

*Southeast of Saline School District
Strategic Plan*



*A School Community Working Together
for Students.*

The Process

Beginning in February 2008, the administrative staff and members of the Board of Education of Southeast of Saline USD 306 began working with consultants from Key Concepts, LLC. The purpose of this partnership was to develop a District Strategic Plan to help guide the district in planning and decision-making for the next three to six years.

Tentative timelines were set and the district identified individuals to provide information regarding the current status of the district and to make recommendations for necessary advancement. The following is taken from a letter sent by Superintendent Dr. Justin B. Henry to potential committee chairs:

This district is committed to providing the best possible education for all of our students. The challenge is defining what this might be in the future. Education, like the world surrounding us, is quickly changing. Parents and students have more choices today as to how and when they will attend "school". Our focus must be to build a system to meet the needs of all our students both now and in the future.

Surveys were supplied by the consultants and were made available online through the district website to be completed by current senior class members, professional staff, classified staff, former students, and patrons of the district. The rationale was to more fully understand the current status of the district, challenges faced by the district, and to determine areas of concentrated study by the committees. Results were summarized and reviewed with the administrative staff, Board of Education and committees. Areas chosen for study included **Curriculum and Technology, Fiscal Planning and Future Trends.**

After further meetings the Board considered and updated the district vision, belief statements, and mission statement. The Committees met throughout the 2008/2009 school year on nearly a monthly basis seeking additional information and providing updates to the administrative staff, the Board of Education and the consultants on their progress. Early in April 2009, the committee chairs, administrative staff and Board of Education members met with the consultants to provide recommendations to be included in the Strategic Plan.

Consultants from Key Concepts have prepared a PowerPoint presentation of the recommendations and have completed this report. Annual evaluation meetings will be held with the administrative staff and others to determine progress toward the recommendations included in the Strategic Plan.

Key Concepts, LLC
7905 L Street, Suite 310
Omaha, Nebraska 68127
Howard L. Shuler and, Von C. Lauer Consultants

Southeast of Saline District Mission Statement

"Excellence in Education...Preparing Future Leaders"

The Southeast of Saline School District has a proud history of student success. The "one campus" district design allows the district to offer a variety of student programs while creating one of the most efficient school systems in the state. The students of SES are consistently recognized at the local, state, and national level for educational excellence. This excellence has become a trademark of the district and is the direct result of the dedicated and hardworking students, staff members, parents and patrons working together.

As we look to the future, we are dedicated to continuing this excellence. In order to do so, we must continue to create a system that focuses on the ever changing needs of every student.



We Believe:

1. **Today's students are tomorrow's future.**
2. **Schools should be designed to meet the needs of all students.**
3. **To maximize student learning, a positive relationship between the school, parents, and community is paramount.**
4. **Quality education programs must extend from early childhood through high school graduation.**
5. **Our educational system must be able to adapt to an always changing world.**
6. **A commitment to continuous high quality staff development aligned with the district's curricular goals will directly impact student learning opportunities.**

Curriculum and Technology

Strategy One:

Provide Southeast of Saline's students with the skills and abilities to pursue postsecondary training and/or a college education.

1. Align the curriculum from elementary school through postsecondary.
2. Continue to examine concepts such as Career Cluster Pathways and Personal Plans of Study and determine how to incorporate these concepts into our curriculum.
3. Use leading edge technology to enhance and expand the curriculum.
4. Utilize a rigorous and relevant curriculum ending with positive measureable results and a responsive culture.
5. Create opportunities within the curriculum to promote individual health and wellness planning.
6. Conduct a study to determine the needs of Pre-K children in our district. After reviewing this data implement a plan to address these needs.



Strategy Two:

Technology is the key to continuous growth and achievement.

1. Use technology focused professional development to support and augment the vision for educational excellence in USD 306.
2. Continue and expand technology support staff as needed.
3. Include an ongoing and funded schedule of replacement and new equipment in the budget.
4. Encourage and expand parental involvement via technology.
5. Continue to provide ongoing training for staff in new technologies.
6. Continue to provide resources to staff and students as needed to effectively implement technology as part of daily instructional techniques.

Fiscal Planning

Strategy One:

Efficient and effective use of district resources when and where needed.

1. Maintain competitive salaries and benefits for staff (teaching and support) in order to attract and retain quality employees.
2. Give highest priority in resource allocation to instructional programs (Pre K–High School) based on impact on student performance.
3. Continue to upgrade district facilities making them more energy efficient using available funds.
4. Place emphasis on care of district buildings and grounds to maintain attractiveness in an immaculate condition.
5. Establish a long term replacement schedule for the district transportation fleet.
6. Continue to invest in staff development as a commitment to continuous improvement.
7. Maintain positive student enrollment trends to keep the class sizes at a level that would be appropriate for current classrooms.
8. Continue to work in coordination with the SES Educational Foundation in exploring funding opportunities to supplement district funds.
9. Investigate ways to reduce general fund transfers in the areas of food service, textbooks rental, and activity bus routes.

Fiscal Planning (Continued)

Strategy Two:

Create a system which fosters accountability and transparency in relationship to the district expenditures and student needs.

1. Develop an understanding among all district stakeholders of the needs of the district in facilities, curriculum, and technology.
2. Reduce transfers from the general fund.
3. Utilize educational grants to supplement district funds.
4. Utilize local funding options as needed to provide programming and facilities consistent with the mission, beliefs, and expectations of the district.
5. Keep focused on the district's mission.
6. Develop short-term goals aligned with the mission.
7. Inform all stakeholders of the successes of the district by students and staff.
8. Celebrate successes with students, staff and patrons.

Future Trends

Strategy One:

Encourage and enhance the development of partnerships between parents, patrons, social agencies, and businesses in the evolution of an entire learning community.

1. Provide virtual education options allowing for students to have a wider variety of educational experiences and opportunities.
2. Provide internships for a wider exploration to careers.
3. Continue to explore "Green" projects and be proactive in taking advantage of recycling and renewable energy options.
4. Conduct research to determine the viability of a community fitness center. The development of this type of facility for all age groups would create excellent social capital.

Strategy Two:

Monitor population growth trends in the county that may impact future plans.

1. Continue to monitor district enrollment and develop a system which creates long-term stability for the district.
2. Develop a plan for the most efficient, stable and affordable solution to unexpected enrollment changes. A transient and mobile society can expand and/or settle at any given time.
3. Give special attention to maximizing safety through facility design if expansion or redesign should become necessary.



“The Important Thing Is Not So Much That Every Child Should Be Taught, As That Every Child Should Be Given The Wish To Learn.”

Southeast of Saline USD 306

Strategic Planning Survey Summary

At the beginning of the strategic planning process, the following groups were surveyed to determine their perceptions regarding various aspects of the Southeast of Saline District. The surveys were available online through the district website. The summary results are enumerated by group.

Teachers

- Over 90% feel respected by their principal, other teachers, and their students
- 97% agree to strongly agree that they are encouraged to 'stretch and grow'
- 95% feel teachers at this school have a 'can do attitude'
- 97% agree to strongly agree the district makes instructional goals clear
- 95% agree to strongly agree the district communicates a clear vision for the schools
- 89% agree to strongly agree the district sets high standards for teaching
- 97% agree to strongly agree that the technology in their classroom directly impacts student learning
- 100% agree to strongly agree they would recommend this school to parents
- 85% agree to strongly agree that once new programs are begun, there is follow-up to monitor effectiveness
- 100% agree to strongly agree they are looking forward to teaching the next year
- Finding opportunities to observe other staff members teach and discuss assessment data were both noted as areas important to continuous professional growth

Patrons

- 92% are somewhat to very satisfied regarding the overall direction of the district
- 88% are somewhat to very satisfied regarding the district in general
- District newsletter, school employees, family, friends, neighbors and the website were the top choices to gain information regarding the district and its schools
- District news and events were the items the patrons wanted to see on the website

- A majority of those surveyed indicated school employees as the district's greatest strength
- Planning for the future and continued facility improvements were selected as areas the district should keep as priorities

Senior Students

- Students feel very safe at school
- Students strongly support their teachers
- Over 88% of the students participate in extra curricular activities
- 89% indicate their parents talk with them about their studies/homework
- 90% indicate they would enroll in college the following year
- A challenging curriculum was noted as a top priority

Former Student Follow Up

- 83% attend a college or university (94% including a tech school)
- 82% live within 199 miles of the school
- 72% believed the school prepared them adequately to more than adequately for their present occupation (28% indicated this did apply)
- 92% were satisfied with the access to teachers outside of class while at SES
- 100% were satisfied with the high school in general

Classified Staff

- 92% are somewhat satisfied to very satisfied regarding the overall direction of the district
- 94% are somewhat satisfied to very satisfied regarding the district in general
- School district newsletter, e-mails, and the district website were the top three sources of information about the district and its schools
- School Board information was the number one item this group wanted to see on the website
- As noted also in the patron results, planning for the future and continued facility improvements were selected as areas the district should keep as priorities

Southeast of Saline School District 306
5056 East K-4 Highway
Gypsum, Kansas 67448

Dr. Justin B. Henry, Superintendent of Schools

Board of Education (Current Terms)

Carol Viar 2007-2011
Denise Stein 2007-2011
Jerry Seim 2007-2011
Joe Ryan 2009—2013
Lori Blake 2009—2013
Becky Cooper 2009—2013
Charisse Nurnberg 2009 –2011
Warren Myers 2005—July 2009
Casey Thaxton 2004—2008

Southeast of Saline Jr. / Sr. High School

Monte Couchman, Principal

Southeast of Saline Elementary School

Sharlene Ramsey, Principal

Curriculum and Technology Committee

Stephanie Hettenbach, Aimee McDaniel, Cheryl Murray,
Co-Chairs

Neal Heidel – Director of Technology
Bill Gies – Secondary Staff
Brandie Disberger – Secondary Staff
Pesha Ptacek – Secondary Staff
Karen Orr – Elementary Staff
Krystal Breese – Elementary Staff
Julianna Person – Elementary Staff
Kathy Gregory – Elementary Staff
Janet Sauber – Community
Eep Peuchen - Community
Mary Spellman - Community
Milt Larson - Community
Anita Barnhart - Community
Ingrid Pohl – Community
Dwight Christie - Community
Ariel Douglas – Student
Sara Hettenbach – Student
Sarah Reece - Student
Kristi Hargadine - Student
Shelby Lawhorn Sheets - Student
Krisanna Graham – Student

Fiscal Planning Committee

David Frost, Lori Blake, Stefany Kaniper, Co-Chairs
Judy Hall – Director of Transportation
John Kuhn – Director of Maintenance
Mike Garretson – Secondary Staff
Wayne Sager – Secondary Staff
Eric Deneault – Secondary Staff
Jeanine Haynes – Elementary Staff
Scott Peterson – Elementary Staff
Johnnie Anderson – Elementary Staff
Cindy Mueller – Staff
Chris Montgomery – Community
Jane Peuchen - Community
Gordon Hitchcock - Community
Dwight Christie – Community
Megan Kincaid – Student
Cassie Schlesener - Student

Future Trends Committee

Brent Melander & Loren Meyer, Co-Chairs
Juanelle Garretson – Secondary Staff
Susan Baird – Secondary Staff
Alycia Schoenfeld – Secondary Staff
Kent Jacobson – Elementary Staff
Stephanie Harris – Elementary Staff
Shannon Trimmell – Elementary Staff
Beth Parry – Elementary Staff
LaNell Keeler – Parents as Teachers
Doug Forsberg – Staff
Brett Pennington - Community
Danny Berg – Community
Donna Patry – Community
Marla Peterson – Community
Debbie Christie - Community
Elizabeth Peuchen - Student
Spencer Baird – Student
Joey Platt – Student
Raimie Platt - Student
Anne Marie Sparacino - Student
Cody Blaha - Student

*“A Teacher Takes A Hand, Opens A
Mind, Touches A Heart, Shapes The
Future.”*