

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

STRATEGIC PLAN PROGRESS SEPTEMBER 2011

STUDENT PERFORMANCE GOALS	
Improve students' performance in all core curricular areas, while closing existing achievement gaps.	
2010-11 Objective	Progress
Design training plan to oversee principals in monitoring implementation of district curriculum and assessment programs, including regular use of walk through observations, and cadre groups.	Partially Accomplished
Improve student performance results on Kansas assessments: district reading performance 3%; district mathematics performance 5%; district writing performance 3%.	Partially Accomplished Improved writing performance by 3%
	New
Monitor implementation of the district's curriculum and assessment programs, including regular use of walk through observations and principal cadres.	Partially Accomplished
Monitor school, classroom, and student performance data from the District Benchmark Assessments.	Ongoing
Identify and implement targeted strategies to reduce the achievement gap, based on AYP student analysis.	Ongoing
Train school improvement teams and monitor implementation of school improvement plans and strategies.	Ongoing
Design plan for implementing district strategic plan.	Accomplished
Improve students' attendance and graduation rates, while closing existing achievement gaps.	
2010-11 Objective	Progress
Conduct graduate survey.	Accomplished
Improve the process for identifying homeless students.	Ongoing
Coordinate and develop a Day Reporting School in cooperation with community agencies for planned implementation in August 2011.	Accomplished
	New
Reduce truancy by 10%. Identify current truancy protocols, research models that are working across the country, and implement the most effective practices. Coordinate practices with PowerSchool. Develop and implement statistical model for weekly review of attendance data.	Accomplished
Reduce suspensions and expulsions by 10%.	Accomplished
Improve the readiness of all students for postsecondary education and future careers.	

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Implementation set for 2011-12	
Improve students' wellness, including their physical and social-emotional well-being.	
2010-11 Objective	Progress
Implement recommendations of the District Health Council according to their timeline.	Ongoing
Review district bullying protocols and trainings and implement recommended changes.	Partially Accomplished
Develop and implement new Bullying/sexting policies.	Accomplished
Promote district wellness activities.	Partially Accomplished
Coordinate NFUSSD Conference on wellness.	Accomplished
Develop a program with elementary school principals to meet requirements of a "Fresh Fruit and Vegetable" grant.	Accomplished
Coordinate with kitchen managers to develop school specific programs designed to increase student involvement and create higher participation in onsite lunch program.	Partially Accomplished
Review Body Mass Index data and reporting tools and recommend changes for improvement.	Ongoing
Provide Continuing Nursing Education opportunities to enhance nursing staff's level of expertise	Ongoing
Update nursing clinics as indicated to meet health care needs of students.	Ongoing
Partner with KDHE and SCHA to explore options for improving the student's level of wellness.	Ongoing
TEACHING AND LEARNING GOALS	
Implement rigorous, aligned, culturally inclusive P-12 curriculum for all curricular areas.	
2010-11 Objective	Progress
Lead the design and implementation of each of the four core P-12 curricular and assessment programs.	Partially Accomplished
Create dashboards for ongoing efficiency monitoring.	Partially Accomplished
Assess online curriculum and instruction programs for possible implementation.	Partially Accomplished
Implement formative and summative assessment systems that improve teaching and learning.	
2010-11 Objective	Progress

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Design and implement benchmarks assessments for reading and mathematics in grades 3–11.	Partially Accomplished
Develop and implement a program evaluation model to be used with various programs and activities.	Not accomplished
Coordinate design of formative assessments for classroom use.	Partially Accomplished
Develop the capacity of the consulting teachers	Partially Accomplished
Coordinate and implement a process for the analysis of student work.	Partially Accomplished
Implement Scantron assessments in grades 3-9.	Partially Accomplished
Provide students and staff with 21st Century technology that improves learning opportunities.	
2010-11 Objective	Progress
Develop an implementation schedule for current Technology Plan.	Accomplished
Coordinate technology implementation of HPHS SIG grant.	Accomplished
Develop and implement distance learning and on-line course offerings.	Partially Accomplished
Develop and implement plan for improving technology use in the district.	Partially Accomplished
Restructure the P-12 ELL Program instructional delivery services, including manageable teaching ratios.	
2010-11 Objective	Progress
Coordinate and monitor implementation of the ELL instructional delivery models.	Partially Accomplished
Coordinate and monitor implementation of ELL program review components including professional development, staffing, instructional resources, instructional delivery, and identification.	Partially Accomplished
Develop plan for evaluation of ELL site locations in coordination with Cindy, Aaron and the Wilson evaluation of facilities.	Accomplished
Investigate feasibility of creating a district-wide Welcome Center.	Accomplished
Implement a continuum of instructional delivery services for K-12 gifted education.	
2010-11 Objective	Progress
Complete K-12 gifted program review.	Accomplished
Coordinate and monitor implementation of Gifted program review components including professional development, staffing, instructional resources, and identification process.	Partially Accomplished
Restructure the P-12 special education instructional delivery services	
2010-11 Objective	Progress

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Coordinate and monitor implementation of Special Education program review components including instructional delivery models, professional development, staffing, instructional resources, and the identification process.	Partially Accomplished
Coordinate and monitor implementation of our special education instructional delivery models, e.g., co-teaching.	Partially Accomplished
Complete P-12 Special Education program review.	Partially Accomplished
Implement an intervention support system (e.g., MTSS) for regular education students needing intense remediation	
Formed study committee and identified process and major components on Topeka Tiered System of Support (T.T.S.S.)	Partially Accomplished
Expand and integrate a full continuum of early childhood education opportunities	
2010-11 Objective	Progress
Develop plan for better coordination of P-12 services.	Partially Accomplished
Identify a minimum of 2 funding sources necessary to expand preschool services: Kansas Preschool Program, RCBBI, PAT, 4 Year Old At Risk, PreK Pilot.	Partially Accomplished
Identify facilities necessary to expand preschool services, including the possible development and initiation of program at the KANZA property for implementation in August 2011.	Partially Accomplished
Develop a child care program for children of district employees for implementation in August 2011.	Not Accomplished
HUMAN RESOURCES	
Improve staff instructional capacity and quality of teaching through a strategic, results-based professional development program	
2010-11 Objective	Progress
Develop written plan and process, coordinating the school improvement plans with curriculum and assessment work.	Ongoing
Update professional development program in the curricular and assessment areas of mathematics, language arts, science, social studies.	Ongoing
Lead the school improvement process by ensuring quality professional development for each school improvement objective.	Ongoing
Oversee and implement the district's school improvement process.	Partially Accomplished
Design and provide professional development to support the school improvement process.	Ongoing
Improve the mentor teacher program.	Partially Accomplished
Improve effectiveness of PDC	Partially Accomplished
Improve use of My Learning Plan	Partially Accomplished

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TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Expand the role of principals (and teacher leaders) as instructional leaders and then evaluate them based on these expectations	
2010-11 Objective	Progress
Create and implement mentor program for new administrators. Coordinate with Leadership Academy	Partially Accomplished
Expand cadre program with classroom walk throughs.	Accomplished
Provide principal professional development.	Ongoing
Develop capacity of consulting teachers and all other curriculum and assessment leaders.	Partially Accomplished
Evaluate principals and lead walk-through principal cadre group.	Ongoing
Plan and implement Minority Leadership Development Program.	Partially Accomplished
Recruit, continually develop, supervise, retain, and competitively compensate all staff.	
2010-11 Objective	Progress
Redesign administrator evaluation system.	Partially Accomplished
Collaborate with NEA-Topeka to design a teacher evaluation system to include student performance results.	Partially Accomplished
Redesign marketing approach for recruitment.	Accomplished
Evaluate current retention systems in district.	Accomplished
Evaluate and redesign administrator pay scales and systems.	Accomplished
Assess and redesign, as needed, the human resources function across the district.	Partially Accomplished
Assess screening process and recommend improvements as necessary.	Accomplished
Improve the supervision and growth of certified staff through the use of the evaluation process.	Partially Accomplished
Develop evaluation system that includes student achievement results (SIG)	Partially Accomplished
Redesign methods of negotiations ensuring competitive compensation for all employee groups.	Partially Accomplished
Design plan for implementation of changes in health insurance, e.g., health risk assessment and follow-up reporting.	Partially Accomplished
EFFICIENCY AND INFRASTRUCUTRE	
1. Implement a computer system and software to support business operations, human relations operations, and student data needs	
2010-11 Objective	Progress

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Increase district revenue from Medicaid reimbursement by 5%.	Accomplished
Implement PowerSchool program with teachers, students, parents, administrators, secretaries, office personnel, and counselors.	Partially Accomplished
Provide technical leadership for Power School refinement and expanded use.	Partially Accomplished
Provide data support for the PowerSchool implementation.	Partially Accomplished
Create dashboards for ongoing efficiency monitoring at HPHS.	Partially Accomplished
Coordinate the identification, application and receipt of grants. Secure a minimum of 2 competitive grants.	Ongoing
Provide students and staff with 21 st century technology that improves teaching methods and learning opportunities to help achieve educational mission.	Partially accomplished
2. 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.	
2010-11 Objective	Progress
Develop and implement plan for school closings.	Partially Accomplished
Develop and implement plan for the Kanza Property.	Partially Accomplished
Coordinate KANZA property development to include building demolition, remodeling and/or sale.	Partially Accomplished
Design the MOW (Meal On Wheels) kitchen at Kanza Education and Science Park	Partially Accomplished
Facilitate reduction in transportation pick-up from 1.5 miles to 1.0 miles.	Accomplished
Manage assigned budget. Limit spending to budget parameter.	Accomplished
Assess and improve cleanliness of facilities.	Ongoing
Develop communication plan and transition plan regarding possible school closure.	Accomplished for Lundgren, Linn, and Quinton Heights
Provide legal consideration concerning options regarding school closure, school repurposing, school boundaries, placement of special programs, and other issues related to school closure.	Ongoing as Facility Plan unfolds
Provide data support for possible school closure.	Ongoing as Facility Plan unfolds
Review current enrollment procedures to ensure court-ordered “balance” across the district.	Ongoing as Facility Plan unfolds
Review placement of special programs.	Ongoing as Facility Plan unfolds
Coordinate the process for possible school closure to include planning for transportation, budget, boundaries, grade configuration, and the sale of properties.	Ongoing as Facility Plan unfolds
3. Improve the safety and security for students and staff	
2010-11 Objective	Progress

TOPEKA PUBLIC SCHOOLS STRATEGIC PLAN UPDATE

Coordinate implementation of new security systems to include surveillance, key FOBs, lighting, securing parking lots, and on-going building inspections at HPHS	Accomplished
Develop-partnership with TPD and Community, e.g., Safe Streets	Accomplished
Create plan for implementation of safety report.	Accomplished
Provide oversight and training following the implementation of new surveillance systems.	Partially Accomplished
Collaborate with community groups to improve safety in the district.	Partially Accomplished
Ensure that quality crisis plans are in place at both the district and school levels.	Accomplished Annually updated