

| STUDENT PERFORMANCE GOALS | | | | |
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| SP1: Improve student performance in all core curricular areas, while closing existing achievement gaps. | | | | |
| Goal | Objective Number | 2011-12 Objectives | Person(s) Responsible | Division |
| SP1 | Obj. 1 | Design training plan to oversee principals in monitoring implementation of district curriculum and assessment programs, including regular use of walk through observations, mini-observations and formal observations. | Austin, Tammy Burkholder, Stephen Winkler, Bob | |
| SP1 | Obj. 2 | Improve student performance results on Kansas assessments: district reading and district mathematics performance by 3 percentage points proficient; and district writing performance by 5 percentage points proficient. | Austin, Tammy Burkholder, Stephen | |
| SP1 | Obj. 3 | Increase student participation in completing the ACT exam and increase average district scores by .3. Evaluate current supports in place for ACT improvement. (eg.: Prep classes, Explore, ACT). | Austin, Tammy Burkholder, Stephen | |
| SP1 | Obj. 4 | Monitor implementation of the district's curriculum and assessment programs, including regular use of walk through observations, mini, and formal observations. | Principals P-12 | |
| SP1 | Obj. 5 | Monitor school, classroom, and student performance data from the District Benchmark Assessments | Principals P-12 | |
| SP1 | Obj. 6 | Identify and implement targeted strategies to reduce the achievement gap, based on AYP student analysis. | Principals P-12 | |
| SP1 | Obj. 7 | Train school improvement teams and monitor implementation of school improvement plans and strategies. | Burkholder, Stephen Schisler, Nancy | |
| SP1 | Obj. 8 | Set calendar, expectations, and objectives for second year of the plan. | Ford, Julie | |
| SP1 | Obj. 9 | Develop and implement a formal process for teacher collaboration to occur in each building. | P-12 Administrators Schisler, Nancy | |
| SP2: Improve student attendance and graduation rates, while closing existing achievement gaps. | | | | |
| SP2 | Obj. 1 | Integrate graduation survey results into data reports. | Erickson, Juanita | |
| SP2 | Obj. 2 | Improve the process for identifying and serving homeless, unattended, and emancipated youth. | Haberman, Roseann | |
| SP2 | Obj. 3 | Coordinate and monitor the first year of implementation of the Center of Restorative Education. | Erickson, Juanita | |

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| SP2 | Obj. 4 | Reduce truancy an additional 5% over prior year. | Principals 9-12 Erickson, Juanita | |
| SP2 | Obj. 5 | Coordinate and monitor truancy patterns in the district. | Erickson, Juanita | |
| SP2 | Obj. 6 | Develop and implement a statistical model for weekly review of attendance data. | Erickson, Juanita | |
| SP2 | Obj. 7 | Develop strategies specific to secondary schools to emphasize need for regular attendance. | Erickson, Juanita | |
| SP2 | Obj. 8 | Identify where challenging student behaviors occur and design a plan to address the challenges. (Focus on data sources, locations of challenging behaviors, and strategies to improve.) | Principals 6-12 | |
| SP2 | Obj. 9 | Increase daily average attendance by 2%. (Focus on truancy plan and how better to engage students into the learning process.) | Principals 9-12 | |
| SP3: Improve the readiness of all students for postsecondary education and future careers. | | | | |
| SP3 | Obj. 1 | Study national and state models for high school reform with the District Citizens Advisory Council. | Burkholder, Stephen | |
| SP3 | Obj. 2 | Participate in the Kansas Learning Network to study high school reform and explore with other urban high schools the concept of the I-70 Corridor Learning Project. | Ford, Julie Burkholder, Stephen | |
| SP3 | Obj. 3 | Continue to expand and market Dual Language Programs. | Burkholder, Stephen Curry, Anita | |
| SP3 | Obj. 4 | Continue to expand and market Career and Technical Education programs. | Burkholder, Stephen Fish, Gloria | |
| SP3 | Obj. 5 | Assess current high school programs, offerings, and support for equitable access by all TPS students. | Ford, Julie Burkholder, Stephen | |
| SP3 | Obj. 6 | Devise a Topeka Public Schools vision for post-secondary education and future careers. | Ford, Julie Burkholder, Stephen | |
| SP4: Improve student wellness, including their physical and social-emotional well-being. | | | | |
| SP4 | Obj. 1 | Implement District Health Council recommendations. | Austin, Tammy | |
| SP4 | Obj. 2 | Evaluate district bullying protocols and trainings and implement recommended changes. | Haberman, Rosanne | |
| SP4 | Obj. 3 | Monitor implementation of new bullying/sexting policies. | Haberman, Rosanne | |
| SP4 | Obj. 4 | Continue emphasis on health related activity communications and expand communication externally. | Austin, Tammy Harbaugh, Ron | |
| SP4 | Obj. 5 | Expand "Fresh Fruit and Vegetable" program to other schools and increase participants. | Jahnke, Niki | |
| SP4 | Obj. 6 | Emphasize high school onsite lunch participation. Determine if closing lunch is a priority with the community and board. | Austin, Tammy | |

| SP4 | Obj. 7 | Annually review Body Mass Index data and reporting tools and recommend changes for improvement. | Jahnke, Niki | |
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| SP4 | Obj. 8 | Annually provide Continuing Nursing Education opportunities to enhance nursing staff's level of expertise. | Putnam, Julie | |
| SP4 | Obj. 9 | Annually update nursing clinics as indicated to meet health care needs of students. | Putnam, Julie | |
| SP4 | Obj. 10 | Continue to collaborate with Kansas Department of Health & Environment and Shawnee County Health Agency to explore options for improving the student's level of wellness. | Putnam, Julie | |
| SP4 | Obj. 11 | Monitor compliance of health and safety guidelines for student athletes. | Putnam, Julie Litfin, Jeff | |
| TEACHING AND LEARNING GOALS | | | | |
| TL1: Implement rigorous, aligned, culturally inclusive P-12 curriculum for all curricular areas. | | | | |
| Goal | Objective Number | 2011-12 Objectives | Person(s) Responsible | Division |
| TL1 | Obj. 1 | Continue to design and implement each of the four core P-12 curricular and assessment programs. | Burkholder, Stephen | |
| TL1 | Obj. 2 | Create and pilot dashboards at HPHS for ongoing efficiency monitoring and investigate if the process can be implemented district-wide. | Perbeck, Deborah | |
| TL1 | Obj. 3 | Monitor and upgrade online instructional programs at HPHS, and investigate if programs can be replicated throughout the district. | Perbeck, Deborah | |
| TL1 | Obj. 4 | Implement a specialized curriculum and identify resources for each signature school that is aligned with its concept. | Ford, Julie Austin, Tammy Burkholder, Stephen | |
| TL2: Implement formative and summative assessment systems that improve teaching and learning. | | | | |
| TL2 | Obj. 1 | Monitor implementation of District Benchmark Assessments for reading and mathematics in grades 3–11. | Burkholder, Stephen Winkler, Bob | |
| TL2 | Obj. 2 | Develop and implement a program evaluation model, based on Special Education, ELL, and Gifted protocols, to be used with other programs and activities. | Burkholder, Stephen | |
| TL2 | Obj. 3 | Implement revised District Benchmark Assessment. Devise and implement a plan to share results and identify how to use those results. | Burkholder, Stephen Winkler, Bob | |
| TL2 | Obj. 4 | Develop the capacity of the consulting teachers and C & A team members to successfully lead their C&A processes. | Burkholder, Stephen Schisler, Nancy | |
| TL2 | Obj. 5 | Develop protocols to assist staff with consistent analysis of student work. | Burkholder, Stephen Schisler, Nancy Winkler, Bob | |

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| TL2 | Obj. 6 | Implement new District Performance Assessments in grades 1-12. | Burkholder, Stephen Winkler, Bob | |
| TL3: Provide students and staff with 21st Century technology that improves learning opportunities. | | | | |
| TL3 | Obj. 1 | Monitor implementation of district's Technology Plan. | Rousseau, James | |
| TL3 | Obj. 2 | Implement a one-to-one electronic device pilot in HPHS with SIG grant and plan for replication in future. | Rousseau, James Perbeck, Deborah | |
| TL3 | Obj. 3 | Continue to develop and implement distance learning and on-line course offerings. | Burkholder, Stephen Perbeck, Deborah | |
| TL3 | Obj. 4 | Improve utilization of technology in the teaching and learning process, including professional development for teachers, adequate support, repair, and replacement of devices. | Burkholder, Stephen Rousseau, James | |
| TL4: Restructure the P-12 ELL Program instructional delivery services, including manageable teaching ratios. | | | | |
| TL4 | Obj. 1 | Coordinate and monitor implementation of the ELL instructional delivery models. | Curry, Anita | |
| TL4 | Obj. 2 | Coordinate and monitor implementation of ELL program review components including professional development, staffing, instructional resources, instructional delivery, and identification. | Curry, Anita | |
| TL4 | Obj. 3 | Improve student identification for ELL and migrant programs and enhance services to students and their families. | Curry, Anita | |
| TL4 | Obj. 4 | Monitor ELL enrollment and evaluate placement of programs within the district. | Curry, Anita | |
| TL4 | Obj. 5 | Create and evaluate district-wide Welcome Center for all non-English speaking families. | Curry, Anita | |
| TL4 | Obj. 6 | Increase professional development opportunities for non-ELL staff in strategies and techniques to improve learning for ELL and migrant children. | Curry, Anita Burkholder, Stephen | |
| TL5: Implement a continuum of instructional delivery services for K-12 gifted education. | | | | |
| TL5 | Obj. 1 | Implement recommendations of K-12 gifted programs reviews. | Aldridge, Linda Barnhart, Jennifer | |
| TL6: Restructure the P-12 special education instructional delivery services. | | | | |
| TL6 | Obj. 1 | Implement P-12 special education program recommendations. | Aldridge, Linda Barnhart, Jennifer | |

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| TL7: Implement an intervention support system (e.g., MTSS) for regular education students needing intense remediation | | | | |
| TL7 | Obj. 1 | Broaden committee to meet requirements for District Improvement Plan. | Burkholder, Stephen Aldridge, Linda Goodwin, Karen | |
| TL7 | Obj. 2 | Write District Improvement Plan required by state to implement intervention support system - Topeka Tiered System of Support (T.T.S.S). | Burkholder, Stephen Aldridge, Linda Goodwin, Karen | |
| TL7 | Obj. 3 | Implement T.T.S.S. model at ten TPS Schools. | Burkholder, Stephen Aldridge, Linda Goodwin, Karen | |
| TL8: Expand and integrate a full continuum of early childhood education opportunities. | | | | |
| TL8 | Obj. 1 | Develop plan for better alignment of preschool services with the P-12 program. | Thompson, Tina | |
| TL8 | Obj. 2 | Identify a minimum of two (2) funding sources necessary to expand early childhood programs and services. | Thompson, Tina | |
| TL8 | Obj. 3 | Investigate funding sources to expand early childhood programming at KANZA site. | Robbins, Larry Thompson, Tina | |
| TL8 | Obj. 4 | Study feasibility of childcare program for children of district employees. | Robbins, Larry Thompson, Tina | |
| HUMAN RESOURCES | | | | |
| HR1: Improve staff instructional capacity and quality of teaching through a strategic, results-based professional development program. | | | | |
| Goal | Objective Number | 2011-12 Objectives | Person(s) Responsible | Division |
| HR1 | Obj. 1 | Develop written plan and process, coordinating the school improvement plans with curriculum and assessment work. | Burkholder, Stephen Schisler, Nancy | |
| HR1 | Obj. 2 | Update professional development program in the curricular and assessment areas of mathematics, language arts, science, social studies. | Burkholder, Stephen Schisler, Nancy | |
| HR1 | Obj. 3 | Lead the school improvement process by ensuring quality professional development for each school improvement objective. | Principals P-12 | |
| HR1 | Obj. 4 | Continue to implement the district's school improvement process. | Burkholder, Stephen Schisler, Nancy | |
| HR1 | Obj. 5 | Budget for professional development of approved school improvement strategies. | Burkholder, Stephen Schisler, Nancy | |

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| HR1 | Obj. 6 | Continue to provide professional development to support the school improvement process. | Burkholder, Stephen Schisler, Nancy | |
| HR1 | Obj. 7 | Continue to improve and evaluate the mentor teacher program. | Schisler, Nancy Young, Betty | |
| HR1 | Obj. 8 | Continue to improve and evaluate the effectiveness of the PDC | Young, Betty | |
| HR1 | Obj. 9 | Continue to improve and evaluate My Learning Plan | Young, Betty | |
| HR2: Expand the role of principals (and teacher leaders) as instructional leaders and then evaluate them based on these expectations. | | | | |
| HR2 | Obj. 1 | Implement mentor program for new administrators. | Austin, Tammy | |
| HR2 | Obj. 2 | Coordinate Leadership Academy I with new administrator mentoring program. | Austin, Tammy | |
| HR2 | Obj. 3 | Create and implement observation expectations for administrators as it relates to formal observations (evaluation system/professional agreement) and informal observations; walkthroughs and mini-observations. Develop monitoring instruments to assist administrators. | Austin, Tammy | |
| HR2 | Obj. 4 | Continue to provide high quality principal professional development. | Austin, Tammy Burkholder, Stephen | |
| HR2 | Obj. 5 | Develop capacity of consulting teachers and all other curriculum and assessment leaders. | Burkholder, Stephen Schisler, Nancy | |
| HR2 | Obj. 6 | Evaluate principals according to district guidelines. | Austin, Tammy Erickson, Juanita Perbeck, Deborah | |
| HR2 | Obj. 7 | Complete Minority Leadership Program training of inaugural class participants and begin selection process of participants for year two. | Robbins, Larry Austin, Tammy | |
| HR2 | Obj. 8 | Assist administrators with communicating expectations and evaluating performance. | Austin, Tammy Erickson, Juanita Perbeck, Deborah | |
| HR3: Recruit, continually develop, supervise, retain, and competitively compensate all staff. | | | | |
| HR3 | Obj. 1 | Pilot the KSDE Leadership Evaluation Tool and form a team to review and redesign the administrator evaluation system. | Austin, Tammy Perbeck, Deborah | |
| HR3 | Obj. 2 | Pilot the KSDE Teacher Evaluation Tool at HPHS and participate in a team to review and redesign the teacher evaluation system so it includes student performance results. | Austin, Tammy Perbeck, Deborah | |
| HR3 | Obj. 3 | Facilitate, coordinate and implement the TPS Leadership Academy in partnership with | Austin, Tammy | |

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| | | Kansas State University in January 2012. | | |
| HR3 | Obj. 4 | Evaluate our new marketing approach for recruiting staff and adjust as necessary. | Robbins, Larry Nolan, Carla | |
| HR3 | Obj. 5 | Develop annual report on certified and classified attrition rates. | Robbins, Larry Nolan, Carla | |
| HR3 | Obj. 6 | Implement the first year of a two-year plan to adjust salaries and pay ranges for administrators. | Robbins, Larry Nolan, Carla | |
| HR3 | Obj. 7 | Identify and evaluate an effective Human Resource Information System. | Nolan, Carla Rousseau, James | |
| HR3 | Obj. 8 | Develop an electronic system for processing personnel recommendations. | Nolan, Carla Rousseau, James | |
| HR3 | Obj. 9 | Implement screening of personnel through National Screening Bureau. | Nolan, Carla | |
| HR3 | Obj. 10 | Create and design a four-hour human resources training module for administrators and teachers. | Nolan, Carla | |
| HR3 | Obj. 11 | Improve the supervision and growth of certified staff through the use of the evaluation process. | Principals P-12 | |
| HR3 | Obj. 12 | Continue work on evaluation system that satisfies contractual agreement. | Robbins, Larry Austin, Tammy | |
| HR3 | Obj. 13 | Continue focus on items that positively impact student achievement. | Robbins, Larry Austin, Tammy | |
| HR3 | Obj. 14 | Implement enhanced health insurance program. | Robbins, Larry | |
| HR3 | Obj. 15 | Develop succession plan to have personnel prepared for internal upward mobility. | Ford, Julie Robbins, Larry | |
| HR3 | Obj. 16 | Implement budget strategies that place TPS at the top of the compensation ladder for administrators, teachers, and classified personnel working in Shawnee County. | Robbins, Larry | |

EFFICIENCY AND INFRASTRUCUTRE

EI1: Implement a computer system and software to support business operations, human relations operations, and student data needs.

| Goal | Objective Number | 2011-12 Objectives | Person(s) Responsible | Division |
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| EI1 | Obj. 1 | Increase district revenue projections from Medicaid reimbursed services by 5%. | Barnhart, Jennifer | |
| EI1 | Obj. 2 | Monitor the implementation PowerSchool with teachers, students, parents, administrators, secretaries, and counselors. | Rousseau, James Burkholder, Stephen Perbeck, Deborah | |
| EI1 | Obj. 3 | Provide technical leadership and support to refine and expand use of PowerSchool. | Rousseau, James | |

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| | | | Burkholder, Stephen Perbeck, Deborah | |
| E11 | Obj. 4 | Provide data support for the PowerSchool implementation. | Rousseau, James Burkholder, Stephen Perbeck, Deborah | |
| E11 | Obj. 5 | Coordinate the identification, application and receipt of grants. Secure a minimum of two competitive grants. | Burkholder, Stephen Wallace, Billie | |
| E11 | Obj. 6 | Monitor implementation of high tech classrooms at French. | Rousseau, James Principal | |
| E12: Assess conditions and usage of school facilities and then close and/or repurpose schools to reflect declining enrollment and budget, with possible changes in grade level configurations. | | | | |
| E12 | Obj. 1 | Implement the second year of school closing recommendations. | Ford, Julie | |
| E12 | Obj. 2 | Continue implementation of plan to utilize the Kanza Property. | Ford, Julie Robbins, Larry | |
| E12 | Obj. 3 | Coordinate KANZA property development to include marketing and sale of building sites, design and development of an Education Center, and demolish Erickson buildings. | Ford, Julie Robbins, Larry | |
| E12 | Obj. 4 | Remodel the Meals On Wheels kitchen at Kanza Education and Science Park. | Robbins, Larry Jahnke, Niki | |
| E12 | Obj. 5 | Develop systems to keep federal program monies and Meal On Wheels (MOW) dollars separated in financial accounting | Robbins, Larry Jahnke, Niki | |
| E12 | Obj. 6 | Continue to monitor transportation changes. | Robbins, Larry | |
| E12 | Obj. 7 | Return year-end monies to General Fund at a rate of 1%-5% of budget. | Robbins, Larry | |
| E12 | Obj. 8 | Monitor facilities cleanliness and recognize outstanding custodial staff. | Albert, Chris | |
| E12 | Obj. 9 | Expand Sharefest participation with an additional ten schools scheduled for 2011-12. | Austin, Tammy | |
| E12 | Obj. 10 | Assist administrators with communicating expectations and evaluating performance. | Ford, Julie Robbins, Larry | |
| E12 | Obj. 11 | Develop plan for closure and repurposing of Avondale East Elementary School including a timetable and communication plan. | Ford, Julie Robbins, Larry | |
| E12 | Obj. 12 | Complete feasibility study of middle schools. | Ford, Julie Robbins, Larry | |
| E12 | Obj. 13 | Provide legal consideration concerning options regarding school closure, school repurposing, school boundaries, placement of special programs, and other issues related to school closure. | Kelly, Cindy | |

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| EI2 | Obj. 14 | Provide data that details enrollment projections for next five years with any potential demographic changes. | Kipp, Aaron | |
| EI2 | Obj. 15 | Review current enrollment procedures to ensure court-ordered "balance" across the district. | Kelly, Cindy Kipp, Aaron | |
| EI2 | Obj. 16 | Analyze the placement of all special programs for usage and appropriateness. | Aldridge, Linda Burkholder, Stephen | |
| EI2 | Obj. 17 | Coordinate the renaming of all repurposed facilities. | Robbins, Larry | |
| EI2 | Obj. 18 | Ensure facilities meet expectations for concept of each signature school. | Ford, Julie Robbins, Larry Austin, Tammy Burkholder, Stephen | |
| EI3: Improve the safety and security for students and staff. | | | | |
| EI3 | Obj. 1 | Coordinate implementation of new security systems to include surveillance, key fobs, lighting, securing parking lots, and ongoing building inspections at TWHS and THS in 2011-12. | Albert, Chris | |
| EI3 | Obj. 2 | Complete intercom project throughout district. | Albert, Chris | |
| EI3 | Obj. 3 | Implement Safe Streets Initiatives and expand partnership to include co-location at Avondale East Elementary School. | Robbins, Larry Harbaugh, Ron | |
| EI3 | Obj. 4 | Implement recommendations from safety report. | Albert, Chris | |
| EI3 | Obj. 5 | Provide oversight and training following the implementation of new surveillance systems at TWHS and THS and develop plan for middle school surveillance system installation. | Albert, Chris | |
| EI3 | Obj. 6 | Expand volunteer police officer program. | Brown, Ron | |
| EI3 | Obj. 7 | Expand home visits in October and February to address truancy concerns. | Erickson, Juanita Brown, Ron | |
| EI3 | Obj. 8 | Integrate Safe Streets information into school information for parents. | Harbaugh, Ron | |
| EI3 | Obj. 9 | Train all principals and other district staff in Incident Command System 100 (ICS 100) and integrate crisis awareness and training into 80% of principal meetings . | Austin, Tammy Brown, Ron Litfin, Jeff | |