

## Raytown Quality Schools Strategic Plan 2023/2024 © G&D Associates

BOE Goal Alignment	Vision Area	Vision Objective	Deliverable	Owner	Budget	Due By	Weekly Health		Project Title	Plan Number
Goal 1.1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	Meaningful student work will be grounded in culturally responsive connections to the world.	Identify and communicate attributes of meaningful, culturally relevant teaching practices and student work by level (elementary, middle and high school) as part of district	Moore	\$10,000	5/21/24	8/15/23	On Track	Create a resource bank of culturally responsive and culturally relevant teaching practices and potential K-12 student projects to be posted on the Curriculum Hub.	<a href="#">Plan 2</a>
Goal 1.2: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	Students will be co-creators of their career pathways, goals, and action plans.	Develop structures that enable every student to develop a six year plan (ICAP) that aligns to career pathway interests and post-secondary goals.	Bassett	\$8,000	12/1/23	8/15/23	On Track	Create a new Career and Education Planning Guide that will reflect an emphasis on career pathway and Market Value Asset Acquisition for all students	<a href="#">Plan 4</a>
Goal 1.3: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Teaching	To foster a culture of creativity, equity, excellence, and innovation with our educators, we will provide support for a variety of approaches aligned to effective practices.	Develop and implement classroom attributes and instructional models that promote equity and personalized learning	Cusumano	\$3,000	6/30/24	8/15/23	On Track	Develop a framework for classroom instruction prioritizing diversity, equity, and inclusion, creating an environment of personalized learning.	<a href="#">Plan 8</a>
Goal 1.4: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Wider Community	Establish a stable and secure digital environment for staff, students, and parents in the Raytown School District.	Explore and implement new strategies to reduce the complexity of the technology environment while maintaining the high quality technical support.	Verlinden	\$0	5/30/24			Develop and implement a two year technology strategy to address complexity/sustainability concerns uncovered during K12 audits.	<a href="#">Plan34</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	We will design high interest enrichment opportunities during and beyond the school day that foster confidence, critical thinking, and perseverance.	Create structures for high-interest enrichment during the school day	Moon		6/1/24	8/15/23	Off Track	Design a framework for high-interest enrichment during the school day	<a href="#">Plan 1</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	The district will foster a sense of belonging amongst all students across the district.	Create and implement systems that develop a sense of belonging and develop systems to regularly measure student belonging	Moore	\$30,000	5/21/24	8/15/23	On Track	Implement systems and strategies for developing a sense of belonging for students and a process for measuring its impact	<a href="#">Plan 3</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	Teachers will have access to high-quality curriculum resources that can be customized to meet the needs of their individual learners.	Development and implementation of Comprehensive Literacy Plan	Pearson	\$49,800	5/31/24	8/15/23	On Track	Develop and implement the RQS Comprehensive Literacy Plan (CLP)	<a href="#">Plan 5</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	Grading, assessment, and reporting practices will be calibrated and aligned to our core beliefs.	Create district expectations for fair and equitable grading practices at each level	Britt	\$5,000 for print resources, possibly extra duty pay	6/1/24	8/15/23	On Track	Create a process to ensure students are evaluated fairly.	<a href="#">Plan 6</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Learning	Experiences will include access to career pathways and mentors/industry partners through field trips, job shadowing, internships and client-connected projects which lead to the acquisition of Market Value Assets (MVAs).	Assess needs for transformation to Career Academy model which include structures for career pathways exposure, exploration field trips, job shadowing and internships	Greiner	\$20,000	6/30/24	8/15/23	On Track	Create a process to determine the capacity of the district to transform to a HS Career Academy Model	<a href="#">Plan 7</a>

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Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Teaching	Our educators will utilize a multi-tiered system of behavior and academic support that ensures every learner gets what they need, when they need it, with urgency.	Design structures for Tier 3 academic and skills support	Tarvin	\$0	5/1/24			Refine and expand RTI Handbook to address academic and skills support for students PK-12	<a href="#">Plan 9</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Teaching	Common approaches to creating, scoring, and analyzing formative and summative assessments will be used to collaboratively plan impactful experiences for all students.	Design and implement common summative assessments and implement collaborative scoring protocols	Britt	\$5,000	6/1/24	8/15/23	On Track	Design protocols and tools to ensure equity in summative assessment and scoring practices.	<a href="#">Plan 11</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Teaching	We will reimagine time and planning structures to create the space to design the most effective lessons.	Establish master schedules and daily schedules with common plan time for grade level, content, and multidisciplinary collaboration teams and develop structures and reorganize schedules to include time and space for timely Tier 2 interventions	Pearson	\$16,300	5/31/24	8/15/23	On Track	Develop master and daily schedules with common plan time for grade level, content, and multidisciplinary collaboration teams as well as timely Tier 2 interventions.	<a href="#">Plan 12</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Teaching	Teachers will have access to high-quality curriculum resources that can be customized to meet the needs of their individual learners.	Identify and implement a universal screener and Tier 1 SEL curriculum that Identify and communicate priority academic and social skills standards	Cordell	\$5,000	3/12/24			Pilot SEL Curriculum K-12 for 2024-25	<a href="#">Plan 13</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Professional Learning	District departments will work collaboratively to ensure coherent and connected professional learning aligned to our instructional expectations and their contextual content needs.	Create opportunities for leaders to have cross-district collaboration regarding technology integration	Cahill	\$0	6/1/24	8/15/23	Off Track	Develop a framework for technology integration professional learning	<a href="#">Plan 23</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Professional Learning	We will provide the time and assistance needed to implement, adjust, and evolve new approaches and initiatives.	Provide structures and evaluation methods for school progress planning, guiding coalition and collaborative team progress monitoring and support at the building level	Greiner	\$60,000	6/1/24	8/15/23	On Track	Develop structures and a cadence of accountability for School Progress Plans that measure key achievement, attendance and behavior metrics at each school	<a href="#">Plan 26</a>
Goal 1: STUDENT ACHIEVEMENT & COLLEGE/CAREER READINESS	Professional Learning	District departments will work collaboratively to ensure coherent and connected professional learning aligned to our instructional expectations and their contextual content needs.	Develop collaborative planning structures for professional learning	Lipari	\$21,000	6/1/24	8/15/23	On Track	Develop a framework of strategies for teachers to use while collaboratively planning lessons	<a href="#">Plan 27</a>

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Goal 2.1: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Leadership	Recruitment and retention strategies will ensure a pipeline of diverse, highly qualified educators, support personnel, and administrators	Create structures to identify, recruit, and retain highly qualified staff that reflect the student/community population	Calcara	\$45,000	6/1/24			Begin establishing positive Employer Brand that promotes and aligns to our core values as educators and caregivers of the students we serve. This plan will begin to establish an employee journey map and focus on the triple - A framework which will provide a focus on three key areas: Attraction, Activation, and Attrition. By focusing on these touch points, we can better determine the lived experiences of our staff members and use this information to improve the quality of work life for each employee along that journey thus improving and strengthening positive employer brand, attraction, and retention.	<a href="#">Plan 17</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Leadership	Leaders will model and support innovative approaches to learning, working, and leading.	Create structures to identify and celebrate innovative practice and develop parameters for implementing new, innovative approaches	Cahill	\$0	6/1/24	8/15/23	On Track	Create structures to support innovative approaches to learning, working, and leading.	<a href="#">Plan 14</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Leadership	Leaders will provide regular and actionable feedback around instructional and professional practices.	Design structures for follow-up with staff on all actionable feedback conversations for continuous improvement	Verlinden	\$2,500	6/14/24	8/15/23	On Track	Develop and implement a walkthrough process, similar to the classroom walkthrough, that provides timely feedback to staff in the Technology, Interventionists, and Great Expectations departments.	<a href="#">Plan 18</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Leadership	Leaders will provide regular and actionable feedback around instructional and professional practices.	Develop and implement a learning walk process for all departments and design structures for follow-up with staff on all actionable feedback conversations for continuous improvement	Bassett		3/28/24			Create a district learning walk process and structure for leaders and classroom teachers	<a href="#">Plan 19</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Professional Learning	Non-evaluative coaching will be implemented to provide timely feedback about and development of the specific instructional and professional needs of each educator.	Develop a system to ensure all staff are receiving feedback	Moon		6/1/24	8/15/23	Off Track	Develop common protocols for non-evaluative feedback for all staff	<a href="#">Plan 21</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Professional Learning	To ensure success and cohesiveness of practice, we will provide robust onboarding structures and sustained mentorship for all new employees.	Provide job specific training to classified employees	Calcara		6/1/24			This seems similar to #28 and really after the same objective.	<a href="#">Plan 22</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Professional Learning	Non-evaluative coaching will be implemented to provide timely feedback about and development of the specific instructional and professional needs of each educator.	Identify and develop coaching and professional learning for classified staff across the learning community.	Verlinden	\$47,500	6/14/24	8/15/23	On Track	Develop and deliver targeted professional learning for secretaries, instructional assistants, nutrition services providers, nurses, interventionists, and transportation professionals.	<a href="#">Plan 24</a>
Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Professional Learning	To ensure success and cohesiveness of practice, we will provide robust onboarding structures and sustained mentorship for all new employees.	Implement a process for ongoing monitoring of professional learning	Lipari	\$1,500	5/24/24	8/15/23	On Track	Provide a structure to ensure accountability of mentorship for new employees	<a href="#">Plan 25</a>

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Goal 2.3: ATTRACT, RECRUIT AND RETAIN HIGH QUALITY STAFF	Leadership	Leaders will foster a culture of transparency and empathy building across the district related to decision-making processes.	Provide professional development on skills that help build empathy	Cusumano	\$2,000	9/1/24	8/15/23	On Track	Develop and deliver professional learning to district leaders in active listening, perspective taking, and recognizing of emotions.	<a href="#">Plan 16</a>
Goal 3.1: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Leadership	Leaders will foster a culture of transparency and empathy building across the district related to decision-making processes.	Develop structures for transparent, two-way, ongoing communication of decision making	Wamble	\$0	12/15/23			Provide an easily accessible tool for two-way communication for all stakeholders	<a href="#">Plan 15</a>
Goal 3.1: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Leadership	We will provide a range of opportunities for the development and implementation of leadership skills for our staff members, students, and families.	Implement structures to regularly communicate district leadership outcomes	Wamble	\$0	2/29/24			Develop communications around leadership decision impact for staff members.	<a href="#">Plan 20</a>
Goal 3.3: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Teaching	By fostering meaningful and purposeful relationships, we will set and attain high expectations with students and each other while modeling the skills and behaviors critical to student and staff success.	Identify and provide professional learning opportunities on relationship development with students and parents/families	Eagle	\$0	7/18/04	8/15/23	On Track	Identify and develop professional learning opportunities for all instructional staff on relationship development with students and parents/families.	<a href="#">Plan 10</a>
Goal 3.3: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Wider Community	We will facilitate partnerships between feeder schools to build community, create cohesive learning models, and ease the transition between grade levels for students and families.	Create opportunities for students and families to engage with feeder schools - pre-k to k, elementary to middle, middle to high school and create system of support for students and families transitioning between grade levels	Cordell	\$3,000	5/26/24			Create structures to enhance transition for grade and school change	<a href="#">Plan 28</a>
Goal 3.3: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Wider Community	We will develop opportunities for organizations to partner with the district in providing families with wrap-around services – ensuring our students have the resources they need to fully engage in learning.	Develop a welcoming/onboarding process for new families and create a method to act on family feedback	Eagle	\$0	6/30/24	8/15/23	On Track	Assess the needs of new families and connect them with appropriate wrap-around services.	<a href="#">Plan 29</a>
Goal 3.3: STRENGTHEN COMMUNITY RELATIONS AND COMMUNICATIONS	Wider Community	Our district and schools will engage families as true partners in their students' educational experiences.	Identify and implement strategies for parent involvement outside of Title I and develop systems to regularly measure family belonging outside of Title 1 surveys	Tarvin	\$0	6/30/24			Develop and implement PK-12 parent involvement/engagement plans that respond to parents' reported levels of family belonging	<a href="#">Plan 30</a>
Goal 4.1: MAINTAIN FISCAL & OPERATIONAL INTEGRITY AND ACCOUNTABILITY	Wider Community	Investment strategy that will maximize earnings revenue.	Develop and implement processes for regular reviews of current and future investment strategies.	Gibson		6/1/24			Develop and implement a process for regular reviews, alignment, and reporting of current investments.	<a href="#">Plan 31</a>
Goal 4: MAINTAIN FISCAL & OPERATIONAL INTEGRITY AND ACCOUNTABILITY	Wider Community	Establish a stable and secure digital environment for staff, students, and parents in the Raytown School District.	Develop and implement annual security plan that addresses ongoing security concerns while improving accessibility of district resources.	Verlinden	\$5,000	5/30/24			Develop and implement a 2023-2024 security plan that addresses ongoing security concerns uncovered by the K12 audit.	<a href="#">Plan 32</a>

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Goal 4: MAINTAIN FISCAL & OPERATIONAL INTEGRITY AND ACCOUNTABILITY	Wider Community	Establish a stable and secure digital environment for staff, students, and parents in the Raytown School District.	Develop comprehensive documentation on all the critical systems and technology in the school district.	Verlinden	\$3,000	5/30/24			Develop and update playbooks on network management, backups /recoveries, account management, servers/storage, and device deployment.	<a href="#">Plan 33</a>
										<a href="#">Plan 35</a>
		2024/2025	2025/2026		\$308,600					