

SDA Strategic Plan



Curriculum Action Plan

Goal: By 2026, SDA will offer a plan for comprehensive learning opportunities for students Birth-21, addressing academic, social, and emotional needs with the goal of creating career opportunities and engaged citizens.

Strategic Objective: Ensure SDA has a robust and sustainable curriculum in all grade levels and core content areas.

Step 1:

Review the existing mission and vision statement

Step 2:

Develop a curriculum review process that will analyze the existing curriculum to identify strengths and concerns.

Step 3:

Create and develop an instructional model

Step 4:

Ensure vertical alignment across grade levels

Step 5:

Create weekly opportunities for teacher teams to formally collaborate.

Step 6:

Formally implement MTSS District-wide to create a systems approach to academics and social & emotional needs.

Goal: By 2026, SDA will offer a plan for comprehensive learning opportunities for students Birth-21, addressing academic, social, and emotional needs with the goal of creating career opportunities and engaged citizens.

Strategic Objective: Ensure SDA has engaging and sustainable non core opportunities for students in all grade levels.

Step 1:

Audit of non-core course offerings PK-12

Step 2:

Explore and create internships and community partnerships including life skills opportunities.

Step 3:

Create a scope and sequence for Art Education PK-6.

Step 4:

Use audit results to consider staffing, scheduling, and course offerings including HAL.

Goal: By 2026, SDA will offer a plan for comprehensive learning opportunities for students Birth-21, addressing academic, social, and emotional needs with the goal of creating career opportunities and engaged citizens.

Strategic Objective: Ensure SDA has an equitable, accessible, and compliant Early Childhood program for all eligible children in the district.

Step 1:

Evaluate current available space to ensure all classrooms are equitable and abide by Rule 11.

Step 2: Evaluate need and feasibility for additional sections of PreK.

Step 3: Evaluate the need and feasibility for PreK transportation.

Step 4: Evaluate the need and feasibility of adding a PreK fenced playground to meet ECERS requirements.

Step 5: Ensure Early Childhood paras have required hours to meet Rule 11.

Goal: By 2026, SDA will offer a plan for comprehensive learning opportunities for students Birth-21, addressing academic, social, and emotional needs with the goal of creating career opportunities and engaged citizens.

Strategic Objective: Ensure that SDA is prepared for the growing and diverse needs of our student population.

Step 1: Develop a continuum of services for the Special Education Department and English Language Learners.

Step 2:

Develop a process to provide feedback to classified staff.

Step 3:

Evaluate the schedule/para contract to provide opportunities for formal training for classified & certified staff.

Step 4: Create scheduled opportunities for SpEd PLC.

Step 5: Evaluate the accessibility of facilities for ADA compliance and make necessary changes (i.e. playground, restrooms, PT/OT equipment, etc.)



Facilities and Finance Action Plan



Goal: By 2025, Syracuse-Dunbar-Avoca Public Schools will create a facility plan in order to continue providing facilities that promote a safe, secure and functional learning and teaching environment.

Step 1:

Communicate purpose for the creation of a long-range facilities plan: Development of a plan was identified as a need during the Strategic Planning Process.

Step 2:

Completion of assessment of current facilities along with facility needs study for future district growth along with a communication plan.

Step 3:

Completion of an annual survey of students and staff of facility wants/needs.

Step 4:

Educating the community about results of facilities study and then surveying the community about facility wants/needs.

Step 5:

Analyze results of facilities assessment & study as well as Student, Staff and Community surveys to create Facility Plan.



Staff Recruitment & Retention Action Plan



Goal: Develop an effective process for the recruitment and retention of qualified certificated and classified staff by 2025.

Strategic Objective #1: By December of 2023, SDA will identify and begin implementing intentional recruitment strategies, which promote employment opportunities in the district.

Step 1: Re-branding SDA in a manner which positively states SDA's culture.

Step 2: Improve our district's online presence.

Step 3: Connect with university education departments in Nebraska, Western Iowa, NW Missouri and Kansas to develop relationships for student-teacher placement applicant referrals.

Step 4: Display banners promoting SDA and job openings along Hwy 50 by the marquee.

Step 5: Create a standardized process for advertising openings and conducting interviews, including SDA and community information.

Step 6: Attend local job fairs to recruit classified staff.

Strategic Objective #2: By the fall of 2025, SDA will have established a plan for ensuring that our employee compensation is in the top 20% of comparable public schools in the southeast part of Nebraska.

Step 1: Create a task force to evaluate our employee benefits package and compensation.

Step 2: Communicate the positive aspects of our current certificated pay scale and leave options.

Step 3: Consider paying student-teachers, signing bonuses for new employees and referral bonuses to current employees.

Step 4: Consider paying certificated and classified staff annually for unused sick/personal leave.

Step 5: Adjust negotiated agreements to ensure our staff are compensated in the top 20%.

Strategic Objective #3: By the fall of 2024, SDA will have developed and implemented a plan to intentionally create a positive school culture.

Step 1: Re-branding SDA in a manner which positively states SDA's culture.

Step 2: Develop, implement and communicate the "Syracuse Way" in all three buildings.

Step 3: Positively recognize staff excellence.

Step 4: Create and conduct, entrance, stay and exit interviews with staff to learn more about what we do well and what we can improve.

Strategic Objective #4: By the spring of 2024, SDA will have assessed those factors influencing whether staff can effectively do their jobs and created a plan to improve those factors.

Step 1: Survey staff to determine the factors needing improvement for them to do their jobs effectively.

Step 2: Use information from the survey to create a plan to improve those factors.

Step 3: Provide staff with quality training and support.