

Focus Area #1:	College and Career-Ready Students
Goal Statement:	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.

2024-2025 Tasks

1. Continue focusing on:
 - a. Increasing percentage of students who complete dual credit classes
 - i. Increased by half a percent from last year, 72% to 72.4%
 - b. Increasing the number of college credits/certificates earned by students
 - i. 777 credits earned
 - ii. 12 Career Technical Education workforce readiness diplomas awarded. Up from 3 last year.
 - c. The use of student four year plans in grades 8-12
 - i. 100%
 - d. Increasing FAFSA completion rate
 - i. This dropped from 64 to 55% this year
 - e. Maintaining CTE programs and increase number of students participating in them
 - i. Kept all 4 Programs
 1. Agricultural Education- numbers steady
 2. Health Occupations- numbers steady
 3. Foods and Nutrition- numbers steady
 4. Cabinetry - numbers increased
 - f. Increasing graduation and positive placement rates for graduating seniors
 - i. Don't have this year's data yet, will update in the fall.

Focus Area #2:	Recruitment, Development and Retention of High-Quality Staff/Faculty
Goal Statement:	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.

2024-2025 Tasks

1. Utilize the 23-24 district certified staff professional development survey to prioritize district, building and individualized professional development
 - a. 8-5 District Breakfast meeting and speaker, district fair
 - b. 9-13 EL .5 day/building .5 day
 - c. 10-11 Parent Teacher Conference
 - d. 11-15 EL .5 day/building .5 day
 - e. 1-17 Resiliency .5 day/building .5 day
 - f. 2-7 ALICE .5 day/building .5 day
 - g. 3-14 Parent Teacher Conferences/ Counselor, Adm, Front Office .5 day training
 - h. 4-11 Elementary CPR training/building
 - i. 5-30 Teacher Work Day
2. Continue to implement district mentor program
 - a. 12 teachers being mentored at a cost of \$11,250
3. Continue to foster and encourage a “grow your own” philosophy within the district to fill teaching positions
 - a. 9 out of the 12 teachers being mentored are from Gooding

Focus Area #3:	Facilities/Safety
Goal Statement:	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.

2024-2025 Tasks

1. The board will finalize plans for an upcoming bond election
 - a. November 11th 2025 is the chosen date
 - b. Board will approve bond resolution July 2025
2. Update district safety and emergency operations plan
 - a. Safety and Emergency Team met in September and May and updated our building emergency protocol
 - b. Draft plan will go to the board for approval July 2025
3. Complete State Department of Education Ten Year Facility Plan
 - a. Submitted and approved in September 2024

Focus Area #4:	Communication
Goal Statement:	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.

2024-2025 Tasks

1. Update district website
 - a. New layout and design for 24-25 school year
 - b. SEE TELL NOW link on every page
 - c. Continuing to add new pictures and keep information provided current and up to date
2. Use the district website, social media and local newspaper to promote the district
 - a. We provide 2 articles a month to the local newspaper
 - b. We use Bright Arrow, the system used to send phone messages, emails and text messages
 - c. Use District, building and athletic Facebook pages
 - d. Middle school athletics use TeamReach to communicate
3. Improve communication from buildings and classroom teachers to parents/guardians
 - a. September 13th 2024 professional development day the Superintendent discussed this with district staff
 - b. Building level follow up throughout the year

Focus Area #5:	Financial Responsibility
Goal Statement:	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.

2024-2025 Tasks:

1. The board will finalize a plan for the upcoming bond election
 - a. November 2025 Levy election
 - i. Approve bond resolution July 2025
2. District budget, yearly audit report, master labor agreement, monthly financials, vendor and personnel contracts will be posted on the district website
 - a. This is being done <https://gsd231.org/fiscal-accountability/>
3. Allocate remaining ESSER dollars according to the district ESSER plan
 - a. Met the September 30th obligation deadline

Focus Area #6:	Quality Learning Opportunities
Goal Statement:	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.

2024-2025 Tasks

1. Align curriculums in English and Math across the district
 - a. This process has been started and continued throughout the school year
 - b. Middle and High school English teachers are collaborating and doing walkthroughs observing each other.
2. Superintendent, principals and counselors will identify, implement, monitor and communicate student achievement targets, goals and progress
 - a. Individual administrators report to the board academic progress for their building/department from August to December each year.
 - b. Parent teacher conferences
 - c. Implementing a district strategic plan
 - d. Three superintendent letters send out each year
 - e. The monthly superintendent report for each board meeting
 - f. Building level newsletters/social media.
3. Continue to implement The Professional Learning Communities model throughout the district
 - a. Each building/department has a defined Professional Learning Community process
 - b. Elementary applied for and received a Professional Learning Community grant from the State Department of Education. The grant provides year long professional development for the staff and paid for a team of teachers to attend

- a Professional Learning Community conference in San Antonio in July 2024. It also provided a State Liaison for the year, meeting with staff.
 - c. The Superintendent Network the superintendent participates in has a Professional Learning Community focus this year
- 4. Expand Preschool/Early learning opportunities throughout the district and collaborate with community partners
 - a. Grants
 - i. Received \$50,000 Blue Cross of Idaho Foundation grant
 - b. Location- it will be housed in the elementary school
 - c. Early Learning Coordinator/Preschool teacher hired
 - d. Will start with a four year old class in the fall of 2025