



# De Soto Public School

Updated July 2019

## DISTRICT STRATEGIC GOALS



## ONWARD, DRAGONS!

The mission of De Soto School District is to ensure learning, growth, and success for all students in a safe environment.

610 VINELAND SCHOOL ROAD, DE SOTO MO • 636 586 1000





## Focus Areas:

- Focus Area 1: Student Success and Learning Support
- Focus Area 2: Empowered and Effective Teachers, Leaders, and Support Personnel
- Focus Area 3: Financial Sustainability and Operational Efficiency
- Focus Area 4: Effective Internal and External Communication



# Focus Area 1

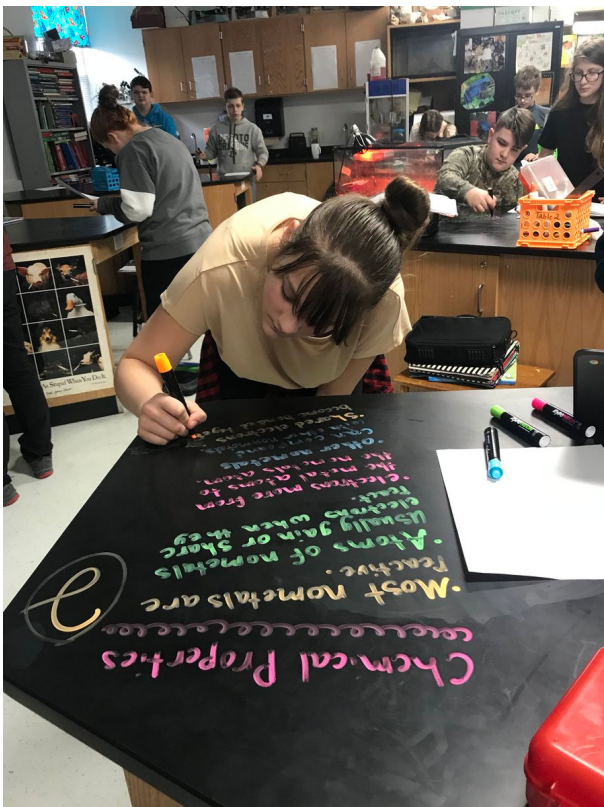
## Student Success and Learning Support

### Goal 1:

**Provide supports for student success**

#### Strategy 1:

Research and consider possibilities for establishing district mentoring and advisory opportunities to support student success.



### Goal 2:

**Prepare students for life after high school**

#### Strategy 1:

Research and consider opportunities for increasing on and off campus Practical Arts Programming, elective offerings, and extra-curricular offerings.





# Goal 1:

Provide supports for student success



## Strategy 1: Research and consider possibilities for establishing district mentoring and advisory opportunities to support student success.

- Establish a K-12 Mentoring/Advisory Committee (Completed FY19)
- Visit local schools with mentor/volunteer/advisory supports for students (Completed FY19)
- Research best practices in mentoring and advisory for students including reviewing scheduling (8th hour/block scheduling) (Completed FY19)
- Synthesize research and school visits, revisit schools, and go to several different schools based on research (Completed FY19)
- Prepare and deliver a summary and recommendation report to the Board of Education (Completed FY19)
- Focus on advisory/mentoring at building level, through discussions to determine feasibility and need. (Added FY20)
- If feasible, focus on scheduling, logistics, and need. (Added FY20)

## Goal 2 :

Prepare students for  
life after high school

### Focus Area 1

### **Strategy 1: Research and consider opportunities for increasing on and off campus Practical Arts Programming, elective offerings, and extra-curricular offerings.**

- Invite stakeholders (students, parents, staff) to the September DCAT meeting to evaluate current course offerings (Completed FY19)
- Research area school district programming (including a school with a Project Lead the Way Program) (Completed FY19)
- Prepare and deliver a summary and recommendation report to the Board of Education
- Create a Community Connection Career Pathway to connect students with continued education/ job shadowing/ internships/ employment opportunities
- Survey stakeholders on opinions about extra-curricular opportunities for students (Completed FY19)
- Reconvene the Extra Duty Committee and invite stakeholders to evaluate survey results and develop recommendations (Completed FY19)
- Incorporate innovative technology learning opportunities for students in the district technology plan (Completed FY19)

# **Student Success and Learning Support**

# Focus Area 2

Empowered and Effective  
Teachers, Leaders, and  
Support Personnel

## Goal 1:

**Maintain quality skilled staff for long term**

### Strategy 1:

Maintain a Competitive Salary and Benefits Package.

### Strategy 2:

Foster and support a positive internal culture (our beliefs, perceptions, relationships, attitudes, and written and unwritten rules that encompass the emotional and physical safety of students).



## Goal 2:

**Ensure Every Staff Member has Access to the Tools, Strategies, and Resources Needed to Serve Students**

### Strategy 1:

Support and protect the PLC process and encourage a highly collaborative culture.

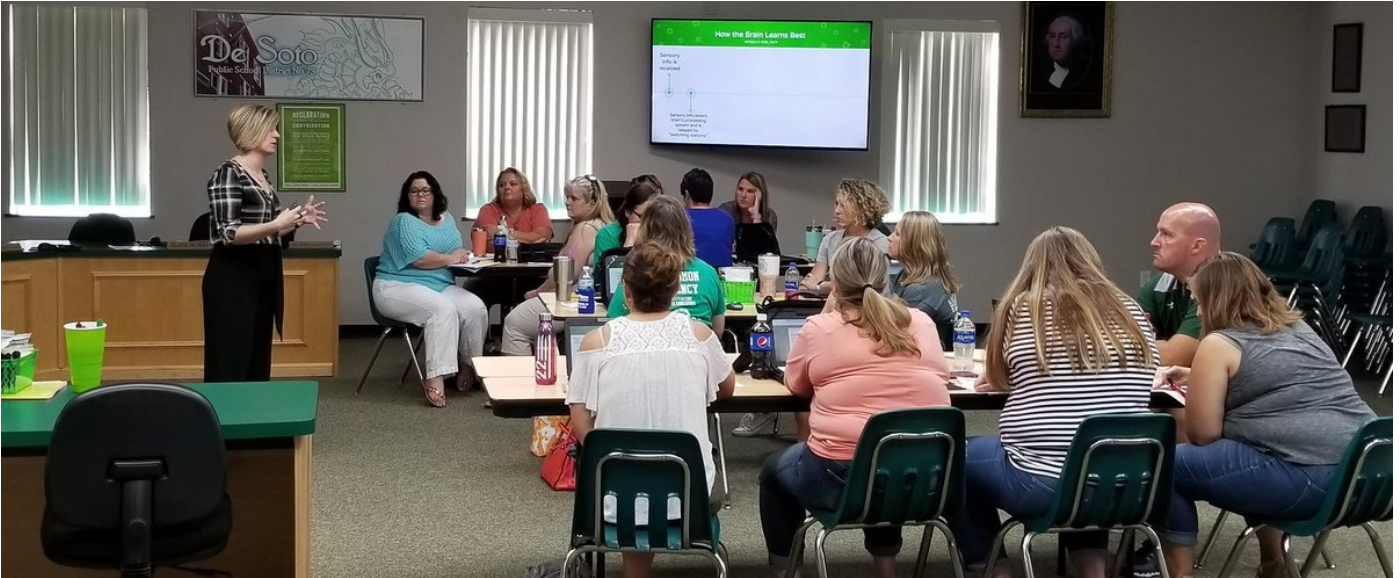
### Strategy 2:

Align Human Resources Processes to Ensure Effective Onboarding/Offboarding of Staff.



# Goal 1:

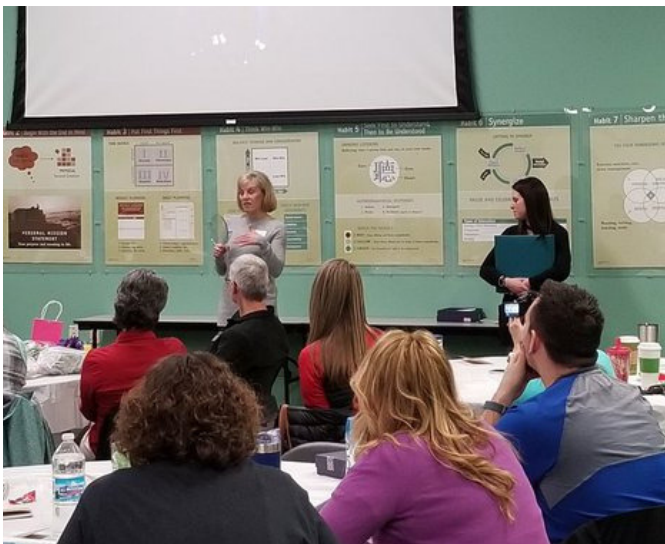
Maintain quality skilled staff for long term



## Strategy 1: Maintain a Competitive Salary and Benefits Package.

Focus Area 2

- Research salary and benefit packages of surrounding districts and other districts with similar demographics to see where we rank for certified and non-certified staff (Completed FY19)
- Develop strategic responses/actions/communications based upon quarterly data review on self-insurance plan utilization (Added FY20)



## Goal 1:

Maintain quality skilled staff for long term

**Strategy 2: Foster and support a positive internal culture (our beliefs, perceptions, relationships, attitudes, and written and unwritten rules that encompass the emotional and physical safety of students).**

- Collaboratively develop and conduct a school culture and community survey by building
- Evaluate survey responses and develop action plan
- Evaluate all survey responses to determine district needs

Focus Area 2





## Goal 2 :

Ensure Every Staff Member has  
Access to the Tools, Strategies,  
and Resources Needed to Serve  
Students

### Focus Area 2

## Strategy 1: Support and protect the PLC process and encourage a highly collaborative culture.

- Incorporate innovative technology learning opportunities for staff in the district technology plan.
- Identify, build capacity in, and offer opportunities for teacher ‘experts’ to train fellow staff members in effective classroom strategies and provide ongoing relevant professional development for staff. (ex. Technology Power Hours)
- Offer access to external professional development opportunities to increase the frequency of and emphasis on practical learning experiences in ALL classrooms to support student success. (ex. Outside conferences on project-based learning, visits to area schools, etc.)
- Provide both certified and classified staff with a needs assessment survey to identify relevant professional development and focused on their specific job duties.

## Goal 2 :

Ensure Every Staff Member has Access to the Tools, Strategies, and Resources Needed to Serve Students

### Strategy 2: Align Human Resources Processes to Ensure Effective Onboarding/Offboarding of Staff.

- Create checklist outlining procedures for new employment, including outlining professional expectations for all employees (Completed FY19)
- 60 day face to face follow up with new hires.
- Create checklist outlining procedures for individuals exiting employment (Completed FY19)
- Develop and administer exit questionnaire (Completed FY19)

Focus Area 2



**Empowered and Effective  
Teachers, Leaders, and Support  
Personnel**



# Focus Area 3

Financial Sustainability and  
Operational Efficiency

## Goal 1:

**Maintain appropriate fund balances to sustain effective programming and staffing for student success**

### Strategy 1:

Utilize effective budgeting procedures to allow for effective staffing and academic, extracurricular, and support programming to serve students.



## Goal 2:

**Ensure Operational Efficiency by Planning for Facilities, Maintenance, and Safety**

### Strategy 1:

Develop and deploy a facility master plan that addresses current and future safety and facility needs.

### Strategy 2:

Develop and deploy operational master plan to ensure effective daily operational processes.

# Goal 1:

Maintain appropriate fund balances to sustain effective programming and staffing for student success

Focus Area 3



## Strategy 1: Utilize effective budgeting procedures to allow for effective staffing and academic, extracurricular, and support programming to serve students.

- Seek, align, manage, and optimize district and community resources for improved student success
- Maximize revenue from local, state, and federal resources as well as grants and provide monthly updates to the Board of Education
- Allocate resources in a needs-based manner to support the educational focus areas and daily operation of the district within a balanced budget
- Conduct annual programming evaluations and reports to the Board of Education to determine effectiveness
- Increase staff involvement in the budget reporting process
- Comply with internal and external accountability requirements





## Goal 2 :

Ensure Operational Efficiency  
by Planning for Facilities,  
Maintenance, and Safety

### Focus Area 3

## Strategy 1: Develop and deploy a facility master plan that addresses current and future safety and facility needs.

- Convene a committee to evaluate facility and safety needs through a survey and needs assessment, including all inclusive playground equipment.
- Gather and share feedback on findings with students, parents, staff, community, and Board of Education. (Completed FY19)
- Finalize and determine budgeting allocations for facility and safety master plan.
- Presentation and adoption of plan to Board of Education.



## Goal 2 :

Ensure Operational Efficiency  
by Planning for Facilities,  
Maintenance, and Safety



### **Strategy 2: Develop and deploy a facility master plan that addresses current and future safety and facility needs.**

- Research and implement best practices focused on plant operational efficiency and safety
- Maintain existing facilities and determine base operational costs by developing and deploying a preventative maintenance
- Finalize and determine budgeting allocations for operational master plan
- Annual Presentation to Board of Education on operational efficiency and safety

Focus Area 3

# Financial Sustainability and Operational Efficiency



# Focus Area 4

## Effective Internal and External Communication

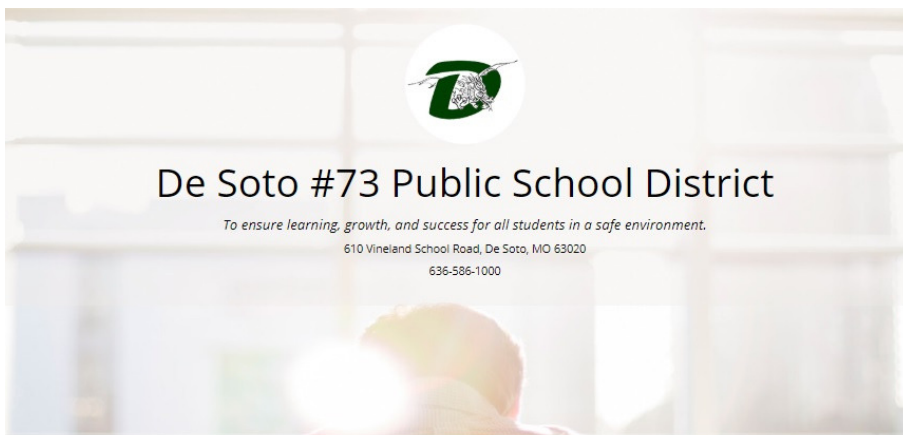
### Focus Area 4

## Goal 1:

## Maintain Effective and Consistent Communication Outlets

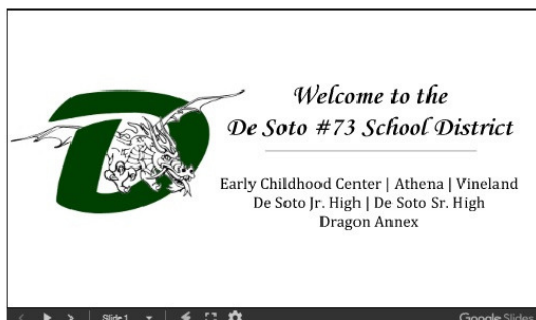
### Strategy 1:

Provide multiple avenues for internal and external communication.

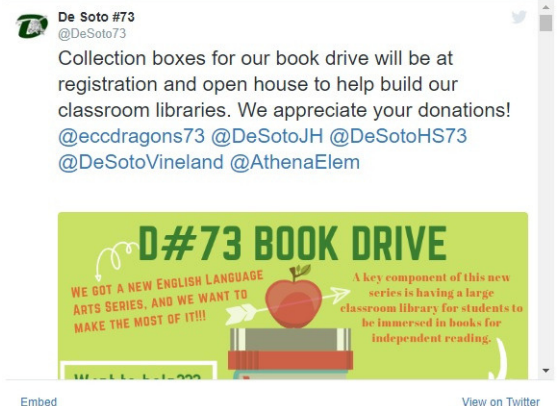


#### EVENTS

- AUG 03** All Day  
Fall Sports Dead Week
- AUG 12** All Day  
1st day of HS/JH Fall Sports Practice
- AUG 12** 5:00PM - 8:00PM  
JH/HS Open House - JH 5-6:30 HS 6:30-8
- AUG 13** 5:30PM - 7:00PM  
Elementary Open House
- AUG 15** All Day  
First Day of School



#### Tweets by @DeSoto73



#### Facebook



## **Goal 1 :**

**Maintain Effective and  
Consistent  
Communication Outlets**

### **Strategy 1: Provide multiple avenues for internal and external communication.**

- Establish a committee to review the communication plan in order to establish timelines to address the following (including but not limited to):
  - Actively inform stakeholders of student success via local newspapers
  - Actively inform students, parents, staff, community members, and Board of Education of student success via social media (Facebook/Twitter)
  - Utilize district Facebook page
  - Informational parent nights
  - Utilize a consistent technological communication method for the district (ie. website, social media, Remind)
  - Evaluate the mediums and frequency of teacher communication
  - Consider options for increasing the involvement of alumni
- Breakroom Breakdowns (Superintendent building visits to be able for staff discussion)
- Clear signage and uniformity among campuses
- Clear signage surrounding the campuses

Focus Area 4

# **Effective Internal and External Communication**