

<b>Focus Area #1:</b>	College and Career-Ready Students
<b>Goal Statement:</b>	The GSD #231 will provide a variety of quality opportunities in academics and life skills in order to ensure students are ready to excel with future goals and to serve as productive citizens.

**Objectives:**

- GSD will ensure that students are able to excel academically, so they can develop the skills that will support all areas of students' lives in all grades K-12.
- GSD will academically prepare students to be successful when taking college-placement and job-placement exams such as PSAT (Preliminary SAT), SAT, ASVAB (Armed Services Vocational Aptitude Battery Test), ACT, etc.
- GSD schools will offer programs that provide students with life skills, such as critical thinking, personal finance, resiliency, and workplace soft skills.
- GSD schools will help students develop plans for their future and support all post high-school options including career and technical programs, college preparation, military, and workplace training.

**2023-2024 Tasks**

1. Add personal finance class for high school graduates-
  - *Was added this year*
2. Continue partnership with CSI-
  - *Concurrent credit- offer 18 classes at the high school*
  - *Liaison at high school 2 days a week*
  - *CNA, ELL and GED courses offered in the evenings at the high school*

<b>Focus Area #2:</b>	Recruitment, Development and Retention of High-Quality Staff/Faculty
<b>Goal Statement:</b>	The GSD #231 will actively recruit, hire, and retain professional, engaged, and effective team members in all areas.

**Objectives:**

- GSD will support collaboration on best practices, professional development, and rigorous instruction that fit within the strategic plan at the district, building, and team levels.
- GSD will develop strong recruitment practices, including maintaining competitive salaries and benefits and utilizing all available options to become the district of choice for employees.
- GSD will effectively utilize the evaluation process to identify strengths and weaknesses in an effort to ensure staff members reach their full potential through continuous improvement.

**2023-2024 Tasks**

1. Provide district wide professional development opportunities for staff-
  - *January 19th - Gerry Brooks*
  - *February 9th - Ruby Payne*
2. Continue to implement district mentor program-
  - *Seventeen teachers being mentored*
3. Continue to reimburse certificated staff for approved credits -
  - *\$1125 reimbursed this year*
4. Continue to foster and encourage a “grow your own” philosophy within the district to fill teaching positions -
  - *nine out of the seventeen teachers being mentored are from Gooding*

<b>Focus Area #3:</b>	Facilities/Safety
<b>Goal Statement:</b>	The GSD #231 will provide a safe, clean and secure school environment in up to date facilities, that are well-maintained and efficiently utilized, while proactively planning for the future.

**Objectives:**

- GSD will prioritize the health and safety of students and staff as part of the overall facilities plan.
- GSD will update plans for emergency communications between buildings, classrooms, and first responders.
- GSD will focus on school safety and security in order to maintain and enhance an overall positive and successful learning environment.
- GSD will implement long-term planning for facility maintenance and future building through collaborative efforts with all stakeholders.

**2023-2024 Task**

1. The board will revisit facility needs and improvements to determine next steps -
  - *The District started working with an architect and construction management firm on plans to provide facility updates and improvements in the fall of 2023.*
  - *Board approved in March going out for bids for parking lot improvements, high school gym floor replacement and roof repair at the GEMS building.*
  - *Board approved purchasing a bus in October.*
2. Update district safety and emergency operations plan-
  - *A committee has been formed that has met twice since January.*
3. Continue emergency response training for staff using the ALICE protocol -
  - *All buildings are and have been doing this. It is incorporated into our emergency operations plan as well.*
4. Apply for the Securing Our Future grant to update door access hardware in school buildings -
  - *We applied for and received \$80,000*
5. Apply for second round of the Securing Our Future grant to update the fire system and public announcement system in school buildings-
  - *Our application was not submitted due to quotes not arriving in time. Will try again if there is another round of applications.*

<b>Focus Area #4:</b>	Communication
<b>Goal Statement:</b>	The GSD #231 will actively engage and collaborate with all people involved in the education and support of students.

**Objectives:**

- GSD will implement a marketing and community engagement strategy to promote the district.
- GSD will provide and effectively utilize communication tools to support consistent and timely school and district-level communication.

**2023-2024 Tasks**

1. Superintendent will communicate at least three times a year on the progress of the district through social media, district website, newspaper, newsletters and Bright Arrow.
  - *Three superintendent letters went out in August, December and June*
  - *“Did You Know....” posts on district Facebook page*
2. Update district website-
  - *All sections have been updated to some degree. We added a staff directory tab with everyone’s name, picture, role, phone extension and building they work in. Our course, subject/grade level outlines will be added by August 2024*
3. Use the district website, social media and local newspaper to promote the district.
  - *Articles submitted to the local newspaper twice a month*
  - *Bright Arrow is the system the district uses to communicate to parents, students and staff through phone messages, emails and text messages.*
  - *District, school and athletic Facebook pages are used*
  - *District “news” section on the website*

<b>Focus Area #5:</b>	Financial Responsibility
<b>Goal Statement:</b>	The GSD #231 will be responsible and accountable for district resources while providing transparency and community engagement to support the district's needs and the strategic plan.

**Objectives:**

- GSD will plan for future sustainability by prioritizing maintaining the fund balance.
- GSD will utilize all funds (Federal, State, local) in compliance with the specific revenue streams to support the overall financial health of the District.
- GSD will maintain a clear and transparent budget process.

**2023-2024 Tasks:**

1. District budget, yearly audit report, master labor agreement, monthly financials, vendor and personnel contracts will be posted on the district website -
  - *This is being done <https://gsd231.org/fiscal-accountability/>*
2. Continue to focus remaining ESSER dollars according to the district ESSER plan -
  - *All but \$9,000 has been expended. The rest will be encumbered by September 2024*

<b>Focus Area #6:</b>	Quality Learning Opportunities
<b>Goal Statement:</b>	The GSD #231 will provide resources and strategies to support high academic achievement within a positive culture and learning environment.

**Objectives:**

- GSD will work to ensure the curriculum is vertically and horizontally aligned so students continually build knowledge K-12.
- GSD will support the integration of technology within the curriculum in a systematic way for all students including navigating different platforms and digital citizenship in a way that addresses student learning needs.
- GSD will continue to focus on and implement strategies, programs and plans that help foster a positive culture and learning environment for all students and staff.
- GSD will continue to strive for growth in all academic measures. To include, but are not limited to, IRI, ISAT, PSAT, SAT, graduation rates and school based assessments.

**2023-2024 Tasks**

1. Subject area/grade level pacing calendars will be available on the district website at the beginning of the 24/25 school year
  - *Pacing calendars are completed and will be posted on the district website in August 2024*
2. Superintendent, principals and counselors will identify, implement, monitor and communicate student achievement targets, goals and progress.
  - *This is being done through parent teacher conferences, implementing a district strategic plan, the three superintendent letters sent out each year, the monthly superintendent report for each board meeting, presentations from administrators and directors at board meetings and building level newsletters/social media.*
3. Each school will continue to implement and evaluate their academic and behavioral support systems
  - *Every building has an effective process for utilizing Professional Learning Communities to help with this task. Each is in a different place because of the specific needs each building/grade level/subject area has. The elementary applied and received a grant for their teacher leaders to attend an institute this summer to continue their work around Professional Learning Communities.*