

**PRAIRIE HILLS
USD #113
Strategic Plan**

“Expecting and assisting all students to develop the skills necessary to make positive contributions to society.”

2011-2015

This document’s purpose is to give direction for the future of USD #113 Prairie Hills Schools and how resources both human and capital will be used. Many stakeholders from the district including: students, staff, parents, and community members have had input on the development of it. Implementation of the Plan will be an ongoing process with frequent review of its content and possible revisions to it over the next several years.

**PRAIRIE HILLS Strategic Planning
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Target Area: Public Relations/Communications

Goal Statement #1: Through increased communications and transparency, strengthen the relationship between district, school and community.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Create and implement a comprehensive communications plan that includes, but is not limited to: <ul style="list-style-type: none"> • Staff • Students • Community partnerships • Parents • Tax payers/patrons 	BOE Superintendent Assistant Superintendent Principals District Steer Technology Staff	Website Powerschool Alert System BOE Administration	May 1, 2012	Community Survey Comprehensive Plan
Evaluate the communication between staff and parents.	BOE Superintendent Principals District Steer	Website Local Media Powerschool Alert System Administration	January 1, 2013	Parent, Staff, and Administrative Survey Board Feedback
Develop and implement a district problem solving model.	BOE Superintendent	Research Based Problem Solving Models Training	August 1, 2012	Adoption of a model
Review and implement crisis plan for the district.	BOE Superintendent Principals Counselors District Nurses Key Stakeholders from the county and communities.	District Administration Key Stakeholders Training (Crisis Intervention Team from Greenbush)	August 1, 2012	Plan for crisis Mock crisis training

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Target Area: Recruitment and Retention of Staff

Goal Statement #1: Retain and maintain highly qualified, certified and classified staff.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Retain quality certified and classified staff through a strong evaluation system.	BOE Administration	Evaluations Walkthrough System Principal Staff Development	Semi-Annual	Documentation of completed evaluations on file
Maintain and provide professional development opportunities and growth for all employees.	District Administration Staff PDC Council	District Budget	Yearly	Documentation of research based professional development being provided Development of a PDC Plan for USD #113 by PDC Continuation/ Growth of Mentoring Program
Fund competitive salaries and benefits to ensure retention of staff.	Board of Education	District Budget	Yearly	Compare our salary and benefit to others in area

Target Area: Recruitment and Retention of Staff

Goal Statement #2: Provide a safe and rewarding environment for staff and students.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Provide positive recognition of faculty and staff.	All Staff Administration Board of Education	District Budget	Quarterly	Awards handed out at end of year Implement years of service awards Publish articles about staff on USD 113 website Recognition of Professional Development
Provide positive and safe school environment. <ul style="list-style-type: none"> • Bullying programs • Discipline/Classroom environment 	Administration Teachers	District Budget	Ongoing	End of year teacher meetings/surveys Meetings and surveys with student

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Target Area: Facilities

Goal Statement #1: Develop and implement a plan for energy and cost effective district buildings that meet the needs of the 21st century learner and programs.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Evaluate the number of buildings in the district in relationship to location, cost efficiency, FTE, and financial stability.	Central Office Staff Principals Superintendent BOE Architect District Auditor	Results Based Staff Development Board of Education Building Tour	March 1, 2012	Cost Analysis Facility Study
Reorganize the facility structures	BOE Administration Patrons	District Budget Community Hearing	TBD	Restructuring Budget Impact
Develop a long-range capital improvement plan for buildings and property.	Superintendent BOE Architect	District Budget State funding Current contracts	August 1, 2012	Comprehensive Capital Improvement Plan Board Tour of the Buildings
Implement and evaluate long-range capital improvement plan for buildings and property.	BOE	Annual Board of Education Building Tour	Ongoing	Board of Education Tour of the Buildings

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Target Area: District Budgeting

Goal Statement #1: To remain a district that operates with financial responsibility, integrity, & efficiency while meeting the educational needs of ALL students.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Provide a budget that allows for delivery of a 21 st Century education to ALL students.	Administration BOE	Curriculum Survey State Law	August 20, 2012	Curriculum Opportunities Academic Achievement and Growth
Develop a long-range budget plan that allows for maintenance of all facilities and curriculum needs.	Administration BOE Maintenance Director Architect	Facilities survey Administration Maintenance Director District Comprehensive Capital Improvement Plan	October 1, 2012	Facility Survey

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Target Area: Student Learning

Goal Statement #1: To improve academic achievement for all students.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Evaluate the current multi- tiered model of support for elementary, middle and high grades to determine next steps.	Administration Staff	Current tiered system Support materials for the programs	August 1, 2012	Staff survey/discussion
Evaluate current Health and Wellness plan.	Health and Wellness Committee	Health and Wellness Plan and Policies	August 1, 2012	State Rubric
Embed technology in the learning environment and assessments for students and staff to meet career and college readiness.	Board Administration Technology Dept. Staff	Budget Curriculum	January 2012 and ongoing	Adoption and implementation of technology materials and policies Technology Plan for District Adoption/Renewal 5-year Plan for hardware/software
Provide a relevant, rigorous, aligned curriculum that allows students to pursue post-secondary educational opportunities and/or career and technical education pathways.	Board Administration	Budget	January 2012 and ongoing	Board adoption of district curriculum Ongoing curriculum alignment

Target Area: Student Learning

Goal Statement #2: To provide results based staff development that supports the academic achievement of all students.

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Provide Results Based Staff Development at the building and district level that focuses on key areas to strengthen classroom instruction. <ul style="list-style-type: none"> • Curriculum Content and Alignment • Marzano's Strategies • Discipline/ Classroom Environment • PLCs 	BOE Superintendent Assistant Superintendent Principals	Budget Support	July 2011-June 2015	Staff Evaluations PLC Minutes
Provide technology tools that support Results Based Staff Development (RBSD). <ul style="list-style-type: none"> • Curriculum Mapping • Staff Goals and RBSD 	BOE Superintendent Assistant Superintendent Technology Staff	PDP Toolbox Curriculum Mapping	July 2011-June 2015	Technology Survey