

EUDORA SCHOOLS

Strategic Plan



2010-2012

At Eudora Schools,
we take education
personally.



Eudora Schools is a place where children and professionals grow. A place where adults and students connect for the benefit of all.

In this district, success means collaboration, partnerships and community. Children of all ages, backgrounds and interests are valued and worthy of our deepest investment. A commitment to 21st Century learning means technology and much more.

A strategic plan is a tool by which we can continue to aim for greater effectiveness. With an effective strategic plan in place, we can target our efforts in all areas — in and out of the classroom — and further commit to being stewards of the resources in our district and in the community of Eudora.

In this district, we all have a stake in our collective achievement. **At Eudora Schools, we take education personally.**

History of Our Success

In Eudora, we have experienced extraordinary growth in student achievement, and we enjoy an ever-increasing ability to attract and retain some of the state's most talented teachers. But these things have not happened by accident. They have been the result, in very large part, of the planning, goal setting and decision-making process of the Eudora Board of Education.

Through the years, the Eudora Board of Education has been committed to making decisions based on research and planning. Whether instructional or scheduling changes to better meet the needs of students and teachers, or facility planning to accommodate district growth, the Board has made a concerted effort over time to use district resources in the most effective and responsible manner. District resources are varied, including such important elements as tax dollars, teachers and staff, existing facilities and even our students. The direction of the district always should be respectful of these resources. Those leading the district, after all, act in stewardship, using the resources in a way that benefits us both now and in the future.

Our Core Values

In January 2009, the Eudora Board of Education reflected on the core values of the district, recognizing that the district's outstanding achievements over the past several years were not the result of circumstance or good luck. Rather, the success was based on focused, innovative, research-based programs. In short, these core values are at the foundation of the district's professional environment and at the heart of what Eudora students have achieved:

Collaboration, that challenges and growth are best approached through teamwork and sharing to create mutual benefits that extend beyond the individual.

Class Size, that all students — across age, gender and socioeconomic status — achieve higher rates of success when they are in smaller classes and have increased individual interaction with educators.

Personalized Education, that because each student is unique, the task of educating the whole child requires individualized instruction, at-risk programs, academically rigorous electives, career and technical education and extra-curricular activities.

Early Childhood Programs, that high-quality early care and education can have perhaps the greatest measurable impact on low-income three and four year olds, dramatically increasing their quality of life in school and beyond, and ultimately saving taxpayer dollars.

Looking Ahead

The district's success to date is worthy of recognition. But methods of success must continue to evolve to keep up with changing mandates, new research and an ever-growing and ever-changing population in Eudora. For this reason, the Eudora Board of Education began work in October 2009 to develop a three-year strategic plan. The goal in this work was both to assess the current state of the school district and also to articulate the steps required to further build upon the district's success to date.

The plan developed during this process should be viewed in the context of the challenges that the district faces currently and into the future. Most critically, the state of public school financing in Kansas — and the condition of the economy as a whole — will play a significant role in how these goals are approached and to what extent they are able to be completed. As long as the state legislature continues to restrict and reduce funding to public school districts, district leaders will be forced to reduce initiatives, programs, and most probably, staffing levels. While leaders will make every effort to minimize the effect of these reductions on student learning and the priorities outlined in this plan, continuing cuts at the state level cannot help but have a negative impact.

External forces, such as school finance, must be reckoned with in the next three years. Challenges are very likely to include a changing student population, shifting education legislation and the very real stress that a troubled economy can put on our staff members, our families and our students.

However, challenges are a fact of life and work, and the Eudora Schools leaders are prepared to move forward. Regardless of the challenges that must be faced, the goals and priorities in this plan are the vision of how our district can continue its mission of student-centered learning and reach new levels of success in the process.

The Voices Represented

The plan that follows represents input from patrons, parents, employees and members of the Eudora Board of Education. A debt of gratitude is particularly owed to the following volunteers and staff members who provided invaluable input and participation during the strategic planning process:

Ron Abel, Principal	Carol Lounsbury, Parent
Carmen Bakarich, Parent	Jim Lynch, Teacher
Janell Barnow, CAP director	Kristin Magette, Communications director
Natalee Beck, Parent	Christina Mann, Safe Schools/Healthy Students dir.
Aaron Boden, Community representative	Kim Maples, Parent
Matt Bova, Teacher	Kenny Massey, Eudora Board of Education
Gina Brunton, Parent	Brock Miller, Parent
Peg Buchanan, Finance director	Angie Miller, Community Learning Center
Kay Byrne, Community representative	Keith Nowland, Eudora Board of Education
Mark Chrislip, Eudora Board of Education	Sara Platt, School psychologist
John Conrad, Parent	Rich Proffitt, Principal
Eva Deonier, Board clerk/administrative services dir.	Joe Pyle, Eudora Board of Education
Shelley Dougherty, Assistant principal	Belinda Rehmer, Eudora Board of Education
Amy Durkin, Parent	Judd Remmers, Grounds crew
Dave Durkin, Activities director	Hal Reusch, Operations director
Jody Gregory, Parent	Janet Reynolds, Paraprofessional
Don Grosdidier, Superintendent of Schools	Niki Rheuport, Teacher
John Harrenstein, Eudora city administrator	Amy Rosewicz, Parent
Vicky Hofer, Mentor teacher	Bob Sailer, Teacher
Jason Hoover, Eudora Schools Foundation	Dale Sample, Principal
Ruth Hughs, Mentor teacher	Abby Scheu, Teacher
Jan Irby, Principal	Gretchen Schreiner, Teacher
Cindy Johnson, Food services director	Leahann Snow, Parent
Marla Johnson, Curriculum director	Marj Spence, Secretary
Vicki Johnson, District secretary	Julie Stewart, Parent
Mike Kelso, Eudora Board of Education	Janice Storey, Community representative
Denise Kendall, Teacher	Beth Swanson, Teacher
Elva Kindred, Community member	Jennifer Sweany, Teacher
Laura Klotz, Parent	Kim Thevarajoo, Parent
Mac Knight, Teacher	Michael Tomson-DeGreeff, Parent
Barbara Kruger, Parent	Eric Votaw, Eudora Board of Education
Dan Kuhlman, Teacher	Stacy Walters, Parent
Jim Lauer, Principal	Erin Wellman, Parent
Heather Lawrence, Teacher	Becky White, Technology support specialist
Ron Long, Technology director	

Target Area: Technology

Goal: Continue to Implement 21st Century Technologies in Eudora Schools and Eudora Classrooms

Goal Indicators and Status

	Completed	In Process	Not Yet Started
Installation of interactive white boards, projectors, and document cameras in Eudora classrooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide flash drives for all Eudora students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improve student to computer ratio	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improve copier and printer access in the district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employ additional IT Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Upgrade district's wireless network access	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop intranet for district employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop a research based refresh/adoption rate for district technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continual improvement/maintenance of network infrastructure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Target Area: Facilities/Operations/Maintenance

Goal: Research and implement efficiencies in maintenance and operations

Goal Indicators and Status

	Completed	In Process	Not Yet Started
Develop and maintain partnerships with the city in order to maximize public resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research and possible implement school fees (book fees, pay to play, lab fees, technology fees, class fees, transportation, and building use fees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research transportation efficiencies and alternatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop long term and short term plans for old school properties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Target Area: Student Learning and Whole Child Education

Goal: Research and implement effective instruction for the academic and social/emotional development of our students

Goal Indicators and Status

	Completed	In Process	Not Yet Started
Research and implementation of Multi Tiered Systems of Support (MTSS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use research based curriculum development and adoption processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintain and expand our career and technical education opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop and maintain a social/emotional/health wellness program for students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintain and expand extracurricular opportunities for students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop volunteer opportunities for students, staff, and community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Target Area: Human Resources and Professional Development

Goal: Continued recruitment and retention of high quality staff

Goal Indicators and Status

	Completed	In Process	Not Yet Started
Fund competitive salaries and benefits for all staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of technology to recruit and evaluate potential employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop and implement a staff wellness program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop and implement a building based employee mentor program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide positive recognition of staff members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluate and make recommendations to improve delivery of professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide research based training and professional development for all staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Target Area: Community Partnership and Communication

Goal: Continue to Improve and increase community partnerships and communication

Goal Indicators and Status

	Completed	In Process	Not Yet Started
Develop guidelines on use of parent notification system as a communication tool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offer workshops and classes for the community in district buildings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintain and implement additional community wide events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintain and build upon business and community partnerships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create an early childhood plan for the district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create a comprehensive district communications plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>