

**Seward Public Schools**  
**District Strategic Plan**  
**2019-2024**



# Strategic Planning Team

October 29th, 2018

November 6th, 2018

November 26th, 2018

## Administrators

Scott Axt

Connie Biaggio

Jessica Dominy

Dr. Matt Dominy

Dr. Josh Fields

Kirk Gottschalk

Jill Johnson

## 2018 School Board Members

Paul Duer

Lisa Dworak

Scott Pekarek

Jerry Rumery

Ryne Seaman

Curt Sherman

## Certified Staff

Celeste Brandenburgh

Erin Collings

Hans Eickmeier

Jordan Hinrichs

Amanda Jacobsen

Kelley Kimbrough

John Moody

Sarah Rising

Michelle Smith

Sara Smith

Tom Vajgrt

Brad Vancura

Rick Weatherholt

Mairin Wehrbein

Katie Welch

## Community Members

Mindy Anderson-Knott

Greg Butcher

Sarah Curtis

Dana Galusha

Kate Gokie

Jenny Heaston

Nick Hiser

\*Jill Hochstein

Nick Holmes

\*Jana Hughes

Jerry Meyer

Laurie Sagehorn

\*Danielle Shipley

Kiann Stutzman

\* New Board Members

**\*\*A debt of gratitude is owed to this team for their tireless pursuit of a strategic plan that will guide our district for the next 5 years and well into the future. May their work be part of their legacy in support of Seward Public Schools.**

## **Mission**

The school district of Seward --where every student, every day is a success -- affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

## **Beliefs**

- We believe in embracing the value of diversity.
- We believe in providing a physically and emotionally safe and healthy environment.
- We believe all students can learn when their unique needs are met.
- We believe that together families, schools, and community can prepare students to develop life skills and achieve academic success.
- We believe in developing the abilities of our staff to improve student learning and grow positive relationships.
- We believe in intentionally preparing students to be problem solvers and critical thinkers to meet the demands of a global society.

## **Parameters**

- We will make decisions in the best interests of the whole student providing the support needed to be successful academically, emotionally, physically, and socially.
- We will provide a safe and secure learning environment.
- We will recruit, hire, retain, and professionally develop quality staff.
- We will employ research-based instructional methodology.
- We will be responsible stewards of our resources.
- We will have consistent processes and systems in place to guide data-informed decisions in the district.
- We will have high expectations for all students.

## Objectives

- 1. Well-Being:** Each student will receive needed support that ensures physical, mental, social, and emotional health in a secure and nurturing environment.
- 2. Culture and Communication:** Each student will be valued, known, safe, and supported by highly trained and caring staff members resulting in increased student growth.
- 3. Instruction:** Each Student, on a broad array of academic indicators that target their individual needs, will show continuous improvement and perform at the highest levels when compared to state and national performance.
- 4. Community:** Each student will aspire toward personal excellence and responsible citizenship with community and family support.

## Strategies

- 1. We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.**
- 2. We will develop plans and partnerships, that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders feel valued, known and safe.**
- 3. We will extend our implementation of consistent district-wide processes for instructional decisions.**
- 4. We will research, develop, and implement plans to create consistent systems to enhance student learning.**
- 5. We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.**

## Strategy #1-

**We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.**

# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	<b>We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.</b>			
<b>Action Plan #:</b>	1	<b>Specific Result Statement:</b> Develop and expand on the systematic practices for mental health and behavioral support.			
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Disseminate and review the Nebraska Behavioral Health Resources for Schools document. Each building will determine appropriate application to their needs.	Wellness action teams	2019	2020	
2	Explore resources in our community and surrounding communities to help us better meet the mental health needs of our students. *Consider Prevention Coalition Grant support *Seek out additional grants	Wellness action teams	2019	2020	
3	Investigate the need for a universal screening tool to identify mental health and behavioral health needs.	Mrs. Biaggio/ Mr. Stepp	2020	2021	
4	If determined necessary (#3 above) Review previously used screeners, and select a universal screening tool, establish a baseline and a system to continually evaluate the level of need in our student body.	Admin	2020	2021	
5	Identify, provide staff development, and implement behavioral interventions to help make all students available for learning. *Consider staffing needs -LMHP	Mrs. Biaggio/ Mr. Stepp Dr. Dominy	2021	2022	
6	Identify and implement mental health interventions to help make all students available for learning. *Consider staffing needs-LMHP	Wellness action teams	2021	2022	
7	Examine and formally document how behavior and mental health processes are implemented in the MTSS model(Multi-tiered System of Support)	Mrs. Biaggio and Mr. Stepp	2021	2022	
8	Evaluate the effectiveness of this plan.	Admin			

**Responsible:** Mrs. Biaggio

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	<b>We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.</b>
--------------------	----------	--

**Action Plan #:** 2

**Specific Result Statement:** Develop and implement plans to increase resilience and grit in students through the lens of the growth mindset and problem-solving.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1.	Identify the common definition of resiliency, grit, and growth mindset.	Wellness action team	2019	2020	
2.	Identify systematic opportunities to integrate the growth mindset, resiliency, and grit into our curriculum. *Explore Educate 2 Empower website as a resource	Wellness action team	2021	2022	
3	Provide opportunities for staff, students, and parents to learn more about the growth mindset *Professional Development *Curriculum updates/Class Discussions *Newsletters *Parent Conversations	Wellness action team	2021	2022	
4	Promote growth mindset language with all staff members, with emphasis on those who teach intervention, special education, High Ability Learners and after-school programs.	Wellness action team	2022	2023	
5	Promote a culture of “Telling your story” to share examples of grit and resilience.	Wellness action team	2022	2023	
6	Explore the use of a “Wrap” to help students create a plan before they are in crisis. <a href="http://mentalhealthrecovery.com/wrap-is">http://mentalhealthrecovery.com/wrap-is</a> Trainers available through Region Five and Four Corners Health Prevention Grant - possible funding resource.	Wellness action team/ Admin	2019	2020	
7	Identify a suicide prevention program that best meets the needs of our students as well as a systematic way to make this part of our learning.	Wellness action team/ Admin	2019	2020	
8	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Mrs. Biaggio

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	<b>We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.</b>
--------------------	----------	--

**Action Plan #:** 3

**Specific Result Statement:** Expand opportunities for student and staff wellness to prepare each stakeholder for emotional, physical, mental, and academic success.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore current physical education opportunities and area physical education opportunities to determine if additional time is needed. *Research what Class B schools offer	Wellness action team and committee	2019	2020	
2	Establish a baseline of physical activity for students and identify opportunities to increase physical activity at all buildings.	Wellness action team	2019	2020	
3	Investigate Unified Sports teams and the costs associated with adding programs - Bowling and Track	Wellness action team and Mrs. Biaggio	2023	2024	
4	Investigate resources and implement appropriate training of staff with Trauma-Informed Instruction Training *Resource- School-Justice Partnership National Resource Center Technical Assistance Bulletin Trauma Informed Classrooms	Mrs. Biaggio/ Dr. Dominy	2021	2022	
5	Identify and minimize anxiety and depression-inducing activities for students at the school.	Wellness action Team	2023	2024	
6	Implement strategies to create a culture that promotes wellness among staff.	Wellness action team	2019	2024	
7	Evaluate the current effectiveness of building level efforts to address Bullying and Cyberbullying. Based on evaluation results adjust current practices if necessary.	Wellness action team/ Admin	2020	2021	
8	Evaluate the current effectiveness of building level efforts to address Substance Abuse. Review the Seward County Risk survey results. Adjust current practice/emphasis as necessary.	Wellness action team/ Admin	2022	2023	
9	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Mrs. Biaggio

Shaded areas for administrative use in implementation phase



# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>1</b>	<b>We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.</b>
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b>		<b>Tangible:</b>
<ul style="list-style-type: none"> <li>○ Potential cost for universal screener.</li> <li>○ Potential cost for behavioral interventions.</li> <li>○ Hiring/contracting with a LMHP.</li> <li>○ Professional development.</li> <li>○ Resources and training</li> </ul>		<ul style="list-style-type: none"> <li>○ Identifying students with social, mental, physical and emotional needs.</li> <li>○ Providing services for students with social, mental, physical and/emotional needs.</li> </ul>
<b>Intangible:</b>		<b>Intangible:</b>
<ul style="list-style-type: none"> <li>○ Time committed to completing universal screener.</li> <li>○ Time team members spend to research and identify students need intervention.</li> <li>○ Time to determine effective processes.</li> </ul>		<ul style="list-style-type: none"> <li>○ Staff would have additional supports in meeting student needs in this area.</li> <li>○ Less teacher stress.</li> <li>○ Provide parent additional resources and/or training.</li> <li>○ Fewer out of class discipline issues.</li> <li>○ Less behavioral issues at school/SPED needs.</li> <li>○ Better overall student performance.</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

## Strategy #2

**We will develop plans and partnerships, that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders feel valued, known and safe.**

# ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	<b>We will develop, implement, and communicate plans that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders and community members feel valued, known and safe.</b>
--------------------	----------	---

**Action Plan #:** 1

**Specific Result Statement:** Develop and implement policies and action plans effectively promoting communication between students, school personnel, families, and the community.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Develop and implement consistent/predictable parent communication. For example- newsletters, postcards, personal phones calls/emails to parents, open houses (SeeSaw/Remind)	Culture/ Communicati on Action Team	2019	2024	
2	Review, Develop and revise Digital citizenship curriculum K-12.	Tech Committee Dr Dominy	2022	2023	
3	Develop and implement staff development for parent/student communication i.e.-Fierce Conversation Training, Parent-Teacher conference training	Dr Dominy	2022	2023	
4	Expand and refine SPS branding/informational videos and publications	Culture/ Communicati on Action Team	2020	2021	
5	Explore and possibly implement student reporting hotline.	Admin	2019	2020	
6	Create and implement Exit survey for staff, students, parents.	Admin	2023	2024	
7	Provide opportunities for parents to experience and observe teaching/learning to continue to build trust in our organization	Culture/ Communicati on Action Team	2020	2023	
8	Maximize use of PowerSchool/One Call Now i.e. -replace hard copy mailings such as failing list, fees, lunch balance, parent letters with one call now notifications	Culture/ Communicati on Action Team	2021	2022	
9	Develop a comprehensive communications plan that includes all elements from 2.1. <a href="http://www.hanoverhorns.org/forms/general/hsd28-communicatiocs-plan-draft.pdf">http://www.hanoverhorns.org/forms/general/hsd28-communicatiocs-plan-draft.pdf</a>	Admin	2021	2022	
10	Evaluate the effectiveness of the plan	Admin			

**Responsible:** Dr. Dominy

# ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	<b>We will develop, implement, and communicate plans that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders and community members feel valued, known and safe.</b>
--------------------	----------	---

**Action Plan #:** 2

**Specific Result Statement:** Employ best practices that connect resources to build a fully engaged staff, community, and student body.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Identify baseline of staff, student, community engagement by implementing Gallup Engagement Survey or comparable survey. <a href="https://www.gallup.com/education/244022/school-engagement-talk.aspx">https://www.gallup.com/education/244022/school-engagement-talk.aspx</a>	Admin Culture/ Communication Action Team	2022	2023	
2	Explore and implement community events district or school-wide that develop community relationships.	Culture/ Communication Action Team	2019	2020	
3	Survey Students K-12 to ensure that all students feel known and safe.	Culture/ Communication Action Team	2020	2021	
3	Explore and develop a plan based on the results of the Gallup Engagement Survey where all students and staff feel engaged and supported at Seward Public Schools.	Culture/ Communication Action Team	2022	2023	
4	Examine current scheduling parameters at all levels to explore the possibilities of effectiveness, efficiency, and innovation.	Admin	2019	2020	
5	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	<b>We will develop, implement, and communicate plans that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders and community members feel valued, known and safe.</b>
--------------------	----------	---

**Action Plan #:** 3

**Specific Result Statement:** Leverage strategic partnerships in order to create and maximize resources to meet our mission and objectives.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Develop business partnerships district-wide.	Strategic Partnerships Action Team	2020	2024	
2	Expand and refine career education learning, exposure, and internships at the middle and high school level.	Strategic Partnerships Action Team	2022	2023	
3	Research and implement internship opportunities in the Seward/Lancaster County area.	Strategic Partnerships Action Team	2021	2022	
4	Explore opportunities and partnerships for students at 4-year and 2-year colleges at the high school level.	Strategic Partnerships Action Team	2022	2023	
5	Investigate career analysis needs and focused opportunities.	Strategic Partnerships Action Team	2019	2020	
6	Explore and refine service learning requirements at the high school level to ensure meaningful citizenship and connections with the community. (ie. large service learning projects, incorporated in government class, etc.)	HS Strategic Partnerships action teams and Admin	2023	2024	
7	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	<b>We will develop, implement, and communicate plans that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders and community members feel valued, known and safe.</b>
<b>Action Plan #:</b>	4	
<b>Specific Result Statement:</b> Research strategies and implement improvements to facilities infrastructure, faculty and student training, and emergency operations plans that assures the physical safety and security of all students.		

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Review and research best practices in providing safe and secure facilities and recommendations from local, state, national entities.	Admin and School Board	2019	2020	
2	Refine district standards related to safety in each building in the school district.	Admin and School Board	2020	2021	
3	Revise safety plan based on analysis and standards.	Dr. Dominy and School Board	2020	2021	
4	In cooperation with Seward County Hazard Mitigation, identify and complete safety projects.	Dr. Fields, Dr. Dominy School Board	2019	2024	
5	Implement district-wide tabletop exercises with staff.	Admin	2020	2021	
6	Explore safety upgrades to buildings and facilities to create district standards.	Dr. Fields and School Board	2020	2024	
7	Partner with local and state law enforcement entities with drills, training, and communication practices.	Admin	2019	2024	
8	Expand the complexity of crisis drills for different situations.	Admin	2019	2020	
9	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Fields

Shaded areas for administrative use in implementation phase

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>2</b>	<b>We will develop, implement, and communicate plans that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders and community members feel valued, known and safe.</b>
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b>		<b>Tangible:</b>
<ul style="list-style-type: none"> <li>○ Money for Seesaw</li> <li>○ Subscription cost for social media</li> <li>○ Gallup Survey Cost</li> <li>○ Costs for One Call Now</li> <li>○ Postage Costs</li> <li>○ Community publications</li> <li>○ Swag</li> <li>○ Cost for hotline</li> </ul>		<ul style="list-style-type: none"> <li>○ Individualized communication</li> <li>○ Consistent message district wide</li> <li>○ Comprehensive Survey Results</li> <li>○ Different ways to communicate with parents</li> <li>○ Reach more of the community</li> <li>○ Better branding district wide</li> <li>○ Provide support for kids after school hours</li> </ul>
<b>Intangible:</b>		<b>Intangible:</b>
<ul style="list-style-type: none"> <li>○ Teacher time for communication</li> <li>○ Best way to reach parents varies depending upon the parent</li> <li>○ General organization and awareness of what, when, and how information is communicated.</li> </ul>		<ul style="list-style-type: none"> <li>○ Parents have a better understanding what is happening with their child, school, and district.</li> <li>○ More connected with the school and district.</li> <li>○ Parent, community, and student input valued.</li> <li>○ Student behavior and academic growth could improve.</li> <li>○ Improved relationships with school and community.</li> <li>○ Help with service learning, internships, and students becoming more productive members of the community.</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

## Strategy #3

**We will extend our implementation of consistent district-wide processes for instructional decisions.**



# ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>
--------------------	----------	---

**Action Plan #:** 1

**Specific Result Statement:** Expand the use of the Seward Instructional Model, in collaboration with the evaluation model, to meet the needs of all students.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Identify a professional development schedule to build common understanding and implementation regarding the instructional elements.	Staff Development Committee and Dr. Dominy	2019	2020	
2	Create a course to train new staff on the instructional model and the evaluative model.	Dr. Dominy	2020	2021	
3	Create a five-year scope for deep learning of the instructional model.	Dr. Dominy	2019	2020	
4	Develop experts in the instructional model to support teachers in the building.	Admin	2020	2024	
5	Consider High-Reliability Training for select staff members.	Admin	2022	2023	
6	Utilize data collection of teacher evaluation model to help plan future staff development needs.	Staff Development Committee and Dr. Dominy	2019	2024	
7	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>
--------------------	----------	---

**Action Plan #:** 2

**Specific Result Statement:** Provide relevant technology resources, along with quality ongoing training, to integrate best-of class learning experiences.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Create a comprehensive technology plan that examines /evaluates device replacement and implementation plan for technology throughout the district to best enhance researched practices for student learning in technology.	Tech Dept. and Dr. Dominy	2020	2021	
2	Evaluate and research new options for possible online learning, online therapy, etc.	Staff Development Committee and Dr. Dominy	2021	2022	
3	Develop a comprehensive professional development plan including online training resources for teachers.	Staff Development Committee and Dr. Dominy	2020	2021	
4	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>
--------------------	----------	---

**Action Plan #:** 3

**Specific Result Statement:** Increase staff development opportunities that help each staff member reach the highest levels in their profession.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Examine opportunities for personalized learning opportunities for all staff.	Staff Development Committee and Dr. Dominy	2020	2024	
2	Explore the possibility of a digital site with video options for professional learning. Ex. Area 51 Westside	Staff Development Committee and Dr. Dominy	2020	2021	
3	Develop professional development evaluation tool.	Dr. Dominy	2019	2020	
4	Develop an accountability system for professional development to ensure that the learning is implemented and is impacting student learning.	Staff Development Committee and Dr. Dominy	2019	2020	
5	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>
--------------------	----------	---

**Action Plan #:** 4

**Specific Result Statement:** Provide STEAM opportunities, along with quality ongoing training to provide rich experiences for students in the areas of science, technology, engineering, art, and math.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore computer programming, coding, robotics within and outside of the curriculum.	Instruction action team	2020	2021	
2	Explore Art education opportunities for students and alternative strategies for accessing opportunities.	Instruction action teams	2022	2023	
3	Provide training opportunities for teachers in the new pedagogy of teaching sciences.	Dr. Dominy	2019	2022	
4	Explore engineering opportunities within the existing curriculum to provide hands-on practical learning in this area.	Instruction Action Team	2021	2022	
5	Explore applying for the Envision grant.	Dr. Dominy /Admin	2019	2020	
6	Research the Project Lead The Way program (Engineering, Computer Science) pathways.	Dr. Dominy/ Admin	2020	2021	
7	Examine overall curriculum offerings in the area of STEAM when possible.	Instruction Action Team	2021	2024	
8	Explore collaboration opportunities with Concordia University and their new STEAM building and program.	Instruction Action Teams	2021	2024	
8	Examine K-12 offerings in the area of English Language Arts with emphasis on writing and grammar to better prepare students to be college and career ready.	Instruction Action teams	2019	2020	
9	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>
--------------------	----------	---

**Action Plan #:** 5

**Specific Result Statement:** Provide opportunities for our students, through strategic partnerships, to develop college and career readiness.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Evaluate our Career clusters and add or delete additional clusters as needed.	Strategic Partnerships Action Teams	2020	2023	
2	Evaluate our current offerings in Manufacturing and strategically identify new partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2020	2021	
3	Evaluate our current offerings in Agriculture and strategically identify partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2020	2021	
4	Evaluate our current offerings in Technology and strategically identify partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2021	2022	
5	Evaluate our current offerings in the Medical field and strategically identify partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2021	2022	
6	Evaluate our current offerings in Business and strategically identify partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2022	2023	
	Evaluate our current offerings in the Education field and strategically identify partnerships to support our student's career readiness.	Strategic Partnerships Action Teams	2022	2023	
7	Explore how we can use Junior Achievement to enhance strategic partnerships.	Dr. Dominy	2019	2020	
8	Explore and work with the Career Technical Education clusters identified within the Nebraska Department of Education.	Strategic Partnerships Action Teams	2019	2020	
9	Evaluate the effectiveness of the plan.	Admin			

**Responsible:** Dr. Dominy

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>3</b>	<b>We will extend our implementation of consistent district-wide processes for instructional decisions.</b>	
<b>COSTS</b>		<b>BENEFITS</b>	
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Financial costs associated with STEAM, Writing materials.</li> <li>○ Funding associated with Technology Plan</li> <li>○ Cost to the community for Junior Achievement</li> <li>○ Costs associated with creating courses/training for new teachers.</li> <li>○ Costs associated with online personalized professional development</li> </ul>		<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Students have opportunities to explore the STEAM Fields.</li> <li>○ Written technology plan in place to guide and prioritize the technology funds of the district.</li> <li>○ New teachers receive training that experienced teachers have received over the years.</li> <li>○ Teachers will have professional development opportunities targeted toward their position.</li> <li>○ Higher academic achievement</li> </ul>	
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Time related to creating personalized professional development opportunities for staff.</li> <li>○ Focus on STEAM could result in less focus on Core areas</li> <li>○ Time for new teachers to take courses could result in loss of balance.</li> <li>○ Do you lose collaboration and discussion with personalized staff development?</li> </ul>		<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Business owners interact with our schools and become key communicators.</li> <li>○ New teachers will have a stronger sense of efficacy related to the instructional model and other operational initiatives.</li> <li>○ We will retain teachers do to acknowledgement of the unique needs of each teaching position.</li> </ul>	

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

## Strategy #4

**We will research, develop, and implement plans to create consistent systems to enhance student learning.**

# ACTION PLAN

<b>Strategy #:</b>	4	<b>We will research, develop, and implement plans to create consistent systems to enhance student learning.</b>
--------------------	---	---

**Action Plan #:** 1

**Specific Result Statement:** Update existing grading and assessment guidelines to clearly define expectations of grading for all stakeholders.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Examine the existing grading, assessment and feedback practices district-wide.	Grading Action Teams	2019	2020	
2	Research current best practices in grading and assessment at each level.	Grading Action Teams	2019	2020	
3	Investigate tools that align with the Seward Public Schools Instructional Model that will enhance grading and assessment practices. <ul style="list-style-type: none"> <li>● Standards-based grading</li> <li>● Scales (Marzano)</li> </ul>	Grading Action Teams	2020	2021	
4	Establish a consistent plan for grading and assessment practices appropriate for each building.	Grading Action Teams	2022	2024	
5	Ensure grading and assessment plan is vertically aligned between buildings.	Grading action Teams	2023	2024	
6	Communicate the grading and assessment plan to stakeholders.	Grading Action Teams	2023	2024	
7	Evaluate the effectiveness of this plan.	Admin			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase



# ACTION PLAN

<b>Strategy #:</b>	4	<b>We will research, develop, and implement plans to create consistent systems to enhance student learning.</b>
--------------------	---	---

**Action Plan #:** 2

**Specific Result Statement:** Establish a comprehensive review of our report cards and the information communicated and revise as necessary to communicate current instructional goals.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Examine current report card practices district-wide and compile documents currently used.	Grading Action Teams	2019	2020	
2	Research best practices in using report cards to communicate learning goals using scales and standards-based reporting as well as how best to support parents with understanding the report card.	Grading Action Teams	2019	2020	
3	Investigate tools and formats that are currently used in other districts to communicate learning and align with the Seward Public Schools Instructional Model.	Grading Action Teams	2020	2021	
4	Establish common, consistent report cards to be utilized district-wide, appropriate for each building.	Grading Action Teams	2022	2023	
5	Provide ongoing training to ensure staff members consistently use and understand the report card tools.	Dr. Dominy	2022	2024	
6	Educate and communicate with stakeholder groups so they understand the changes to the report cards used.	Grading Action Team	2022	2023	
7	Evaluate the effectiveness of this plan.	Dr. Dominy			

**Responsible:** Dr. Dominy

Shaded areas for administrative use in implementation phase

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	4	<b>We will research, develop, and implement plans to create consistent systems to enhance student learning.</b>	
<b>COSTS</b>		<b>BENEFITS</b>	
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Purchasing research materials</li> <li>○ Subs for visits to other districts</li> <li>○ Training for staff (staff development)</li> <li>○ Production costs for new report cards</li> </ul>		<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Consistent protocol for assessments, grading, and reporting learning PreK-12</li> <li>○ Parent communication more clear about learning</li> </ul>	
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Time for research, staff development, and development of reporting tools and assessment systems</li> </ul>		<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Staff more invested in assessment, grading, reporting</li> <li>○ Parents feel more connected to their child's learning</li> </ul>	

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

## **Strategy #5**

**We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.**

# ACTION PLAN

<b>Strategy #:</b>	<b>5</b>	<b>We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.</b>
--------------------	----------	---

**Action Plan #:** 1

**Specific Result Statement:** Develop and implement plans to maximize instruction and intervention opportunities to meet the diverse academic needs of all students.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Examine and evaluate the success of our current practices utilized in our district regarding instruction and intervention.	Systems for learning Action Team	2019	2020	
2	Research best practices in meeting the academic needs of our students using reading and math interventions for struggling students.	Systems for learning Action Team	2019	2020	
3	Ensure instruction and interventions are aligned with the Seward Public Schools Instructional Model.	Systems for learning Action Team	2020	2021	
4	Establish processes for determining student need for intervention opportunities that align district-wide.	Systems for learning Action Team	2020	2021	
5	Investigate tools and resources that are necessary so that all staff feels competent in providing interventions to students struggling with reading and math.	Systems for learning Action Team	2022	2023	
6	Identify the resources that are needed for providing interventions to students struggling with reading and/or math.	Systems for learning Action Team	2022	2023	
7	Provide ongoing training for staff to ensure fidelity to interventions in reading and math.	Systems for learning Action Team	2022	2023	
8	Explore delivery models and special education services for all levels of students and modify the delivery model and or/services to best meet the needs of students with special needs.	Systems for learning Action Team and Admin	2020	2021	
9	Explore training opportunities to support classroom teachers with working with students with special needs including providing accommodations and modifications.	Dr. Dominy	2021	2022	
10	Evaluate the effectiveness of this plan.	Admin			

**Responsible:** Mrs. Biaggio

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>5</b>	<b>We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.</b>
--------------------	----------	---

**Action Plan #:** 2

**Specific Result Statement:** Develop and implement plans to maximize instruction and enrichment opportunities to meet the diverse academic needs of all students.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Examine current practices utilized in our district with enrichment for students who need to be challenged.	Systems for learning Action Team	2019	2020	
2	Research best practices in providing enrichment opportunities for all students, including High Ability Learners.	Systems for learning Action Team	2019	2020	
3	Investigate tools and resources needed to provide appropriate enrichment opportunities that align with the Seward Public Schools Instruction Model (project-based learning, personalized learning, etc.).	Systems for learning Action Team	2020	2021	
4	Establish processes for determining student need for enrichment opportunities that align district-wide.	Systems for learning Action Team	2020	2021	
5	Consider the purchasing of resources, both material and human, that are needed for providing enrichment opportunities to students.	Systems for learning Action Team	2021	2022	
6	Provide ongoing training for staff to ensure the understanding of how to provide enrichment opportunities to students.	Systems for learning Action Team	2022	2023	
7	Evaluate the effectiveness of this plan.	Admin			

**Responsible:** Mrs. Biaggio

Shaded areas for administrative use in implementation phase

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>5</b>	<b>We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.</b>	
<b>COSTS</b>		<b>BENEFITS</b>	
<b>Tangible:</b>		<b>Tangible:</b>	
<ul style="list-style-type: none"> <li>○ Staff development opportunities for high ability students and students with special needs</li> <li>○ Visits to other schools to learn about programming for high ability students and students with special needs</li> <li>○ Purchase resources for the development of high ability and special education programming</li> <li>○ Possible training at conferences for staff to develop skills to meet the needs of high ability students and special needs students</li> </ul>		<ul style="list-style-type: none"> <li>○ Student learning will increase</li> <li>○ Programming goals will be specific and individualized to better meet student needs</li> <li>○ Parent communication more clear about identification and programming</li> </ul>	
<b>Intangible:</b>		<b>Intangible:</b>	
<ul style="list-style-type: none"> <li>○ Time for research and development of plans to meet the needs of high ability and special education students</li> </ul>		<ul style="list-style-type: none"> <li>○ Staff confidence and motivation increased</li> <li>○ Students and parents will feel more appropriately served</li> <li>○ Students will be more successful in all classes</li> </ul>	

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)