

Committee

Administration

We're doing this already, YAY!

DLT

HUH?

Action Statement #	2		We will provide a positive school culture that will engage students, staff, and community members.			
Specific Result Statement 1			We will develop a strong culture for staff.			
#	Action Steps		Assigned to	Starting date	Comments	Completed Date
1	Evaluate our current state; identify a survey that may give guiding information.		Committee	11/2025	The survey was given and completed by all staff.	1/2026
2	Evaluate current data on staff climate such as perception surveys.		Committee		DLT Need annual report to BOE	1/2026
3	Promote connection opportunities between staff members at all levels in the district.		Committee & All			
4	Investigate teacher burn-out and identify root causes of teacher burn-out.		Admin			
5	Evaluate assigned duties and identify opportunities to eliminate unneeded responsibilities.		Admin			
6	Identify communication strategies that are most effective and opportunities for communication and tools that we can provide.		Committee		Rooms? Email? Gossip?... .confusion. We are confused about what people want communicated	
7	Empower shared leadership by providing staff voice to the decision making process.		Admin		Calendar Committee, DLT, Strat Plan comm. Negotiations	

				ons, etc.	
8	Explore generations studies and help staff understand trends from each generation.	Committee		-Look at how people want to be communicated with....we all need to use one thing! -Fill out a form on how you want to be communicated with?	
9	Investigate personality assessments, strengthsfinder, your "recognition language."	Admin		DLT Pilot of Strengthfinder	
10	We will evaluate this strategy through future perceptions data.	Committee			

Action Statement #	2	We will provide a positive school culture that will engage students, staff, and community members.			
Action Plan #	2				
Specific Result Statement	We will provide ample opportunities for positive student engagement.				
#	Action Steps	Assigned to	Starting date	Comments	Completed Date
1	Evaluate our current data for student engagement/culture and identify if other data is needed.	Committee		Check survey...(NDE)... 8/2024-2025 k-6: -solve problems within the kids -expecated behaviors within the kids -bullying -respecting each other (students) -healthy habits (neutral) 7-12: -bullying and harassment -rules are consistent -expected behaviors are known	

2	Evaluate current student groups and identify data that may be helpful in decision-making (redundancy, voids in roles)	Admin			
3	Evaluate current systems to promote positive student behavior.	Committee		PBIS CI/CO System	
4	Evaluate current status and identify opportunities to cultivate a sense of belonging.	Committee		PBIS Sports? Organizations? Teamates?-less and less Leadership Golden Sowers Peer paras?	
5	Explore opportunities for collaboration between student groups	Admin			
6	Identify opportunities for all students to connect with a trusted adult.	Committee			
7	Identify opportunities to create a positive physical environment.	Admin/BO E Building & Ground			
8	Encourage engagement in extracurricular activities.	All			
9	Evaluate shared leadership opportunities and expand student voice as necessary.	Admin			
10	We will evaluate this plan through the perception survey(s) and student participation in activities.	Committee			

Position Responsible for Action Plan:

Action Statement #	2	We will provide a positive school culture that will engage students, staff, and community members.
Action Plan #	3	
Specific Result	We will provide a culture that engages all parents/guardians.	

Statement					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate our current data for parents/guardians engagement/culture and identify if other data is needed.	Committee			
2	Evaluate our current back-to-school night and make revisions as necessary	Committee			
3	Explore orientation for parents who are new to our school district.	Committee			
4	Provide and expand outreach and/or interactive opportunities such as ornament decorations, Turkey Bingo, etc.	Committee			
5	Provide parents with an opportunity to have an inside view of education.	Admin			
6	Evaluate our current parent teacher conference and make revisions as necessary.	Committee			
7	Identify opportunities for positive communication/feedback about individual students.	All			
8	Evaluate this plan through the perception survey, and parent attendance in activities.	Committee			
9					
10					

Position Responsible for Action Plan:

Action Statement #	2	We will provide a positive school culture that will engage students, staff, and community members.
Action Plan #	4	

Specific Result Statement		We will engage students, staff, and community members in extracurricular activities.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate our current offerings for extra-curricular opportunities	Admin			
2	Analyze the student participation numbers in extracurricular activities.	Admin/AD, coaches & sponsors?			
3	In response to student interest and engagement, evaluate current offerings and consider eliminating or adding programs as necessary.	Admin/AD, coaches & sponsors?			
4	Identify opportunities for student and parent/guardian feedback regarding extracurricular activities. Coaching surveys, etc.	AD			
5	Investigate theme nights and other engagement strategies to engage parents and students in student activities.	AD, Cheer sponsor, Coaches			
6	Identify opportunities for staff to be engaged in student activities through incentives and/or relationship-building opportunities.	Admin			
10	Evaluate this plan through student perception and student participation data.	Committee			

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

s t r a		We will provide a positive school culture that will engage students, staff, and community members.
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t e g y # :		
COSTS		BENEFITS
Tangible: - o Potential monetary cost for personality tests, “language,” etc. - o Potential monetary cost of adding student extracurriculars - o Potential monetary cost of adding outreach and interactive opportunities		Tangible: - Increase positive school culture - Increase academic success - Increase student/staff/community engagement - Reduce teacher burn-out - Reinforcing positive student-teacher relationships - Increased connectedness=better overall outcomes for students (mental health, academics, etc) - Increased connectedness to the community/parents/guardians -
Intangible: o Not enough time		Intangible: o

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