

BUILDINGS AND GROUNDS STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
<p>1. Maintain the facilities and meet future needs to provide high quality instruction for our students.</p>	<p>Continue to monitor the facilities and prioritize needs for the ongoing maintenance of the buildings and grounds. Areas of concern were defined and prioritized as:</p> <ol style="list-style-type: none"> 1. Hire Engineer to determine plan and costs for outdoor athletic complex \$5,000. 2. Bleachers on Sports Field \$175,000. 3. Add Electrical Panels \$35,000 4. Security System/cameras in Elementary areas \$20,000 5. Suspended Ceiling in Elementary Hallway \$35,000 6. PA and Bell System \$15,000 7. Blacktop Turnaround, Teacher Parking Lot \$200,000+ 8. Elementary Parking Lot (?) ad guest parking lot (\$25,000) Estimates given by CESA 10 Evaluation 2016. 9. \$185,000 to replace football field, till up and add soil for proper concussion protocol. 	<p>Ongoing, with updates provided to the Building and Grounds School Board Committee at least semi-annually.</p>	<p>Head of Maintenance and Administration.</p>
<p>1. Address the needs of the outdoor athletic complex.</p>	<p>Establish a firm plan of locations and needs of sports fields and costs. A priority list was set as follows: football field relocation, bleachers, concession stand with restrooms, baseball/softball field upgrades, track/Practice field, fitness area, and tennis courts.</p>	<p>Ongoing, with updates provided to the building and Grounds School Board Committee at least semi-annually.</p>	<p>Planning Subcommittee.</p>

TECHNOLOGY STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
1. Update Core Infrastructure (Technical, TV's, Software)	Maintain core infrastructure on a five-year rotation (firewall, Phone System, Wireless, Switches)	Ongoing, Firewall Priority Year 1	Technology Department, Administration
2. Survey appropriate stakeholders and work to keep open lines of communication regarding technology.	Communicate with parents, alumni, businesses, technical schools and colleges through various channels.	Annually	Administration, Staff
3. Prepare our students for post-secondary technological success (4 year college; 2 year college; technical training; workforce.)	<ul style="list-style-type: none"> A. Inventory current technology/create list for future purchases. B. Upgrade one class per CORE subject area to an online curriculum as requested by instructor. Budget \$12,000 for three years total. C. Research/Evaluate Student (4K-12) access to technology devices as needed to work with online curriculums. (\$25,000 per year) D. Update All CTE and Art student resources to more closely align with work places. 	<p>Annually</p> <p>1 Subject area per year.</p> <p>Ongoing, Elementary is Priority for Year 1.</p> <p>Ongoing, Tech Ed (Shop) is Priority for Year 1.</p>	<p>Technology Department, Media Specialist; Channel 979 Coordinator.</p> <p>Administration, Curriculum Committee</p> <p>Administration, Technology Department.</p> <p>Administration, Faculty, Technology Committee</p>

FINANCE STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
Ensure effective and efficient operations.	<ul style="list-style-type: none"> a. Evaluate all employee benefits on a yearly basis for cost effectiveness. b. Continue to explore and invest in energy efficiency measures to decrease energy costs. c. Seek additional funding as needed to maintain quality educational programs and facilities. 	<p>Annually.</p> <p>As needed.</p> <p>As needed.</p>	Finance Committee and Administration.
Promoting the positives of the Loyal School District.	<ul style="list-style-type: none"> a. Develop a marketing plan that highlights student success. b. Continue publishing District Newsletter in the TRG. c. Maintain social media presence. 	<p>Annually.</p> <p>Every other month.</p> <p>Ongoing.</p>	Finance Committee and Administration.
Ensure the community is well-informed about school funding and financial updates.	<ul style="list-style-type: none"> a. Attend town meetings to provide financial updates. b. Provide information to parents and community about school funding. 	<p>Annually.</p> <p>Annually (Annual Meeting)</p>	<p>District Administrator.</p> <p>Board of Education and Administration</p>
Exploring alternative funding options that could benefit our school.	<ul style="list-style-type: none"> a. Child Care – before and after school options. b. Revise summer school to include prep days. c. Naming rights – education, building, sports. 	<p>Annually</p> <p>Annually, if feasible.</p> <p>When available.</p>	Board of Education and Administration.

COMMUNICATIONS STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
Increase School Board communications.	<ul style="list-style-type: none"> a. New staff attend board meeting to meet Board members. b. Staff Breakfast after Board meetings. c. Welcome/ Encourage to attend school meetings, functions, and visit d. Receive staff bulletins 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	School Board and administration.
Increase Administration communication	<ul style="list-style-type: none"> a. Communicate to Board school meetings/ functions. b. Staff Breakfast after Board meetings. c. Improve communications within building and community. 	<p>Ongoing</p> <p>Monthly</p> <p>Ongoing</p>	Administration
Increase Staff Communication	<ul style="list-style-type: none"> a. Continue elementary open house. b. Presentation to Board c. Improve communications to parents via phone, email, social media 	<p>Annually</p> <p>Monthly</p> <p>Ongoing</p>	Teaching Staff
Increase communication with community	<ul style="list-style-type: none"> a. Continue TRG District Newsletter b. Continue Social Media c. Channel 99 d. Annual update of school business to organizations/town boards e. Complete a success survey 	<p>Every other month.</p> <p>Ongoing</p> <p>Ongoing</p> <p>Annually</p> <p>Winter 2016</p>	Administration and Staff

STUDENT SUCCESS STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
Post Secondary Education Goals	<ul style="list-style-type: none"> a. Have at least one presenter for the junior and senior high. b. Hold a financial aid meeting. c. Offer at least one job/education fair, increase attendance. d. Offer UW course credits. 	Annually	Administration and senior high school staff.
Extra-Curricular Activity Goals	<ul style="list-style-type: none"> a. Use RTI time as an opportunity for Enrichment/Leadership b. Give staff a yearly survey to see what skills they would like to share. c. Send a survey to parents about the need for an after school program. d. Have a yearly family fun night for staff. 	Ongoing	Administration and staff
Quality Education	<ul style="list-style-type: none"> a. Two Student Success committee members to attend Curriculum Meeting. b. Offer an Early Childhood Education Course and a CPR Course. c. Offer a Financial Literacy K-12 Course. d. Implement PAWS program K-12, including staff. 	Annually	Administration and staff
Student Safety	<ul style="list-style-type: none"> a. Continue to provide Mental Health Services for students. b. Periodically evaluate progress of the Playground Monitor/Safety/Rules c. Promote organized playground activities: Kickball, GAGA Ball; replace basketball hoops. 	Ongoing	Administration and Staff

RECRUITING AND RETAINING QUALITY EMPLOYEE STRATEGIC PLAN

PRIORITIES	ACTION STEPS	TIMELINE	RESPONSIBILITY
Offer competitive wages and benefits to attract and retain high quality employees.	<ul style="list-style-type: none"> a. Complete Base Wage and Salary Schedule for Teaching Staff and Support Staff, including initial placement of employees. b. Develop Point System that promotes professional development activities and leads to potential advancement on Salary Schedule. c. Offer competitive benefits package and recommend possible changes in retirement health insurance benefits to eligible employees. 	Implement at start of 2017-18 school year.	Wage and Salary Schedule, Point System, and benefits package recommendation by Committee. Review and Approval by School Board.
Maintain effective communications between Staff, Administration, Board, and Community.	<ul style="list-style-type: none"> a. Review Communications Subcommittee Recommendations. 	Review Report in January 2017.	Review report by Committee. Approval by School Board.
Provide a positive work environment.	<ul style="list-style-type: none"> a. Monthly staff meetings following school board meetings for review of actions taken – include teaching and support staff. b. Include staff recognition for birthdays and other occasions. c. Complete staff survey annually. 	Implement staff meetings and staff recognition beginning third quarter of 2016-17 school year. Complete staff survey at end of school year.	Committee – Develop staff survey. Administration – Conduct staff meeting. School Board Approval.
Provide opportunities for Professional Development including a mentoring program.	<ul style="list-style-type: none"> a. Review current mentoring program and suggest improvements. b. Survey staff for professional development needs. c. Administration to use survey for possible in-service day topics. 	Review mentoring program by June 2017. Implement Professional Development plan, including mentoring program for 2017-18 school year. Complete staff survey at end of school year.	Committee with staff involvement – review mentoring program and make recommendations. Administration – Implement Professional Development plan, including mentoring program. School Board Approval.

The following timeline was set up for departmental reporting on Five Year Strategic Plan progress:

January – Buildings and Grounds

February – Finance

March – Communications

April – Technology

May – Student Success

June – Recruit and Retain Quality Employees

July – Buildings and Grounds

August – Finance

September – Communications

October – Technology

November – Student Success

December – Recruit and Retain Quality Employees