor and evaluate the K-8 Discovery Education Science Program**
2022	Action Plan	1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E_3) Grant on Science Curriculum and STEM Training
2022	Action Plan	2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.
4	**SCS**	**Research and implement a K-12 Math differentiation and intervention program**
2022	Action Plan	1. Support and implement the Freckle Math K-12 differentiation and intervention program
5	**SCS**	**Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle**
2022	Action Plan	1. Evaluate student performance at the end of the year to determine additional resources, modifications or professional development needs
6	**SCS**	**Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and assessment.**
2022	Action Plan	1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teachers
2022	Action Plan	2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks
2022	Action Plan	3. Continue to offer APL training for new staff and refresher training to returning teachers in the district
2022	Action Plan	4. Identify critical content from the standards through the use of Standards-Based Learning professional development from Learning Sciences International. Develop and implement standards-based learning targets that demonstrate a progression of learning up to and beyond the level of rigor of the standards.
2022	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students

7	**SCHS**	**Review academic options for new arrivals, EL, special needs, at risk students, etc… (Alternative Education Program, Newcomer Program)**
2022	Action Plan	1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newcomer Programs
2022	Action Plan	2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education classrooms and post-secondary education
2022	Action Plan	3. Research and develop a plan to expand K-12 EL professional development in English language instruction
2022	Action Plan	4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)
2022	Action Plan	5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom
2022	Action Plan	6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school students in ELPA 21 levels 1-2
2022	Action Plan	7. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2022	Action Plan	7. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on track for graduation with their peers
2022	Action Plan	8. Review SPED and EL caseloads and program requirements in the district to determine certificated and support staffing needs
8	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness for all students**
2022	Action Plan	1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler Middle School
2022	Action Plan	2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high school students
2022	Action Plan	3. Research and develop a plan to expand courses through CCC for college credit and vocational licensure courses
2022	Action Plan	4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses
2022	Action Plan	5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College
9	SCS	Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.
2022	Action Plan	1. Create an overall district system that differentiates for specific building needs (MTSS)
2022	Action Plan	2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)
2022	Action Plan	3. Research intervention and enrichment ideas, resources and programs (MTSS)
2022	Action Plan	4. Ensure programing meets the needs of all students (especially SPED and EL students)
2022	Action Plan	5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler

Non-Core Academic Programs

10	**SCS**	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2022	Action Plan	1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators
2022	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for selected K-12 teacher leaders
2022	Action Plan	3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)
2022	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level
2022	Action Plan	5. Look into getting a counselor on staff to provide services to Preschool, Fisher's, Richland and the Dual Language School at the district office.
11	**SCS**	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.**
2022	Action Plan	1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)
2022	Action Plan	2. Expand strings program in the elementary and middle school afterschool programs
2022	Action Plan	3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcasting)
2022	Action Plan	4. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ensemble groups)
12	**K-5**	**Continue to expand options for the dual language/bilingual education elementary program**
2022	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling
2022	Action Plan	2. Coordinate staffing, curriculum and textbook selection for the 5th grade expansion
2022	Action Plan	3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 5th Grade Students
2022	Action Plan	4. Participate in ongoing professional development and register NABE 2023 Conference
2022	Action Plan	5. Research pros and cons of expanding dual language to the middle school and high school levels
2022	Action Plan	6. Come up with a name for the dual language school at the district office and get approved by the school board.
2022	Action Plan	7. Find ways to involve parents and students of the dual language program within the community.
2022	Action Plan	8. Research the possibility of having specials at the dual school in the district office building rather than at SES.
13	**7-12**	**Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.**
2022	Action Plan	1. Explore ways to develop college & career exploration at the middle school level.
2022	Action Plan	3. Develop and implement FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, education, etc…
2022	Action Plan	4. Research options for college credit through CCC to promote CTE careers (drafting, design, mechatronics, robotics, construction, electricity, plumbing, etc…)
2022	Action Plan	5. Research options for implementing career pathways to ensure students have certification options.
2022	Action Plan	6. Research, plan, update and implement increased CTE opportunities for MS Students
14	**7-12**	**Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)**
2022	Action Plan	1. Conduct a study to determine feasibility and interest in a high school afterschool program
2022	Action Plan	2. Develop a schedule, recruit and hire staff interested in providing programs, classes, or clubs, and enroll students interested in participating in the afterschool program.
15	**7-12**	**Develop and implement a plan to improve students' ability to communicate, demonstrate leadership and act responsibly.**
2022	Action Plan	1. Offer leadership classes at the middle and high school levels utilizing "Leadworthy: The Course" from the Flippen Group (Capturing Kids' Hearts)

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*
Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.
Target Areas:

Extra-Curricular Activities

16	**K-6**	**Increase student/parent/community participation in youth athletic and activities programs.**
2022	Action Plan	1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2022	Action Plan	2. Continue to promote youth sports during Open House to encourage parents to volunteer as a coach in various sports throughout the year. (met)
2022	Action Plan	3. Continue to outline a youth sports calendar for the programs and timelines for each activity. (met)
2022	Action Plan	4. Continue to hire head coaches to recruit volunteers and develop youth athletic programs at the K-6 level. (met)
2020	Action Plan	5. Continue to stress fundamentals and interest in youth sports and increase community member involvement in youth/club programs. (met)
2022	Action Plan	6. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2020	Action Plan	7. Continue to waive the participation fee if the parent volunteers to coach. (met)
2022	Action Plan	8. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities. (met)
2022	Action Plan	9. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.
2022	Action Plan	10. Host parent sign ups and meetings prior to the sport to inform parents of expectations of the program and volunteer to help
2022	Action Plan	11. Promote and provide any updates with any in-season program changes with the use of social media and parent text messages.
17	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2022	Action Plan	1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.
2022	Action Plan	2. Review and update the plan to improve coordination and implementation of 7-12 strength and conditioning programs.
2022	Action Plan	3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title IX compliance.
2022	Action Plan	4. Improve coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school programs.
2020	Action Plan	5. Improve communication through a K-12 system of Social Media, Television, News Releases, Chamber Updates, Schuyler Sun, etc…
2022	Action Plan	6. Develop a list of activities, schedule, and sponsors to promote student participation in intramural activities at the high school level. (Period 9)
2020	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all activities and at all levels.
2022	Action Plan	9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty positions.
2022	Action Plan	10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at ways to provide daycare for these events)
2022	Action Plan	11. Develop leadership amongst student athletes at both SMS and SCHS.
2022	Action Plan	12. Research strength and conditioning opportunities for middle school students and the cost and benefit of adding weight program/equipment at SMS.
2022	Action Plan	13. Investigate and send out a survey to student-athletes to identify barriers to getting students into the weight room during the summer hours.
2022	Action Plan	14. Explore different opportunities to get the youth programs involved at the SMS and SCHS level
2022	Action Plan	15. Research ways to make the weight room more available to student-athletes throughout the school day.
2022	Action Plan	16. Increase recognition of athletes and fine arts participants.

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas

Technology

18	**SCS**	**Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV & Apple TV**
2022	Action Plan	1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.
2022	Action Plan	2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless connectivity.
2022	Action Plan	3. Continue to support staff & students on how to use teacher and/or student iPads with TV's for interactive lessons
2022	Action Plan	4. Research options for secondary teaching device as budget won't allow for two primary teaching devices
19	**K-5**	**Encourage, train, and support teachers on how to use Apple Classroom to assist with classroom management**
2022	Action Plan	1. Promote the use of the Apple Classroom app to assist teachers with monitoring, managing, and guiding student iPads in their classrooms
20	**SCS**	**Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)**
2022	Action Plan	1. Consider low cost solutions for families with no access to high speed Internet in their homes. i.e. Verizon Jetpack
21	**K-8**	**Research, adopt, and implement a STEM/STEAM Program K-8**
2020	Action Plan	1. Update Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cricket, Apple Swift, etc.
22	**SCS**	**Host 2022 Technology Fair for Schuyler and Area Schools.**
2022	Action Plan	1. Develop the schedule and agenda for the 2022 Schuyler Tech Fair….1/2 day (9-12) students – 1/2 day staff.
2022	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2022 Schuyler Tech Fair.
2022	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2022	Action Plan	4. Secure contracts with selected speaker/presenters for the 2022 Schuyler Tech Fair.
23	**SCS**	**Adopt, train, and implement system-wide technology solutions**
2022	Action Plan	1. Continue to grow and improve our Apptegy website templates & mobile app.
2022	Action Plan	2. Continue using ThoughtExchange to build trust, open communication and engage staff, students, parents, community patrons.
2022	Action Plan	3. Continue improving the district report card (ECRA) and promote access to our staff, board, parents, and community.
2022	Action Plan	4. Continue using Schoolzilla to align communication, define school quality, and evaluate school improvements.
2022	Action Plan	5. Offer training and support to building staff who are responsible for entering building specific events in building website calendar.
24	**SCS**	**Marketing plan to partner with local businesses & organizations**
2022	Action Plan	1. Continue to update the SCS websites & school app to promote our school and improve internal and external communication.
2022	Action Plan	2. Use our resources (DOB digital sign, websites, mass notification system, mobile app, social media) to promote area events.
2022	Action Plan	3. Contact sponsors/local businesses to sell advertising on our Scorevision displays in West Gym at SCHS.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

Goal: Safe and efficient transportation system.
Target Areas:

Transportation

25	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2022	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
2022	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
26	**SCS**	**Conduct a study of transportation costs and reimbursements to determine the most efficient**
2022	Action Plan	1. Conduct a feasibility study to determine costs, budget impact and benefit of building vs. renting bus garage.
2022	Action Plan	2. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the 2022-3 school year.
27	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2022	Action Plan	1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.
2022	Action Plan	2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.
2022	Action Plan	3. Research feasibility of providing morning and afternoon bus service to Fishers.
2022	Action Plan	4. Research feasibility of contracting a coach bus service for large group activity trips to reduce the number of buses and drivers needed.
2022	Action Plan	5. Continue to review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for 2022-22 school year.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

Goal: Secure, quality, modern educational facilities.

Target Areas:

Buildings and Grounds

28	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2022	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2022	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
2022	Action Plan	3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district buildings.
9	**SCHS**	**Phase V: High School Facility**
2022	Action Plan	1. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the auditorium.
2022	Action Plan	2. Complete ESSER II Project to replace classroom windows 1953 building addition.
2022	Action Plan	3. Continue plan for the remodel of the 1953 building (North wing carpet/paint, lighting, in hallway and classrooms).
2022	Action Plan	4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoining hallway.
2022	Action Plan	5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sites.
2022	Action Plan	6. Develop a plan with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, bleachers, and concessions area)
2022	Action Plan	7. Develop a plan for the intro to construction class to build a maintenance garage adjacent to the old concession stand at the athletic complex.
30	**SMS**	**Middle School Facility**
2022	Action Plan	1. Complete ESSER II Project to replace classroom windows on the north side of the 6th grade classroom wing
31	**SCS**	**District Office, Dual Language, Early Childhood Day Care and Preschool**
2022	Action Plan	1. Submit a Sixpence Grant for birth to 3 services.
2022	Action Plan	2. Complete Phase. I ESSER III. Renovation Project: Four (Kindergarten and 1st Grade) Classrooms in the east wing.
2022	Action Plan	3. Complete Phase II ESSER III Renovation Project: Two (2ndnd Grade) Classrooms in the north wing.
2022	Action Plan	4. Develop specifications for district-wide telephone and security camera upgrades through ESSER III Program.
32	**K-8**	**Rural School Facilities**
2022	Action Plan	1. Review priorities and timeline for Fishers building maintenance and improvements.
2022	Action Plan	2. Research options for funding to improve rural school playgrounds.
2022	Action Plan	3. Continue to research options for stabilizing Fishers enrollment, facility use, and building and grounds upgrades.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas:

Support Service Programs

32	**SCS**	**Continue to expand partnerships with local health professionals to improve and provide services to students and staff**
2022	Action Plan	1. Pursue partnerships with local and state optometric providers to expand vision services to students in need
2022	Action Plan	2. Continue relationships with local health department, medical clinic, and full service coordinator to address health concerns and provide student and staff health services
33	**SCS**	**Offer educational opportunities for school nurses, students, families, and staff**
2022	Action Plan	Provide ongoing system of support, training, and collaboration within nursing department
2022	Action Plan	Pursue training to add certified CPR instructor to the nursing staff
2022	Action Plan	Provide students and families opportunities to learn about nursing policies and procedures.
2022	Action Plan	Work with Family Literacy Program to promote and educate our community on health topics.
33	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
2022	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2022	Action PLan	2. Continue orientation and training program for substitute teachers at each building.
34	**SCS**	**Develop and implement a plan to improve food service and menu options across the district.**
2022	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2022	Action Plan	2. Pursue contracts with outside providers to increase menu options for SCHS students for the 2022-23 school year.
35	**SCS**	**Develop and implement a plan to improve training for Para-Educators across the district.**
2022	Action Plan	1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions.
2022	Action Plan	2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit schedules, district staff handbook, etc.…)
2022	Action Plan	3. Continue providing para-pro training and implement APL and Capturing Kids' Hearts trainings for Para-educators.
36	**SCS**	**Expand recruiting and training efforts for substitute teachers**
2022	Action Plan	1. Continue annual Substitute training and welcome program held at the beginning of the school year
2022	Action Plan	2. Research possible expanded relationships with local colleges and Universities to recruit more local substitute teachers.

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

Target Areas:

School Governance and Public Relations

37	**SCS**	**Continue to expand strategies to improve communication and promote parent/community engagement.**
2022	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.
2022	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school and at school activities.
2022	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee', City Council, etc…)
2022	Action Plan	4. Explore options to expand communications with all parents and community patrons through the use of electronic platforms, advertising, message boards, etc...
2022	Action Plan	5. Conduct annual review of all safety protocols district-wide and submit the report to the board of education. (Spring 2022)
2022	Action Plan	6. Continue increasing opportunities for positive promotion through the Schuyler Sun.
2022	Action Plan	7. Continue to find ways to increase K-12 parent engagement through open houses, parent nights, parent-teacher conferences, newsletter, etc.
2022	Action Plan	8. Continue to find ways to partner with community programs and businesses.
38	**SCS**	**Continue expanding financial resources to promote financial stability and program support.**
2022	Action Plan	1. Continue year 2 participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 for 4 more years)
2022	Action Plan	2. Continue pursuing funding and resources from various partners inside and outside of the community to reduce reliance on property taxes.
2022	Action Plan	3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.

8. School Climate (Students and Adults): *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Target Areas:

School Climate and Learning Environment

39	**SCS**	**Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, reduced incidents of bullying, etc…**
2022	Action Plan	1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. **(Capturing Kids Hearts, Process Champions)**
2022	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. **(APL Training)**
2022	Action Plan	3. Continue to expand K-12 counseling services and support to address mental health needs in the district. **(Mental Health Counselors)**
2022	Action Plan	4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior Specialists and Community Family Partnership
40	**SCS**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2022	Action Plan	1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers and administrators.
2022	Action Plan	2. Continue school spirit, staff morale, monthly celebrations, etc… to promote an inclusive and safe learning and work environment.
2022	Action Plan	3. Develop an incentive program to promote post-secondary education options for support staff.
2022	Action Plan	4. Expand the Foundation's outstanding employee quarter nominations to include substitute teachers along with support staff, teacher, and para-educator.
2022	Action Plan	5. Continue the use of Thoughtexchange to promote ongoing, consistent communication and opportunities for staff input.
2022	Action Plan	6. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and external communication.
2022	Action Plan	7. Research ways to improve teacher effectiveness when building student relationships during R-Time and Focus.
41	**SCS**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
2022	Action Plan	1. Expand new support staff orientation program at each building and provide ongoing professional development program.
2022	Action Plan	2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.
2022	Action Plan	3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.
2022	Action Plan	4. Research ways/opportunities to help transition/introduce new staff into the school and community.
42	**SCS**	**Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc…**
2022	Action Plan	1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeism, tardies, etc…
2022	Action Plan	2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve safety protocols in all buildings.