

***USD 333  
CONCORDIA  
PUBLIC SCHOOLS***

***2016-2021 Strategic Plan***

**TRUST. OWNERSHIP. CULTURE.**



# TRUST

The 2016-2021 Strategic Plan helps guide Concordia Public School students through an outstanding educational experience. This process began with a new accreditation cycle with AdvancEd and survey data from over 500 community and staff members. The surveys overwhelmingly showed the community believed our strongest areas of the district are the dedicated staff, and overall positive impression of the district. The results have been shared with staff and community and the Board of Education. The Board of Education worked during the 16-17 and 17-18 school year through board retreats and planning sessions to facilitate a blueprint with administration, staff, site councils and our district leadership team to bring our survey data to life in this strategic plan.

## *ADVOCACY, PARTNERSHIPS, AND COMMUNICATIONS*



### *Strengthen public school advocacy throughout the district & state*

- ❖ Communicate relevant information through events and community organizations.
- ❖ Continue to maintain an active presence in the AdvancEd Accreditation model to tell our story and advance education in Kansas.
- ❖ Utilize groups such as the district leadership teams, building leadership teams and site councils to communicate relevant information through the district.

### *Enhance our partnerships and market our district*

- ❖ Facilitate effective partnerships with local, regional, and statewide organizations
- ❖ Tell our USD 333 story! Increase attentiveness of district events through the use of social media.



# Ownership

## *FISCAL & FUTURE DESIGN*



*Strengthen effective & efficient use of resources to provide outstanding educational opportunities for all students*

- ❖ Support competitive salaries and benefits to attract and retain an outstanding professional staff.
- ❖ Prioritize resource allocation to instructional programs, PreK-12, based on student learning needs.
- ❖ Invest in professional development as a commitment to continuous student improvement.
- ❖ Provide exceptional career and technical education programs and extra-curricular learning opportunities.
- ❖ Establish an Education Foundation to assist in meeting the financial needs of the district

*Develop plans to address enrollment growth in the district and maintain facilities which support the evolving educational needs of all students in a safe and nurturing environment*

- ❖ Provide all students with facilities that ensure a safe and secure learning environment.
- ❖ Maintain all buildings and grounds in a manner which highlights our facilities.
- ❖ Continue to focus on meeting the long-term capital needs of the district.
- ❖ Facilitate an understanding among our stakeholders of our district's needs in the area of curriculum, technology, and facilities.
- ❖ Manage student growth trends to maintain class sizes at a level conducive to learning respective to grade level and subject area.

# Culture



## *Curriculum, Instruction, & technology*

*Provide academic excellence and facilitate “whole child” development for all students.*

- ❖ Recognize Early Childhood Development and the importance in facilitating the expansion of Early Childhood needs in Concordia.
- ❖ Continue to grow academic partnerships with Cloud County Community College.
- ❖ Recognize that the district’s ability to provide academic excellence, civic engagement and facilitate individual development is a shared responsibility of the community, school, and family engagement.
- ❖ Provide exceptional career and technical education programs and extra-curricular learning opportunities.
- ❖ Foster the social-emotional well-being of all children with collaborative partnerships with community stakeholders.

*Develop technology competent students*

- ❖ Provide a high-skilled support staff with a diverse set of skills
- ❖ Provide students the opportunity to learn, use, and integrate available technology methods
- ❖ Teach and practice responsible digital citizenship.
- ❖ Provide a robust infrastructure and appropriate equipment that supports current technologies.
- ❖ Manage student growth trends to maintain class sizes at a level conducive to learning respective to grade level and subject area.
- ❖ Prepare our staff to engage learners in projects that are meaningful and relevant.

*Recruit, cultivate and retain effective staff*

- ❖ Provide time, resources and training to meet student needs.
- ❖ Evaluate data and review practices to improve classroom instruction.

# USD 333 a Perspective

## *Enrollment:*

- ❖ PreK-12 - 1,124
- ❖ USD 333 has increased annually for 3 consecutive years

## *Location:*

USD 333 Concordia Public Schools, located in North Central Kansas, provide services for more than 1,170 students in Preschool through the 12th grade. USD 333 serves 336 square miles of Cloud, Republic, and Jewell counties. Grade configuration includes: Concordia Elementary School - Grades Pre-K-4; Concordia Middle School- Grades 5-6 and Concordia Jr./Sr. High School-Grades 7-12. USD 333 is also the host district for the Learning Cooperative of North Central Kansas, which provides special education services for 4 additional area school districts including USD 109 Republic County, USD 108 Washington County, USD 224 Clifton-Clyde and USD 426 Pike Valley.

## *Staff:*

- ❖ 128 Licensed Staff and approximately 168 classified staff
- ❖ 64% of Licensed Staff hold Graduate Degrees
- ❖ Special Education Services are hosted by USD 333 through the Learning Cooperative of North Central Kansas # 704

## *Concordia Pride:*

- ❖ Offer more than 30 clubs, organizations and sports for student participation
- ❖ Original member of the Coalition of Innovative Districts.
- ❖ Career & Technical Education Pathways in Healthcare, Welding, Carpentry, Agriculture, Culinary Arts, Business, Finance, Accounting, and Video Productions.
- ❖ Post-Secondary Partnerships with Cloud County Community College in Nursing, Wind Technology, Solar, and Agriculture.

# USD 333 Concordia Public Schools

## Core Beliefs:

*The Mission of Concordia Public Schools, USD 333 is to create and maintain an environment that ensures engaged learning, effective teaching, and trusting relationships*

## We Believe:

1. All students must have access to resources that maximize their potential for post-secondary success
2. Education is not an outcome, but a process. Students, parents, community, and the district have a shared responsibility in the educational process.
3. The district must provide a safe, nurturing learning environment to educate the student not only academically, but also physically, socially, and emotionally.
4. We must continue to develop and retain and recruit committed and effective staff for our educational system.
5. Effective partnerships with Cloud County Community College is crucial in our effectiveness as an educational pipeline in this community.

