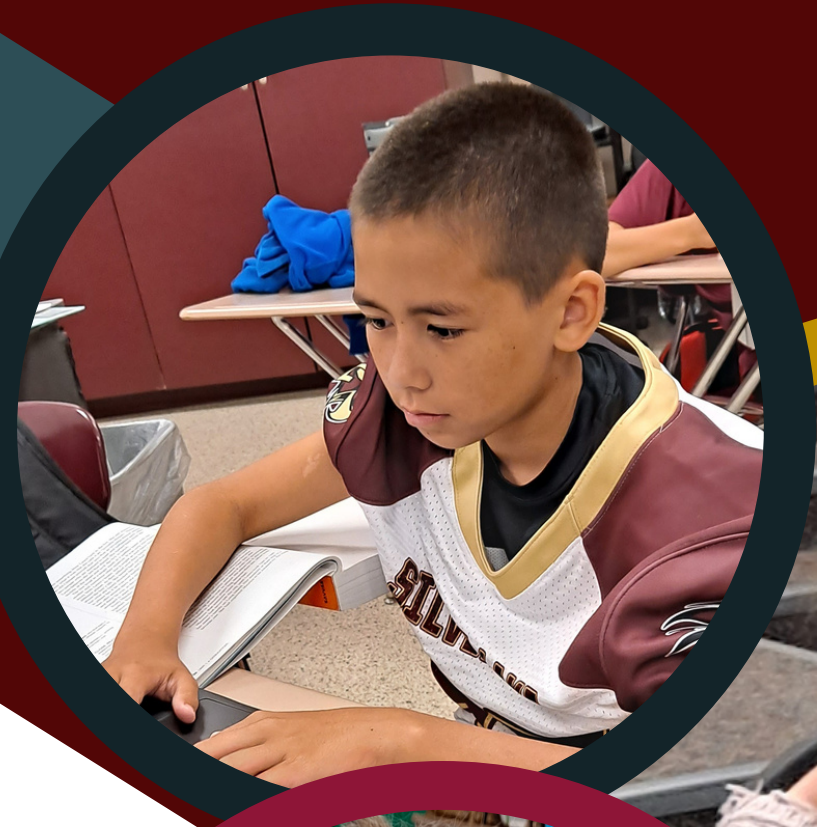


# SILVER LAKE STRATEGIC PLAN



# USD 372 BOARD OF EDUCATION



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## DISTRICT ADMINISTRATION



Brad Womack  
Superintendent



Ryan Luke  
HS/JH Principal



Ronda Pegram  
Grade School Principal



Warren Bledsoe  
Asst. Principal  
Athletic Director



Greg Harmon  
Director of  
Special Services

# A MESSAGE FROM THE SUPERINTENDENT

Dear Eagle Community,

The district is excited to release our newly created five-year strategic plan. This plan is intended to guide the work that the district, administration, and teachers will embark on to ensure that our students grow in their ability to be globally competitive citizens, are ready to succeed in all their post-secondary endeavors, are being exposed to new technologies, can confidently solve problems, and develop a future thinking mindset.

This plan evolved from the over 300 community responses to a survey sent out in the spring of 2022. Meetings that included community members, staff, administration, our board of education, and the support of the Kansas Association of School Boards were conducted to provide input and guidance to the board of education.

The steering committee identified themes and narrowed them into four goal groups: Student Success, Staff Support and Development, Relationships and Engagement, and Facilities and Resources. The board of education refined the ideas that the steering committee generated and created the list of items that are now included in the final draft of the strategic plan.

The board of education will prioritize the goal areas, and the superintendent will develop teams to implement plans to achieve them. The board will review progress on items included in the strategic plan annually.

The future of “our Silver Lake” is determined by our collective commitment to our strategic plan and will provide clarity for how we will grow as a school system and community over the next five years. The board of education, administration, and staff are excited to see the growth of the Silver Lake School system into the best school district in the state of Kansas.

Sincerely,

Mr. Brad Womack  
Superintendent  
Silver Lake Schools



## Our Mission

Silver Lake Schools prepare each student for a complex global society by supporting the development of the whole student. (2022)

## Our Vision

Silver Lake Schools will cultivate a culture of continuous learning, innovation, future thinking, and engagement. #SLEagles (2022)

## Our Values

We believe these values are core to our identity. These values will guide decision-making at all levels of our organization:

### **Investment in our People**

We actively seek ways to support and grow the students and staff of our organization.

### **Strong Relationships**

We care about sharing experiences. Compassion and understanding among students, employees, parents, and community members foster strong relationships in our school, local, and global communities.

### **Growth Mindset Culture**

Our stakeholders work collaboratively and cooperatively to achieve shared new goals and create new frontiers.

### **Social, Emotional, and Academic Competence**

We make decisions through a student-centered lens. We are relentlessly seeking new approaches to supporting all students' growth.



# OUR DISTRICT PRIORITIES

The input from the community focused on four key goal areas. Over the next five years, we will continue building upon and launching new strategic initiatives aligned with each goal. The goals support the mission and vision of the Silver Lake Schools, and our values will guide the progress towards them.

## Student Success

## Staff Support and Development

## Relationships and Engagement

## Facilities and Resources



# OUR DISTRICT PRIORITIES

## STUDENT SUCCESS

### Strategic Goal

Create an educational system that promotes individual growth and guarantees the attainment of district-approved standards.

### Objectives

- Individual Plans of Study
- Differentiated Instruction
- Social-Emotional Needs
- Performance-Based Learning
- Early Childhood Education

## STAFF SUPPORT AND DEVELOPMENT

### Strategic Goal

Implement a robust professional development plan that individualizes professional goals, encourages innovative ideas, and leads to highly impactful instruction.

### Objectives

- Curriculum aligned to district and industry standards
- Personal professional growth
- Robust evaluation system
- Recruit, retain, and recognize
- Professional responsibility

## RELATIONSHIPS AND ENGAGEMENT

### Strategic Goal

Create a sense of belonging, capitalize on community pride, promote high expectations for excellence, and seek voice from families, staff, students and the community.

### Objectives

- Student voice is represented
- Professional learning teams
- Parent involvement
- Career connections in the classroom
- Uniform and effective communication
- Honor traditions

## FACILITIES AND RESOURCES

### Strategic Goal

Create a learning environment that provides safe, flexible, and up-to-date facilities that support student success.

### Objectives

- Updated instructional resources
- Virtual, Artificial Intelligence and other technologies
- Flexible learning environments
- Facility enhancements to promote program growth and success

# OUR DISTRICT PRIORITIES

Within each of the four key goal areas, the USD 372 Board of Education has identified three categories in which objectives will fall. They are:

- Planning required, longer implementation time, and the potential for high impact,
- Planning required, quicker implementation time, and the potential for high impact
- Impact likely not immediate nor as noticeable

Under each category specific steps and tasks have been assigned to district administration to achieve in the next five years to ensure all of the strategic goals and objectives outlined in this plan are met.

## **Planning required, longer implementation time, and the potential for high impact:**

- USD 372 will train staff and monitor the use of student data to individualize instruction.
- USD 372 will grow relationships with community partners to ensure real-world, performance based learning opportunities.
- USD 372 will grow opportunities for students to connect with career professionals by building community connections.
- USD 372 will expand early childhood education opportunities.
- USD 372 will plan for the long-range facility needs that will promote the success of all students.
- USD 372 will vertically align all curricula in the district with the state and industry standards.
- USD 372 will expand outdoor and indoor environments and create flexibility in current learning spaces.
- USD 372 will expand its use of virtual, artificial intelligence, and other technologies to expand and deepen curricular opportunities.
- USD 372 will honor tradition by building upon the foundation of excellence created by those who came before us.

## **Planning required, quicker implementation time, and the potential for high impact:**

- USD 372 will recruit, retain, and recognize quality staff.
- USD 372 will support the social-emotional needs of all students.
- USD 372 will communicate uniformly and effectively across the district.
- USD 372 will partner with the teachers' association to create a robust, goal-oriented evaluation system and a culture of professional responsibility.
- USD 372 will provide opportunities for staff to grow professionally in areas of the district, building, department, and individual needs.
- USD 372 will grow individual plans of study opportunities to promote career exploration.
- USD 372 will train and support faculty in implementing professional learning teams.
- USD 372 will provide opportunities for parents to be involved in their child's educational activities.

## **Impact likely not immediate nor as noticeable**

- USD 372 will grow an updated instructional materials library for staff, allowing them to engage students in applying knowledge and skills necessary for success in a post-secondary setting.
- USD 372 will ensure students' voices are represented in planning and policy decisions.

# GOAL 1: STUDENT SUCCESS

Create an educational system that promotes individual growth and the attainment of district-approved standards.

USD 372 will grow individual plans of study opportunities to promote career exploration.

- Individual plans of study in grades 6 - 12
- Elementary occupation days
- Elementary Career Webquest activities
- Adult mentors
- Career exploration
- Internships
- Performance/Competency-based programs

USD 372 will train staff and monitor the use of student data to individualize instruction.

- Differentiation strategies
- Tiered intervention strategies (MTSS)
- Student growth on formal assessments
- ACT composite score increase

USD 372 will support the social-emotional needs of all students.

- Administer a social-emotional screener
- Train staff in the area of social-emotional development
- Create physical spaces available to all students to support social-emotional needs
- Promote and provide self-care activities for students and staff
- Counselor lessons

USD 372 will grow relationships with community partners to ensure real-world, performance-based learning opportunities.

- Expand CTE advisory council footprint in appropriate programs
- Expand performance-based learning opportunities
- Credits earned for performance-based learning
- Consult industry experts to expand and modify curriculum

USD 372 will expand early childhood education opportunities.

- Additional physical and human resources
- Provide transportation for pre-school-aged children
- Additional resources for birth to pre-K
- Early childhood pathway added to high school curriculum



# GOAL 2: STAFF SUPPORT AND DEVELOPMENT

Create a robust professional development plan that individualizes professional goals, encourages innovative ideas, and leads to highly impactful instruction.

USD 372 will vertically align all curricula in the district with the state and industry standards.

- Allot time during PLT and PD meetings to curriculum development
- Secure necessary assessment and instructional resources
- Utilize assessment data to identify areas of growth and additional needs

USD 372 will provide opportunities for staff to grow professionally in areas of district, building, department, and individual need.

- Increase fiscal resources for professional development
- Increase access to online professional development platforms
- Needs-driven professional development, goal-based
- Early-release or late-start professional development opportunities
- Provide industry experts to assist staff

USD 372 will partner with the teachers association to create a robust, goal-oriented evaluation system.

- Create a district review team
- Identify pros/cons of the current system
- Identify research-based, effective evaluation systems
- Make recommendations to the bargaining unit and board of education
- Provide training for any new system that is adopted

USD 372 will recruit, retain, and recognize quality staff.

- Attend college recruitment fairs at all the area universities
- Marketing strategy development
- Competitive salary and benefits
- Build your own program
- Celebrate accomplishments
- Incentive implementation of future thinking opportunities

USD 372 will establish a culture of professional responsibility.



# GOAL 3: RELATIONSHIPS AND ENGAGEMENT

Create a sense of belonging, capitalize on community pride, embrace the high expectations for excellence, and seek voice from families, staff, students, and the community.

USD 372 will ensure students' voices are represented in planning and policy decisions.

- Student voices are included in climate surveys
- Student voices are included in needs assessment
- Student voices are included in building level discussions
- Student voices are included in district level discussions

USD 372 will train and support faculty in the implementation of professional learning teams.

- All certified staff members attend a PLT conference
- PLT experts invited to campus to support faculty
- PLT meetings focus on one of the four central questions of the PLT philosophy
- Faculty use data to drive decision-making

USD 372 will grow opportunities for students to connect with career professionals by building community connections.

- Career professionals make classroom presentations
- Field trips to local businesses
- College and technical school visits
- Internship/Job shadow programs
- Attend/Host CTE career fair

USD 372 will provide opportunities for parents to be involved in their child's educational activities.

- Parents are provided with ideas to assist students
- Parents are requested, as needed, to assist with school/classroom activities
- Parents are encouraged to share career information with students
- Parents are encouraged to share hobbies with students

USD 372 will communicate in a uniform and effective manner across the district.

- Employee who knows and understands the expectations of the communication plan
- Develop a marketing plan for the district
- Connection to local media
- Quarterly newsletter
- Website design and development
- Staff communication with families

USD 372 will honor tradition by building upon the foundation of excellence created by those who came before us.

- Include retired USD 372 staff in activities/programs
- Promote the achievements of all in the organization
- Celebrate the achievements of alum

# GOAL 4: FACILITIES AND RESOURCES

Create a learning environment that provides safe, flexible, and up-to-date facilities that support student success.

USD 372 will grow an updated instructional materials library for staff that allows them to engage students in applying knowledge and skills necessary for success in a post-secondary setting.

- Open-Source resources
- Industry experts
- Modern reading materials

USD 372 will expand its use of virtual, artificial intelligence, and other technologies to expand and deepen curricular opportunities.

- Robotics and computer science courses
- AI and Virtual technology to expand programs
- Technologies that allow for expanding team meeting opportunities

USD 372 will expand outdoor and indoor environments and create flexibility to current learning spaces.

- Outdoor learning environments for primary and elementary students
- Outdoor learning environments specific to applying science standards
- Expansion of physical education and healthy living-learning environments
- Renovate (create) space for a family and consumer science (FACS) program
- Expand the elementary physical education opportunities by renovating the elementary playground area.
- Expand elementary school library to allow for additional program opportunities

USD 372 will plan for the long-range needs that will promote the success of all students.

- Facilities assessment completed
- Communicate the needs of the district
- Use professionals who can recommend necessary steps
- Visit of other schools approximately our size to see possibilities
- Lobby state legislature for consideration of the Bond & Interest state equalization aid





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