



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.

GREEN- Completed

YELLOW- In Progress

RED- Not Started

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Evidence
Step 1: Review the existing mission and vision statement	Staff Committee	Dec. 1, 2022	A. B. Time for the committee to meet Survey	A. B.	Work session took place in December 2023 to create new mission statement
Step 2: Develop a curriculum review process that will analyze the existing curriculum to identify strengths and concerns.	Admin Team, Curriculum Coordinator, CIP Team, Teachers	Fall 2023	A. ESU B. Full Time Curriculum Director	A. B.	Sept. 14th- Staff in-service time looked at Math Standards and alignment. Starting Math Acceleration Program with Tara at the ESU for the 2023-2024 & 2024-2025 school years Policy was updated. 8/2023
Step 3: Create and develop an instructional model	Admin Team, Curriculum Coordinator, CIP Team,	Fall 2023	A. ESU, Marzano Trainers B. Full Time Curriculum Director	A. B.	Marzano Framework adopted 2022 Marzano Training Oct. 13th with Bill Zima ESU Continual Support

Step 4: Ensure vertical alignment across grade levels	Grade Level Teams, Curriculum Coordinator,	Fall 2025	A. Full-time curriculum director B.	A. B.	Sept. 14th, 2022- Staff in-service time looked at Math Standards and alignment.
Step 5: Create weekly opportunities for teacher teams to formally collaborate.	Principals Calendar Committee Superintendent Teacher	December of 2022			PD Time has been included for team time during PD days but not weekly. We would need to pursue an altering calendar for early outs.
Step 6: Formally implement MTSS District-wide to create a systems approach to academics and social & emotional needs.	Principals, SpEd Director, Committee of teachers from each building.				MTSS Training- Aug. 8th, 2022 MTSS Training- Feb. 20th, 2022. MTSS Training- Feb. 22, 2023 Fully Implemented 8/2023



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 engaging and sustainable non core opportunities for students in all grade levels.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>C. Resources Available</i> <i>D. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>C. What is the cost to use available resources?</i> <i>D. What is the cost for needed resources?</i>	Evidence
Step 1: Audit of non-core course offerings PK-12	Principals, Counselors, Curriculum Director	December of 2022	A. Compare similar-sized districts B. Additional Staff as necessary	A. B.	
Step 2: Explore and create internships and community partnerships including life skills opportunities.	CTE, HS Counselor, HS Principal, SPED Director, Chamber Director	Review yearly	A. Survey of local business for opportunities B. Grant opportunities	A. B.	Hospital FFA has made contacts Competed multiple job shadows via Ag class. Health Career Fair- Feb. 1, 2023 FFA Career Fair, Feb. 23rd, 2023
Step 3: Create a scope and sequence for Art Education PK-6	Secondary Art Teacher, Grade Level Teachers, Curriculum Coord.	Summer of 2023	A. Elementary Art Curriculum B. Wahoo's Curriculum Card	A. B.	

Step 4: Use audit results to consider staffing, scheduling, and course offerings including HAL.	HS Counselor Principals Superintendent School Board	Review annually	A. Time B. Staff C. Elementary Art Teacher	How do we quality kids. What additional things can we offer?	
---	--	-----------------	--	---	--



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 an equitable, accessible, and compliant Early Childhood program for all eligible children in the district.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>E. Resources Available</i> <i>F. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>E. What is the cost to use available resources?</i> <i>F. What is the cost for needed resources?</i>	Evidence
Step 1: Evaluate current available space to ensure all classrooms are equitable and abide by Rule 11.	Superintendent, PreK staff, Elementary Principal, SpEd Director	By Fall of 2022	How can we make both rooms equitable?	A. B.	Pursuing Facility Audit with two companies. Have bids to approve.
Step 2: Evaluate need and feasibility for additional sections of PreK.	Superintendent, PreK staff, Elementary Principal, SpEd Director	By December of 2022	A. B.	A. B.	Annually we review incoming numbers of Pre-School 2023 Enrollment predicted at 30 so no need for increase for size increase.
Step 3: Evaluate the need and feasibility for PreK transportation.	Superintendent, Elementary Principal, SpEd Director, Transportation Director	By Fall of 2023	Talk to Dan about preschool.	A. B.	

<p>Step 4: Evaluate the need and feasibility of adding a PreK fenced playground to meet ECERS requirements.</p>	<p>Superintendent, PreK staff, Elementary Principal, SpEd Director</p>	<p>By Fall of 2023</p>		<p>A. B.</p>	<p>Facility study will help determine this outcome.</p>
<p>Step 5: Ensure Early Childhood paras have required hours to meet Rule 11.</p>	<p>Elementary Principal, PreK Staff, Superintendent, SpEd Director</p>	<p>By Fall of 2023</p>			<p>Oct. 11- Entire PreK and Para staff attend the State MNECS conference Project para Paras received de-escalating training 8/2023</p>



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 that SDA is prepared for the growing and diverse needs of our student population.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>G. Resources Available</i> <i>H. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>G. What is the cost to use available resources?</i> <i>H. What is the cost for needed resources?</i>	Evidence
Step 1: Develop a continuum of services for the Special Education Department and English Language Learners.					Casemanager communication for the following year.
Step 2: Develop a process to provide feedback to classified staff.	Special Education Teachers, Special Education Director		A. B.	A. B.	Para Evaluation tool shared with paras- Aug 9th, 2022 Evaluations done each semester 2022-2023
Step 3: Evaluate the schedule/para contract to provide opportunities for formal training for	Superintendent, Principals, SpEd Director		A. compensation for time B.	A. B.	2 day- CPI training Aug. 2nd & 3rd, 2022 1 day- CPR training Aug. 8th, 2022 1 day- Gilkey training Aug. 9th, 2022 & met with case managers 75 min.- Seizure Training

classified & certified staff.					65 min- Suicide Prevention Training Elementary Para meeting Jan 12th
Step 4: Create scheduled opportunities for SpEd PLC.	Principals, SpEd Director		A. time B.	A. B.	SPED Team met during Sept 14th, Nov 14th, and Feb. 20th. Autism Conference, Tri-State Behavioral Conference
Step 5: Evaluate the accessibility of facilities for ADA compliance and make necessary changes (i.e. playground, restrooms, PT/OT equipment, etc.)	SpEd director, principals, superintendent, SpEd teachers, PT/OT, parent committees		A. financial B.	A. B.	Conversations taking place to do a full facility study which would incorporate this component.



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.

Strategic Objective:

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Evidence
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.	The District Leadership Team will create a message and disseminate the purpose statement with stakeholders.	September 1, 2022.	School website? Local Newspaper? Printing postcards?	TBD: If the leadership team determines a mailing is necessary, there will be a cost for printing and mailing postcards.	DLR and BVH Group is getting a proposal cost to the district. Met with them on Feb. 3rd, 2023 and 21st 2023. Two bids will be available in February 2024 for the board to consider.
Step 2: Completion of assessment of current facilities along with facility needs study for future district growth along with a communication plan.	B.O.E. will need to approve the commissioning of a facilities assessment and needs study. Assessment and study will be completed by a yet to be named entity.	Approval of facilities assessment and study by December 2022 with the assessment and study to be completed by December 2023.	Architect/engineering firm or facilities consultant	TBD	Facility Advocates- presented at July, 2022 BOE meeting. Elementary HVAC and piping were approved. Facility bids in place
Action Steps	Responsibilities	Timeline	Resources	Estimated Cost	Evidence

<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When? (Day/Month)</i>	<i>Resources Available Resources Needed (financial, human, political & other)</i>	<i>What is the cost to use available resources? What is the cost for needed resources?</i>	
Step 3: Completion of an annual survey of students and staff of facility wants/needs.	The District Leadership Team will assist in the creation of the survey. Building administrators will be responsible for administration of surveys annually.	Survey will be created by October 2022, then administered to students and staff during the 3rd quarter of each school year.	Teacher time and student learning time to administer surveys.	No cost anticipated for creation and administration of annual survey.	Will implement this survey 3rd quarter 2024.
Step 4: Educating the community about results of facilities study and then surveying the community about facility wants/needs.	B.O.E. and District Leadership Team	Spring 2024	Outside resources for how to most effectively and efficiently present findings of facilities assessment/study and survey results to the community at large. Also, utilize outside resources to assist with the creation of community survey.	Costs will be determined in large part by how findings are shared with the public and the method chosen for surveying the community.	
Step 5: Analyze results of facilities assessment & study as well as Student, Staff and Community surveys to create Facility Plan.	B.O.E. and District Leadership Team	Early Spring 2025	Time for the B.O.E and District Leadership Team to work together.	TBD	

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*

Community is aware of the purpose of facility study and surveys.

Completion of tasks.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*

The goal will be reached when a written facilities plan has been developed and shared with stakeholders.



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.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Evidence
Step 1: Re-branding SDA in a manner which positively states SDA's culture.	Superintendent and principals, with staff, student and community input.	December 2023	A. Time B. Possible signage, external marketing firm consultation	A. None B. \$5,000	Social media utilized and a HS course added to help provide content. New mission statement New website look 2023.
Step 2: Improve our district's online presence.	District tech coordinator, superintendent, principals, athletic director and media specialists	August 2023	A. Current Twitter, Facebook, and school website accounts, as well as Syracuse Community website B. Assigning staff to roles in the process	A. ??? B. \$50-\$300 Facebook Boost?	Created digital communication class. Social media is utilized often. New website launched 2023.
Step 3: Connect with university education departments in Nebraska, Western Iowa, NW Missouri and Kansas to develop	Superintendent, school counselors and principals	December 2022	A. Current university contacts B. Teachers willing to take on a student-teacher C Reach out to colleges	A. None B. None	We have reached out to local colleges and have a good relationship with them. Also for recruitment for teacher openings. Completed mock interviews with Peru

relationships for student-teacher placement applicant referrals.					State College and future student teachers. We have had at least four practicum teachers this year in the MS, all from PSC. Two student teachers 2024.
Step 4: Display banners promoting SDA and job openings along Hwy 50 by the marquee.	Superintendent, principals and maintenance supervisor	August 2022	A. ? B. Banners	A. None B. \$1,000	Bus banners
Step 5: Create a standardized process for advertising openings and conducting interviews, including SDA and community information.	Superintendent and principals	December 2022	A. Past ads and interviews B. Chamber of Commerce contact	A. None B. None	Process with each building was established with each principal. Focus on financial literacy important for new hires and explaining benefits compared to other schools.
Step 6: Attend local job fairs to recruit classified staff.	Superintendent and/or designees	Starting in January of 2023	A. B. Knowledge of job fairs	A. B. Travel and time	We reach out to colleges to share our openings. If job fairs are available and a teacher need is there, we would attend. Created a personal connection with Peru State and have met with and performed Mock Interviews with teaching prospects. Student teachers placed with us 2024.

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)

- Progress will be determined based upon completing the steps in the action plan.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)

- Ultimately, we should see an increase in the number of applicants we receive for employment vacancies.

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.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>C. Resources Available</i> <i>D. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>C. What is the cost to use available resources?</i> <i>D. What is the cost for needed resources?</i>	Evidence
Step 1: Create a task force to evaluate our employee benefits package and compensation.	Superintendent, NSEA and designees	August 2022	A. Task force already created B. Time	A. None B. TBD	SDAEA will form a committee to meet. Oct. 12th, 2022 A faculty advisory committee has been created and meets quarterly with the superintendent. BOE and SDAEA have been meeting. Surveys sent out. 7/23
Step 2: Communicate the positive aspects of our current certificated pay scale and leave options.	Superintendent	January 2023	A. Negotiated agreement B. Identify the positive aspects	A. None B. None	This is done during the interviews so potential employees can understand benefits of SDA compared to other school districts.
Step 3: Consider paying student-teachers, signing bonuses for new employees and referral bonuses	Superintendent, NSEA and school board	January 2023	A. B.	A. B. TBD	This would have to be approved through the negotiated agreement process and cannot occur without that

to current employees.					agreement with SDAEA.
Step 4: Consider paying certificated and classified staff annually for unused sick/personal leave.	Superintendent, SDAEA and school board	January 2023	A. B. Financial	A. B. TBD	This would be approved through the negotiated agreement process.
Step 5: Adjust negotiated agreements to ensure our staff are compensated in the top 20%.	Superintendent, NSEA and school board	January 2025	A. B. Financial	A. B. TBD	We are very competitive with our payscale and benefits when compared to other districts. Especially staff who stay longer with us.

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)

- Progress will be determined based upon completing the steps in the action plan.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)

- Bi-annually comparing our employee compensation to that of comparable public schools in the southeast part of Nebraska.

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

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>E. Resources Available F. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>E. What is the cost to use available resources? F. What is the cost for needed resources?</i>	Evidence
Step 1: Re-branding SDA in a manner which positively states SDA's culture.	Superintendent and principals, with staff and community input	December 2022	A. Staff development time B. Possible signage	A. None B. \$5,000	Social media posts New web site look. Mission statement being developed. Banner on school van.

<p>Step 2: Develop, implement and communicate the “Syracuse Way” in all three buildings.</p>	<p>School improvement team</p>	<p>Ongoing meetings</p>	<p>A.Meeting time B.Time C. Can kids create this?</p>	<p>A.Possibly substitutes B.Possibly substitutes</p>	<p>K-12 instructional model and MTSS system. Evaluation model and goals set and presented by principals at return to school meeting. This is also part of the new mission statement process.</p>
<p>Step 3: Positively recognize staff excellence.</p>	<p>Superintendent and principals, with staff input</p>	<p>September 2022</p>	<p>A. Professional organizations and current recognition practices B.Possibly buying plaques and/or gifts C. Talk to Pryor D. Principals recognized staff in board meeting.</p>	<p>A. None B. \$500</p>	<p>Celebrated our Paras with lunch and breakfast in each building. HS purchased gift cards for custodial staff for xmas. Purchased flowers and gifts for HS CIP team lead and HS School Counselor to recognize efforts. Yearly Teacher gifts for Teacher Appreciation week. The school will take over giving end of year recognitions. 8/23 Admin will take over recognizing staff at end of the year and purchase plaques.</p>
<p>Step 4: Create and conduct, entrance, stay and exit interviews with staff to learn</p>	<p>Superintendent, principals and SPED director</p>	<p>January 2023</p>	<p>A.NDE climate survey questions B. Time</p>	<p>A.None B. None</p>	<p>Hosted financial literacy class. New hires were sent an entrance interview survey Oct. 6th and results shared.</p>

more about what we do well and what we can improve.					Teachers who are leaving will have an exit interview.
---	--	--	--	--	---

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)

- Progress will be determined based upon completing the steps in the action plan.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)

- The results of the NDE climate survey will be compared from year to year.

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.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>G. Resources Available</i> <i>H. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>G. What is the cost to use available resources?</i> <i>H. What is the cost for needed resources?</i>	Evidence
Step 1: Survey staff to determine the factors needing improvement for them to do their jobs effectively.	Superintendent, principals, SPED director, busing supervisor	October 2022	A. B. Additional survey questions and time	A. None B. None	Created teacher advisory group which meets quarterly. NDE Perceptual surveys were sent out. Results shared with the TAG.
Step 2: Use information from the survey to create a plan to improve those factors.	Superintendent, principals, SPED director, busing supervisor	January 2023	A. B. Time	A. None B. None	Information is shared district wide and with administrators. We try to use that information for improvements.
Step 3: Provide staff with quality	SIP team, principals, SPED	August 2022	A. ESU4 staff & SDA staff B. Industry experts	A. Time B. \$10,000 annually	2 day- CPI training Aug. 2nd & 3rd, 2022 Bill Zima- Oct 13th

training and support.	director, busing supervisor				<p>ESU supports ESU/CIP meeting on April 21st to plan for next year PD.</p> <p>Ongoing trainings occur and ESU contributes. CIP dates are established for the year.</p>
-----------------------	-----------------------------	--	--	--	---

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*

- The creation and implementation of the plan.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*

- Staff completing surveys and the results of those surveys.