

Strategy 1

We will examine district facilities to ensure an appropriate, efficient and safe environment.

Safety and Security				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Upgrade the current security camera systems on each campus 	Bids, Purchase, Installation	Supt, Dir Op, Tech, Maintenance	Annual Budget, Bond, Erate, ESSR	2023
<ul style="list-style-type: none"> ▪ Increase the number of security cameras inside and outside of school facilities 	Bids, Purchase, Installation	Supt, Dir Op, Tech, Maintenance	Annual Budget, Bond, Erate, ESSR	2023
<ul style="list-style-type: none"> ▪ Increase entrance visibility for school front offices 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2027
<ul style="list-style-type: none"> ▪ Identify and repair hazards in hard surfaces on each campus (i.e.: sidewalks & parking lots) 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing
<ul style="list-style-type: none"> ▪ Install a fence along Columbia Street to provide a barrier between the street and students playing at CIS 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2024
<ul style="list-style-type: none"> ▪ Identify areas where additional exterior lighting is needed 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing
<ul style="list-style-type: none"> ▪ Increase interior and exterior physical security with key hardware upgrades 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2025
<ul style="list-style-type: none"> ▪ Upgrade the intercom system at CHS 	Bids, Purchase, Installation	Supt, Dir Op, Tech, Maintenance	Annual Budget, Bond, ESSR	2023
<ul style="list-style-type: none"> ▪ Upgrade the bleachers in CHS gymnasium 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2022

Aesthetics, Efficiency and Functionality				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Conduct energy audits at all campuses to identify areas for improvement Replace windows to increase utility efficiency 	RFP, Proposal, BOE Adoption	Supt, Dir Op, Maintenance	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Replace windows to increase utility efficiency 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2025
<ul style="list-style-type: none"> ▪ Remodel bathrooms to improve sanitation and function 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2023

<ul style="list-style-type: none"> Identify areas where ADA accessibility is inadequate 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing
<ul style="list-style-type: none"> Identify areas to improve lighting efficiency 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing
<ul style="list-style-type: none"> Identify opportunities to improve the outward appearance of our schools 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing
<ul style="list-style-type: none"> Replace the flooring in the CIS cafeteria/gymnasium for better utilization 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2022
<ul style="list-style-type: none"> Increase storage for Fine Arts 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR, Donations	2024
<ul style="list-style-type: none"> Add a storage facility to protect stadium equipment from weather 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR, Donations	2023
<ul style="list-style-type: none"> Develop a life cycle program from HVAC units 	RFP, Proposal, BOE Adoption	Supt, Dir Op, Maintenance	Annual Budget	2023
<ul style="list-style-type: none"> Upgrade equipment in school cafeteria kitchens 	Bids, Purchase, Installation	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR, State/Federal Grants	2026
<ul style="list-style-type: none"> Address standing water and drainage issues across the district 	RFP, Proposal, BOE Adoption	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	Ongoing

Learning Environment				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Establish adequate and appropriate space for students with special needs 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Dir SPED	Annual Budget, Bond	2023
<ul style="list-style-type: none"> Increase space for early childhood programs to expand 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Dir SPED	Annual Budget, Bond	2024
<ul style="list-style-type: none"> Upgrade classrooms with interactive technology boards for instruction 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Tech, Maintenance	Annual Budget, State Grants, ESSR, ERATE	2023
<ul style="list-style-type: none"> Upgrade technology with highspeed infrastructure to support 21st century learning 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Tech, Maintenance	Annual Budget, State Grants, ESSR, ERATE	2023
<ul style="list-style-type: none"> Upgrade science classrooms at CHS for safety and instruction 	Draft, Proposal, BOE Adoption	District Admin	Annual Budget, Bond, ESSR	2023
<ul style="list-style-type: none"> Upgrade playgrounds to improve ADA accessibility 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR	2023

<ul style="list-style-type: none"> Upgrade facilities within the Ag building to add modern curriculum 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance	Annual Budget, Bond, ESSR, Enhancement Grant, Donations	2025
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New Construction				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Develop a plan and time-table to reduce our physical footprint from four campuses to three 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget, Bond, ESSR, Tax Levy	2024
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Develop a master facility plan for the entire district 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget	2024
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Continue the build-out of the CIS campus to house all elementary grade levels 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget, Bond, ESSR, Tax Levy	2024
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Identify options to repair, relocate or abandon the current middle school 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget	2027
<ul style="list-style-type: none"> Add a competition gymnasium to the district 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget, Bond, ESSR, Tax Levy	2027
<ul style="list-style-type: none"> Add a performing arts center to the district 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget, Bond, ESSR, Tax Levy	2027
<ul style="list-style-type: none"> Add a wrestling facility to the district 	Draft, Proposal, BOE Adoption	Supt, Dir Op, Maintenance, BOE	Annual Budget, Bond, ESSR, Tax Levy	2027

Strategy 2

We will hire only the most exceptionally qualified employees for leadership, academic and support positions while effectively evaluating and developing our current employees.

Recruit and Attract Highly Qualified Staff				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Establish a competitive compensation and benefits package 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Develop a cycle for pay review 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Maintain substitute pay rate in line with area districts 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Develop salary schedules for all position and/or position groups 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget	Ongoing
<ul style="list-style-type: none"> ▪ Seek opportunities to increase benefits and/or district contributions 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget	Ongoing
<ul style="list-style-type: none"> ▪ Establish a competitive supplemental and/or extra duty pay 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Provide stipend for job assignment changes or increases in responsibilities 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Revise the pay and for an accurate reflection of duties for extra duty assignments 	Proposals, BOE Adopt, BOE Review	Supt, BOE, MSTA	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> ▪ Establish district-wide hiring practices 	Proposals, BOE Adopt, BOE Review	Supt, BOE	Annual Budget	2023
<ul style="list-style-type: none"> ▪ Develop a screening and application review process that is uniform and specific 	Proposals, BOE Adopt, BOE Review	Supt, School Admin	Annual Budget	2023
<ul style="list-style-type: none"> ▪ Establish a screening tool for applicants 	Proposals, BOE Adopt, BOE Review	Supt, School Admin	Annual Budget	2023
<ul style="list-style-type: none"> ▪ Establish and maintain relationships with colleges to increase H.Q. applicant pool 	Meetings, Events, Communications	Supt, School Admin, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Create a recruitment team 	Meetings, Events, Communications	Supt, School Admin, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Develop job descriptions and/or duty expectations extra duty assignments 	Proposals, BOE Adopt, BOE Review	Supt, BOE	Annual Budget	2024

<ul style="list-style-type: none"> Seek to develop a diversified workforce 	Proposals, BOE Adopt, BOE Review	Supt, BOE	Annual Budget, Tax Levy	Ongoing
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Develop Highly Qualified Staff				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Establish high quality professional development for all positions 	Handbook, Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	Ongoing
<ul style="list-style-type: none"> Maintain a financial commitment to high-quality professional development 	Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	Ongoing
<ul style="list-style-type: none"> Redesign the district funding procedures for approved professional development 	Budget, Formal Procedures	District Admin, BOE	Annual Budget, PDC, State Grants	2023
<ul style="list-style-type: none"> Provide specific professional development for support staff and extra duty assignments 	Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	2024
<ul style="list-style-type: none"> Establish a structured mentoring program for success 	Handbook, Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	2024
<ul style="list-style-type: none"> Expand the mentoring program to include noncertified positions and newly hired certified teachers to the district 	Handbook, Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	2024
<ul style="list-style-type: none"> Establish an onboarding process for all new staff members 	Handbook, Calendars, PD Plans, PD Feedback	District Admin, School Admin, PDC	Annual Budget, PDC, State Grants	2024

Retain a Highly Qualified Staff				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Establish a competitive compensation and benefits package 	Comparison Data, Proposals, BOE Adopt	Supt, BOE	Annual Budget, Tax Levy	Ongoing
<ul style="list-style-type: none"> Maximize staff satisfaction and engagement through a systematic approach to staff satisfaction 	Comparison Data, Proposals, BOE Adopt	Supt, School Admin, PR, BOE	Annual Budget	Ongoing
<ul style="list-style-type: none"> Establish an incentive program to provide staff recognition of accomplishments and successes 	Proposals, BOE Adopt	Supt, School Admin, PR, BOE	Annual Budget	Ongoing

<ul style="list-style-type: none"> Establish supportive staff wellness programs 	Proposals, BOE Adopt	Supt, School Admin, PR, BOE	Annual Budget, Mental Health Coalition, Insurance Consortium	Ongoing
<ul style="list-style-type: none"> Establish an environment that supports social and emotional health, including training that results in a positive culture 	Proposals, BOE Adopt	Supt, School Admin, PR, BOE, Mental Health Coalition	Annual Budget, Mental Health Coalition, Insurance Consortium	Ongoing
<ul style="list-style-type: none"> Provide mechanisms so that staff have access to preventive services and healthy living resources on an ongoing basis 	Proposals, BOE Adopt	Supt, School Admin, PR, BOE, Mental Health Coalition	Annual Budget, Mental Health Coalition, Insurance Consortium	Ongoing
<ul style="list-style-type: none"> Conduct classroom audits to ensure all teachers have adequate equipment, materials and resources 	Walk-Throughs, Proposals, Budget, BOE Adopt	Supt, School Admin, BOE	Annual Budget	Ongoing
<ul style="list-style-type: none"> Establish the instructional coach model at all schools to provide direct teacher support 	Walk-Throughs, Proposals, Budget, BOE Adopt	Supt, School Admin, BOE	Annual Budget, Tax Levy	2026

Evaluation to Ensure Highly Qualified Staff

Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Develop or adopt a new certified staff evaluation tool to reflect 21st Century teaching and learning standards 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025
<ul style="list-style-type: none"> Standardize improvement documentation and correction action plans/procedures 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025
<ul style="list-style-type: none"> Develop non-certified staff evaluation tool to reflect 21st Century expectations 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025
<ul style="list-style-type: none"> Revise and implement a framework for evaluation of all non-certified employees 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025

<ul style="list-style-type: none"> Establish specific expectations for positions 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025
<ul style="list-style-type: none"> Establish timelines for evaluation 	Sample Forms, Training, BOE Adopt	Supt, BOE, MSTA	Annual Budget	2025

Leadership Development				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Identify and develop emerging leaders 	Events, Opportunities	Supt, School Admin, BOE	Annual Budget	2025
<ul style="list-style-type: none"> Develop a leadership profile and self-assessment 	Sample, BOE Adopt	Supt, School Admin, BOE	Annual Budget	2025
<ul style="list-style-type: none"> Establish professional development opportunities to emerging leaders 	Events, Opportunities	Supt, School Admin, BOE	Annual Budget	2025
<ul style="list-style-type: none"> Establish opportunities to practice leadership within the district 	Events, Opportunities	Supt, School Admin, BOE	Annual Budget	2025

Strategy 3

We will systematically improve our academic programs to meet the learning needs of the 21st century.

Instruction				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> Establish a PK-12 reading/mathematics program that aligns with Missouri Learning Standards and maximizes students' abilities to learn in all subject areas 	Evaluations, Pilots, Training, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	2023
<ul style="list-style-type: none"> Establish a forward-thinking instructional program that emphasizes skills students need to be successful post-high school 	Evaluations, Pilots, Training, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	Ongoing
<ul style="list-style-type: none"> Increase opportunities to provide Science, Technology, Engineering & Mathematics (STEM) courses and curricula 	Evaluations, Pilots, Training, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	2024
<ul style="list-style-type: none"> Prioritize authentic "real-world" and project-based learning opportunities 	Evaluations, Pilots, Training, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	Ongoing
<ul style="list-style-type: none"> Establish a comprehensive internship program which guides students in their post-high school decision making 	Proposals, Pilots, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	2025
<ul style="list-style-type: none"> Explore opportunities to provide college-level programs in high school 	Proposals, Pilots, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR	2025
<ul style="list-style-type: none"> Establish opportunities for students to obtain an associate's degree at the completion of high school 	Proposals, Pilots, BOE Adopt	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR, MOU Support	2025
<ul style="list-style-type: none"> Explore opportunities to partner with colleges and universities to accelerate workforce development 	Proposals, Pilots, BOE Adopt, MOUs	District Admin, School Admin, Leadership Teams, BOE	Annual Budget, PDC, State Grants, ESSR, MOU Support	2025

Culture

Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
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<ul style="list-style-type: none"> ▪ Ensure a positive, nurturing environment and culture for learning that meets the needs of all students 	Survey, Proposals, BOE Adopt	District Admin, School Admin, Leadership Teams, Counselors, BOE	Annual Budget, ESSR, Mental Health Coalition, Grants	Ongoing
<ul style="list-style-type: none"> ▪ Increase opportunities for play-based learning and activities 	Proposals, Pilots	District Admin, School Admin, Leadership Teams	Annual Budget, ESSR, Grants	2024
<ul style="list-style-type: none"> ▪ Increase opportunities for students to plan and participate in community-based activities 	Proposals, Pilots	District Admin, School Admin, Leadership Teams	Annual Budget, ESSR, Grants	2024
<ul style="list-style-type: none"> ▪ Increase opportunities to develop and strength soft skills, life skills and communication at all grade levels 	Proposals, Pilots, BOE Adopt	District Admin, School Admin, Leadership Teams, Counselors, BOE	Annual Budget, ESSR, Mental Health Coalition, Grants	2024
<ul style="list-style-type: none"> ○ Prioritize problem solving, critical thinking, collaboration and creativity 	Proposals, Pilots	District Admin, School Admin, Leadership Teams	Annual Budget, ESSR, Mental Health Coalition, Grants	Ongoing
<ul style="list-style-type: none"> ▪ Increase opportunities to increase student choice and ownership of learning 	Proposals, Pilots	District Admin, School Admin, Leadership Teams	Annual Budget, ESSR, Grants	Ongoing
<ul style="list-style-type: none"> ▪ Increase intentional practices to reduce the impact of students transitioning from one school to the next 	Proposals, Pilots	District Admin, School Admin, Leadership Teams, Grade Level Teachers	Annual Budget, ESSR, Mental Health Coalition, Grants	Ongoing

Technology				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Increase the accessibility and effective use of technology to enhance both teaching and learning 	RFP, PD, Portfolios	Supt, Dir Op, School Admin, Leadership Teams, PDC, Tech	Annual Budget, Bond, E-Rate, Grants, Donations	Ongoing
<ul style="list-style-type: none"> ▪ Increase student use of technology 	PD, Portfolios	Supt, Dir Op, School Admin, Leadership Teams, PDC, Tech	Annual Budget, Bond, E-Rate, Grants, Donations	Ongoing

<ul style="list-style-type: none"> ▪ Increase instructional use of technology 	PD, Portfolios	Supt, Dir Op, School Admin, Leadership Teams, PDC, Tech	Annual Budget, Bond, E-Rate, Grants, Donations	Ongoing
<ul style="list-style-type: none"> ▪ Ensure students are digitally literate and can both choose and utilize appropriate technology to communicate, plan, research, solve problems and communicate 	PD, Portfolios	Supt, Dir Op, School Admin, Leadership Teams, PDC, Tech	Annual Budget, Bond, E-Rate, Grants, Donations	Ongoing
<ul style="list-style-type: none"> ▪ Provide an infrastructure that sufficiently supports an increase in technological resources 	RFP, Procurement, Testing	Supt, Dir Op, Tech, BOE	Annual Budget, Bond, E-Rate, Grants, Donations	2023

Strategy 4

We will engage the community in partnerships for the shared responsibility of successful schools.

Community Communication				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Establish a public relations position and job duties 	Posting, Interview, Hire	Supt, BOE	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Intentionally provide consistent, proactive and transparent information 	New Media, Consistent Use	Supt, PR	Annual Budget	Ongoing
<ul style="list-style-type: none"> ▪ Improve the district website 	Updated Site	Supt, PR	Annual Budget	2022
<ul style="list-style-type: none"> ▪ Standardize social media 	Consolidated Information, PR	Supt, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Establish regular presence in the Centralia Fireside Guard 	Weekly Article, Student Contributions	Supt, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Establish a system for communicating changes to events (i.e.: start times, cancellations, location changes) 	RFP, Evaluation, Pilot, Purchase	District Admin, PR, AD	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Develop a communications plan 	Proposal, BOE Adopt	Supt, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Install an exterior electronic message board visible to more patrons and visitors 	RFP, Installation	Supt, Dir Op, PR	Annual Budget, Bond, Donations	2027
<ul style="list-style-type: none"> ▪ Support the recruitment of new staff through increased communication 	Improved Use, Consistent Messaging	District Admin, PR	Annual Budget	Ongoing
<ul style="list-style-type: none"> ▪ Establish informational workshop 	Plan, Schedule	District Admin, PR	Annual Budget	2024
<ul style="list-style-type: none"> ▪ Establish standardized recruiting material 	Plan, Produce	District Admin, PR	Annual Budget	2024

Community Partnerships				
Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
<ul style="list-style-type: none"> ▪ Partner with City Hall to focus on community development 	Regular Meeting, Shared Reporting	Supt	Annual Budget	2025
<ul style="list-style-type: none"> ▪ Establish a shared community development vision 	Public Meetings, Feedback, Adopt	Supt, PR	Annual Budget	2025

▪ Establish a documented plan for housing growth	Public Meetings, Feedback, Adopt	Supt, PR	Annual Budget	2025
▪ Establish a documented plan for business development	Public Meetings, Feedback, Adopt	Supt, PR	Annual Budget	2025
▪ Partner with local anchor businesses to focus on workforce development	Public Meetings, Feedback, Adopt	Supt, PR	Annual Budget	2025
▪ Establish opportunities for job-shadowing and internships	Proposals, Pilot, BOE Adopt	Supt, HS Admin, HS Counselors	Annual Budget	2025
▪ Establish a dynamic list of desired traits and skills for local workforce	Public Meetings, Feedback, Adopt	Supt, HS Admin, HS Counselors	Annual Budget	2025
▪ Establish a program for providing students with local job opportunities	Public Meetings, Feedback, Adopt	Supt, HS Admin, HS Counselors	Annual Budget	2025
▪ Partner with local anchor business to provide school-based and/or community-based resources	Proposals, Pilot, BOE Adopt	Supt, HS Admin, HS Counselors	Annual Budget	2025

Early Learners

Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
▪ Secure a permanent location to expand early childhood opportunities	Planning Update, Purchase/Build	Supt, Dir Op, BOE	Annual Budget, Bond, Donations	2027
▪ Increase the capacity of the district's preschool to prepare all students to enter kindergarten	Increase PAT, Predictable Enrollment, KG Roundup	District Admin, School Admin, PAT	Annual Budget	2023
▪ Establish a system for before and after school care	Proposals, Pilot, BOE Adopt	District Admin, School Admin, PAT	Annual Budget, Bond, Donations	2027

Programs to Increase Achievement

Objective & Action Steps	Milestones	Responsibility	Funding Source	Completion Goal
▪ Establish informational programs designed for parents/guardians	Media, Resources, Tools	District Admin, School Admin, Leadership Teams, PR	Annual Budget	2025
▪ Expand opportunities for student groups to generate district content	Media, Resources, Tools	District Admin, School Admin, Leadership Teams, PR	Annual Budget	2025