

<b>Call to Action:</b>	<b>YPS will empower learners to be self-sustaining, successful contributors, to life and the global community.</b>
<b>Goal 1:</b>	<b>Personnel:</b> We will recruit, retain and compensate highly motivated educators that are committed to professional growth and excellence.

**Specific Result:** Develop and implement recruitment tools to employ highly qualified teachers.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Develop data collection system to target specific candidate pools.	<ul style="list-style-type: none"> <li>Asst. Superintendent of Human Resources (HR)</li> <li>Information Technology</li> </ul>	June 2015	August 2015	Incomplete information from existing survey	Mid-Year - Evaluate Information collected from Class of 2 EOY-Completed Survey for Class of 2016		Completed survey and modifications made to marketing plan based on data
2. Develop and execute marketing plan.	<ul style="list-style-type: none"> <li>Asst. Superintendent of HR</li> <li>Information Technology</li> <li>Building Administrators</li> <li>Teachers</li> </ul>	June 2015	Summer 2016	No written plan currently exists	Mid-Year - Compile information and data to drive plan EOY- Completed plan that will impact 2016-17		Written, time-oriented plan for marketing and recruitment communication
3. Create and conduct exit survey to focus on elements and trends to support future recruitment.	<ul style="list-style-type: none"> <li>Asst. Superintendent of HR</li> <li>Information Technology</li> </ul>	June 2015	Spring 2016	No survey or procedure currently exists	Mid-Year -Survey developed and written district exit plan EOY- From Jan on, all staff leaving will complete new procedure and survey		Presentation of results and summary to District in October 2016
4. Explore opportunities to provide additional compensation (out of state experience, compensation review cycle, etc.).	<ul style="list-style-type: none"> <li>Superintendent of Schools</li> </ul>	August 2015	Spring 2016	Entry Level	Mid-year - Recognize an additional year of out of state experience EOY-3 Year Written Compensation Review Plan		Completed written review plan; teachers recognized for 6 years of out of state experience; beginning discussions on addressing the plan

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<b>Goal 2:</b>	<b>Facilities:</b> Provide efficient, cost effective facilities that address the learning needs of our students and enhance instruction.

**Specific Result:** Utilize a Master Plan to address the need for facility improvements and capital investments to support current and future educational programs.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Conduct a facilities study.	<ul style="list-style-type: none"> <li>● <b>Architect</b></li> <li>● Director of Maintenance</li> <li>● Superintendent of Schools</li> </ul>	August 2015	December 2015	NA	Completion by December 2015		Assessment Document
2. Conduct a demographic study.	<ul style="list-style-type: none"> <li>● <b>External -TBD</b></li> <li>● Executive Director of Technology &amp; Enterprise Services</li> <li>● Superintendent of Schools</li> </ul>	August 2015	December 2015	NA	Completion by December 2015		Assessment Document
3. Study traffic flow.	<ul style="list-style-type: none"> <li>● <b>Director of Transportation</b></li> <li>● Yukon Police Department</li> <li>● Superintendent of Schools</li> <li>● School Resource Officer (SRO)</li> </ul>	December 2015	April 2016	Current traffic plan	Proposal for traffic pattern		Traffic Plan
4. Develop a maintenance plan.	<ul style="list-style-type: none"> <li>● <b>Director of Maintenance</b></li> <li>● Chief Financial Officer (CFO)</li> </ul>	December 2015	April 2016	Current equipment and roof conditions	Completion by December 2015		Long-term Plan
5. Conduct technology Inventory and the needs to be considered in technology assessment.	<ul style="list-style-type: none"> <li>● <b>Executive Director of Technology and Enterprise Services</b></li> <li>● Information Technology</li> </ul>	August 2015	April 2016	NA	Completion by April 2016		Inventory List

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<b>Goal 3:</b>	<b>Communication:</b> We will develop a communication plan that provides transparent, accurate and timely information to meet the needs of our District stakeholders, including employees, parents, students and community members.

<b>Specific Result:</b> Establish a consistent and centralized information flow for the District.							
Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Develop, communicate, & implement new District website.	<ul style="list-style-type: none"> <li>Executive Director of Technology and Enterprise Services (OTES)</li> <li>Director of Community Education</li> <li>Secretary for the Office of Technology and Enterprise Services</li> </ul>	May 2015	August 2016	Existing website	Mid-Year: Website transition (high-level) EOY: All Schools/Departments utilizing new website		Go-Live of new Website
2. Develop & Implement online integrated District & activity calendars.	<ul style="list-style-type: none"> <li>Executive Director of Technology and Enterprise Services (OTES)</li> <li>Director of Community Education</li> </ul>	July 2015	August 2016	Existing Calendars	Mid-Year: Website transition (high-level) EOY: All Schools/Departments utilizing new website		Go- live on new website
3. Develop & Implement communication “organizational” flow chart.	<ul style="list-style-type: none"> <li>Executive Director of Technology and Enterprise Services (OTES)</li> <li>Leadership Team</li> </ul>	August 2015	July 2016	Non-existent	Mid-Year: Roles/Duties Researched EOY: Flow Chart		Completed flow chart

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<b>Goal 4:</b>	<b>Finance:</b> Our District will establish a financial plan that will inform and benefit all stakeholders.

**Specific Result:** Utilize alternative funding sources to meet the critical needs of the District.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Identify the legalities and requirements around sales tax proposals and develop an action plan for implementation through identified resources, leadership team and city meetings.	<ul style="list-style-type: none"> <li>• Superintendent of Schools</li> <li>• Chief Financial Officer</li> <li>• Community players</li> </ul>	May 2015	November 2015	Non-existent	Mid-year: Findings/Meetings EOY: Action Plan		Action Plan
2. Explores alternate funding sources through evaluation of current expenditures, budget meetings, and strategic planning team.	<ul style="list-style-type: none"> <li>• CFO</li> <li>• Business Office Staff</li> <li>• Exec. Director of Technology &amp; Enterprise Services (OTES)</li> </ul>	July 2015	January 2016	Existing Grants; current bond initiatives	Mid-year: Bond Project Implementations EOY: Alternative Funding Report		Alternative Funding Report; State of the District Report
3. Identify and communicate critical needs through budget meetings, leadership and strategic planning team.	<ul style="list-style-type: none"> <li>• CFO</li> <li>• Leadership Team</li> <li>• TES Staff</li> </ul>	July 2015	September 2015	Non-existent	Mid-year: Findings/Meetings EOY: State of the District Report		State of the District Report
4. Develop & Implement budget and associated processes through site/departmental level meetings.	<ul style="list-style-type: none"> <li>• CFO</li> <li>• Principals</li> <li>• Directors</li> </ul>	June 2015	October 2015	High-level site budgets	Mid-year: Process documentation; Site- level budgets defined at account-code level; enforce budget restrictions in iVisions EOY: Site-level EOY Budget Review Report		iVisions Budget Reports; Process Documentation

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<b>Goal 5:</b>	<b>Professional Development:</b> We will create and implement professional development (PD) that is relevant and applicable to meet the needs of all educators.

**Specific Result:** Embed the essential elements of relevance, time to implement, on-going, follow-through and consistency in all District PD.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Develop rubric checklist to align Professional Development (PD) with district goal and specific results as outlined in the action plan.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	August 2015	November 2015	N/A	Completed by Dec 2015		The rubric will be designed and shared with building and district admin.
2. Create Individual Needs Assessment to support curriculum and instruction.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	October 2015	December 2015	Number of teachers completing assessment	Completed by Jan 2016		Results of the survey will be communicated to teachers and all admin.
3. Create PD norms for accountability.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	November 2015	January 2016	Research based.	Completed by Feb. 2016		100% of PD using norms to insure accountability
4. Create an on-going PD/ curriculum communication plan. (ie newsletter, website).	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	August 2015	May 2016	Current newsletter and resources	Midyear: newsletters, resource docs. EOY: website		Monthly updated communication with faculty using various formats
5. Create periodic surveys and timeline to determine goal relevance.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	January 2016	May 2016	N/A	Midyear: January follow up survey, Completed by EOY June 2016		Data available and timelines adjusted
6. Create exit surveys/evaluation form to assess relevancy of PD.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Curriculum Coordinators</li> </ul>	March 2016	May 2016	2015 District PD days for all sessions	Midyear: Evaluate/update EOY: June 2016 with new exit surveys and evaluations ready for 2016-17 SY	Evaluation form and/or teacher verbal input	Visible surveys/ evaluation forms; data collection; student achievement

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<b>Goal 6:</b>	<b>Curriculum:</b> We will establish a research-based curriculum to implement a viable, relevant, meaningful learning experience for all students.

**Specific Result:** Implement a student-centered 21st century curriculum aligned to state standards ensuring literacy and writing targeted across grade and content levels.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Build a survey to capture student input for creating a viable 21st century literacy curriculum.	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Curriculum Coordinators</li> <li>• Principals</li> <li>• Teachers</li> <li>• Students</li> </ul>	June 2015	November 2015	Initial Engage Survey	Student surveys Completed by September 2015/ Reporting in Nov.		Data collection/ reporting from student surveys
2. Create repository of literacy resources for teachers.	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Curriculum Coordinators</li> <li>• Principals</li> <li>• Teachers</li> </ul>	June 2015	June 2016	N/A	Completion by June 2016		Completed classroom observation templates/ Increased student achievement.
3. Survey teachers to ensure professional development supports curriculum goals.	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Curriculum Coordinators</li> <li>• Principals</li> <li>• Teachers</li> </ul>	December 2015	June 2016	N/A	Mid year survey/end of year evaluation		Visible surveys/ evaluation forms/ data collection and reporting
4. Develop and utilize common language-academic vocabulary.	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Curriculum coordinators</li> <li>• Principals</li> <li>• Teachers</li> <li>• Students</li> </ul>	June 2015	June 2016	N/A	Completion by June 2016		Student achievement data

5. Increase consistency in assessment of writing district- wide (6 traits of writing).	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Curriculum Coordinators</li> <li>● Principals</li> <li>● Teachers</li> </ul>	June 2015	June 2016	N/A	Completion by June 2016		Grade level anchor papers/ Student achievement data
6. Facilitate analysis of 2014-2015 data to determine strengths/weaknesses in student achievement.	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Curriculum Coordinators</li> <li>● Principals</li> <li>● Teachers</li> </ul>	August 2015	October 2015	State assessments	Completion by October 2015		Revised curriculum guides/ improved student test scores
7. Facilitate comparison of results of 2014-15 and 2015-16 state tests to determine strengths and weaknesses in student achievement.	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Curriculum Coordinators</li> <li>● Principals</li> <li>● Teachers</li> </ul>	August 2016	October 2016	State assessments	Completion by October 2016		Revised curriculum guides/ improved student test scores
8. Build a survey to capture student input for creating a viable 21st century literacy curriculum.	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Curriculum Coordinators</li> <li>● Principals</li> <li>● Teachers</li> <li>● Students</li> </ul>	June 2015	November 2015	Initial Engage Survey	Student surveys Completed by September 2015/ Reporting in Nov.		Data collection/ reporting from student surveys

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<b>Goal 7:</b>	<b>Instruction:</b> We provide meaningful learning with high expectations for all.

**Specific Result:** Facilitate teacher participation in an effective professional learning community (PLC) to implement effective practices, data review, embedded intervention and improved student learning.

Action Steps	Lead; Assisting	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Progress/ Status	Evidence of Completion
1. Develop a standardized system for recording the work of PLC's.	<ul style="list-style-type: none"> <li>Asst. Superintendent of Administrative Services</li> <li>Principal Leadership Team</li> </ul>	May 2015	July 2015	None	100% of PLC's using template		100% of PLC's using template
2. Provide ongoing training for administrators and teacher PLC's.	<ul style="list-style-type: none"> <li>Director of Curriculum</li> <li>Asst. Superintendent of Administrative Services</li> </ul>	June 2015	June 2016	Number of teachers/admin trained in PLC	100% of teachers aware of PLC practices More formal training planned for summer 2016		All teachers trained and utilizing PLC practices
3. Study and develop schedules that allow teachers to collaborate within the school day.	<ul style="list-style-type: none"> <li>Asst. Superintendent of Administrative Services</li> </ul>	August 2015	June 2016	August 2015	100% of teachers participating in PLC's during school day		Building Class Schedules
4. Support and share best practices of PLC's.	<ul style="list-style-type: none"> <li>Principal Leadership Team</li> <li>Building Administrators</li> </ul>	August 2015	June 2016	None	Sharing of practices in administrator meetings		Meeting Agendas and evidence of practices observed on instructional rounds



5. Train teachers in the effective use of data.	<ul style="list-style-type: none"> <li>● <b>Building Administrators</b></li> <li>● Director of Curriculum</li> <li>● Asst. Superintendent of Administrative Services</li> </ul>	August 2015	June 2016	Common pre-assessments. Existing achievement data Benchmarks	Teachers all trained on using data to drive instruction		PLC's consistently adjusting instruction based on data/student needs
6. Explore more advanced opportunities utilizing the Gifted and Talent Committee.	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Executive. Director of Educational Services</li> <li>● G/T Facilitator</li> </ul>	August 2015	June 2016	Level of enrollment and success in Advanced Placement courses	Improved use of GT Coordinator		Expanded GT services in secondary schools
7. Formulate effective intervention strategies to reach the low, middle and high of student achievement.	<ul style="list-style-type: none"> <li>● <b>Building Administrators</b></li> <li>● PLC Groups</li> </ul>	August 2015	June 2016	State testing data	All students served at the appropriate intervention levels		State testing data and district benchmark data
8. Formulate district-wide non-negotiables for instruction.	<ul style="list-style-type: none"> <li>● <b>Superintendent of Schools</b></li> <li>● Asst. Supt of Administrative Services</li> <li>● Executive Director of Educational Services</li> <li>● Director of Curriculum</li> </ul>	August 2015	June 2016	State testing data and district benchmark data	All teachers adhering to to District non-negotiables		District benchmark data
9. Train staff on strategies that reflect higher level teaching and learning. (Move instruction into Marzano's Design Questions 3 and 4.)	<ul style="list-style-type: none"> <li>● <b>Asst. Supt of Administrative Services</b></li> <li>● Principal Leadership team</li> <li>● Building Administrators</li> </ul>	August 2015	June 2016	iObservation data SY2015	Teachers evaluations are reflective of Elements in DQ 3 & 4		iObservation evaluation data
10. Provide training and expectations for use of MasteryConnect.	<ul style="list-style-type: none"> <li>● <b>Director of Curriculum</b></li> <li>● Curriculum Coordinators</li> <li>● Building Administrators</li> </ul>	August 2015	June 2016	MasteryConnect usage data and training logs	All teachers trained on MasteryConnect and using to deliver formative assessments		MasteryConnect usage reports, District Benchmarks and State testing data