

Strategic Plan Academic Bold Goals: All third-graders will read on grade level.
All ninth-graders will pass Algebra. 100% graduation rate.
100% of graduates will graduate with a least one Market Value Asset.

		Year-by-Year Results				Target	
		2020-21 Year 0	2021-2022 Year 1	2022-23 Year 2	2023-24 Year 3	5 Year Target	Target Met?
Academic Milestones	ELA	Baseline Year					
	K-2 Early Literacy Foundations *(Baseline Year 2023-2024)	K End-of-Year % ON Grade Level (Metric: PASI)	* Baseline Year 2023-2024	*	*	78%	90%
		1st Grade EOY % on Grade Level (Metric: PSI & ORF)	* Baseline Year 2023-2024	*	*	49%	80%
		2nd Grade EOY on Grade Level (Metric: PSI & ORF)	* Baseline Year 2023-2024	*	*	53%	80%
	3-5 Grade level proficiency in ELA on Kansas Assessment Program	3rd Grade Proficiency on KAP – State %	69%	67%	68%	69%	N/A
		3rd Grade Proficiency on KAP – District %	78%	75%	75%	76%	83%
	6-8 Grade level proficiency in ELA on Kansas Assessment Program	7th Grade Proficiency on KAP – State %	64%	62%	63%	63%	N/A
		7th Grade Proficiency on KAP – District %	75%	72%	72%	73%	80%
	9-12 College-Career Readiness	11th Grade ACT Reading Composite	22.7	21.5	22.9	22.7	23
	Math						
	3-5 Grade level proficiency in Math on Kansas Assessment Program	4th Grade Proficiency on KAP – State %	77%	79%	81%	80%	N/A
		4th Grade Proficiency on KAP – District %	84%	87%	89%	89%	95%
	6-8 Grade level proficiency in Math on Kansas Assessment Program	8th Grade Proficiency on KAP – State %	54%	51%	52%	53%	N/A
		8th Grade Proficiency on KAP – District %	66%	65%	65%	67%	80%
	Algebra Completion	Pass Algebra by end of 9th Grade	81.7%	79%	81%	81%	90%
	9-12 College-Career Readiness	11th Grade ACT Math Composite	21.7	21.4	21.5	21.1	23
	Science & Social Studies						
	3-5 Grade level proficiency in Science on Kansas Assessment Program	5th Grade Proficiency on KAP – State %	71%	72%	72%	74%	N/A
		5th Grade Proficiency on KAP – District %	79%	78%	80%	81%	85%
	6-8 Grade level proficiency in Social Studies on Kansas Assessment Program * (Baseline Year 2021-2022)	7th Grade Social Studies Proficiency - State %	* Baseline Year 2021-2022	*86%	88%	90%	N/A
		7th Grade Social Studies Proficiency - District %	* Baseline Year 2021-2022	*86%	95%	91%	91%
	Graduation Rate	Percentage of students graduating in four years or fewer	91.8%	94.6%	91.3%	89.5%	100%
		Percentage of students graduating in five years or fewer	92.4%	93.5%	94.9%	95%	100%
	Market Value Asset	Percentage of students graduating with one MVA	25.3%	35.7%	37.5%	46%	40%

Strategic Plan BSEL Bold Goals: 100% of students report positive teacher to student relationships.
100% of student report having strong emotional regulation in order to stay calm and seek help when things go wrong.

			Year-by-Year Results				Target		
			2020-21 Year 0	2021-2022 Year 1	2022-23 Year 2	2023-24 Year 3	5 Year Target	Target Met?	
Commitments to Students & Staff BSEL Needs	Positive Relationships Priority Outcomes		Baseline Year						
	Respectful interaction with people from a range of backgrounds through development of positive relationships	Increase overall districtwide rating section on student survey in area of Cultural Awareness & Action Category section (Spring)	33%	53%	53%	N/A	^75%		
		^ New Metric Not Established		N/A	^ New Baseline Year	N/A	N/A	^	
	Emotional Regulation Priority Outcomes								
	Regulate behaviors and emotions to manage stress and impulses	Increase overall district rating on Emotional Regulation as measured by student survey data (Spring)	Grades 3-5	46%	N/A	N/A	N/A	N/A	
			Grades 6-12	48%	N/A	N/A	N/A	N/A	
		Increase the percentage of students having 0-1 Major Behaviors as reported by SWIS (New Metric 2022-23)	Grades 3-5	N/A	^ New Baseline Year	96.90%	96%	95%	
			Grades 6-12	N/A	^ New Baseline Year	95.5%	94.40%	95%	
		Percentage of Olathe Schools reporting PBIS Tier 1 Fidelity (New Metric 2022-23)	Grades PK-12	*Baseline Year 2021-2022	*26.3%	50.9%	69.60%	100%	
		Identify, manage, and express emotions	Increase percentage of students who respond positively to tier II interventions as measured by district SWIS data	74%	83%	83.3%	87.60%	85%	
	Increase percentage of students who respond positively to tier II interventions as measured by district SWIS data by increasing the number of schools using PBIS Tier II interventions (New Metric 2022-23)		*Baseline Year 2021-2022	11	20	31	53		
	Identify, manage, and express emotions	Percentage of overall 6-12 students who respond favorably to student survey question: When things go wrong for you, how calm are you able to stay?	44%	46%	N/A	N/A	N/A		
		Increase number of students in low risk category in MySAEBRS based on the total scale (New Metric 2022-23)	N/A	80% ^ New Baseline Year	85%	85.8%	87%		

^The district transitioned to a new social emotional screener in the 2022-2023 school year. The state of Kansas also passed new legislation beginning in the 2022-2023 school year requiring parents to opt in for student participation. The return/participation rate did not provide statistically sufficient data to be used as a measure for this district-wide outcome or establish new metric or baseline data.

Strategic Plan Human Resources Priority Outcomes:
1) Leadership: Develop leaders with skills to identify, select, lead and hold their teams accountable.
2) Recruitment, Selection & Development: Recruit, hire, develop and retain a diverse and premier work force, becoming the destination district for the best educational professionals.
3) Compensations & Benefit Alignment: Evaluate and enhance offerings to ensure competitiveness and support strategic initiatives.

			Year-by-Year Results				Target	
			2020-21 Year 0	2021-2022 Year 1	2022-23 Year 2	2023-24 Year 3	5 Year Target	Target Met?
Commitments to Staff Recruitment & Retention	Leadership Development Initiatives		Baseline Year					
	Define expectations of a leader and provide professional development	Monthly Professional Development for Administrators at Administrative Staff or Level Meetings	* Baseline Year 2021-2022	✓	✓	✓	N/A	
	Assess and redefine the performance appraisal instruments and processes for leadership	Develop (Y0), Implement (Y1), Maintain (Y>1)	✓	✓	✓	✓	N/A	
	Implement and maintain accountability structures.	Conduct an annual audit of overall performance of leadership and moni- tor completion of classified (Class) and certified (Cert) evaluations	* Baseline Year 2021-2022	Certified: 73% Classified: 66%	Certified: 95.6% Classified: 69%	Certified: 91% Classified: 47%	Certified:100% Classified:100%	
	Recruitment Initiatives						5 Year Target 2025-2026	
	Enhance & refine recruitment plan to increase applicant pool reflective of a diverse work force	Increase the number of overall interviews at the district interview night (Total Held)	* Baseline Year 2021-2022	156	78	87	N/A	
		Increase the average number of applicants per opening	* Baseline Year 2021-2022	Certified: 6 Classified: 4	Certified: 18 Classified: 6	Certified: 18 Classified: 4	N/A	
	Continually improve selection processes through implementation of efficient recruitment instruments and methods	Increase percentage of new hire survey responses indicate Strongly Agree/Agree to question: I was treated respectfully and professionally throughout the hiring process.	* Baseline Year 2021-2022	98%	97%	96%	100%	
	Develop and maintain work force retention and succession practices	Decrease the number of vacancies posted on October 1st each year for classified and certified positions	* Baseline Year 2021-2022	Certified: 10 Classified: 154	Certified: 45 Classified: 276	Certified: 36 Classified: 248	Certified: 0 Classified: 0	
	Compensation & Benefits Initiatives						5 Year Target 2025-2026	
	Ongoing market assessments of compensation and benefit practices and offerings	Complete market analysis of 100% of employee groups over course of strategic plan implementation	* Baseline Year 2021-2022	Completed: ✓ Admin ✓ Certified ✓ Paras ✓ Food Production ✓ Executive Assistants	Completed: ✓ Technology Division ✓ Food Services ✓ Operations Services ✓ ELL Instructional Aides ✓ Elementary Principals ✓ MS Principals ✓ HS Assistant Principals	Completed: ✓ Communications ✓ Elementary Principals ✓ General Administration ✓ Human Resources ✓ HS Assistant Principals	Completed: ✓ Learning Services ✓ MS Assistant Principals ✓ MS Principals ✓ OPS Foundation ✓ Technology	
	Continue to enhance effective communication of district benefits for recruitment, onboarding, and retention of talent	Effective Communication: Monitor percentage of employees who complete open enrollment	* Baseline Year 2021-2022	85%	50%	77%	100%	
		Effective Communication: Increase percentage of new hire survey responses indicate Strongly Agree/Agree to question: I received sufficient information on benefits.	* Baseline Year 2021-2022	88%	84%	88%	100%	
		Recruitment & Retention: Increase percentage of exit interview survey responses indicate Benefits is “not a factor or somewhat important” in their decision to leave the district	* Baseline Year 2021-2022	67%	69%	88%	100%	
	Develop and sustain a culture of health and well-being.	Provide and maintain social-emotional and financial support services to employees.	✓	✓	✓	✓	N/A	
	Develop and sustain a culture of health and well-being.	Expand supports beyond EAP by one new initiative annually	✓	✓	✓	✓	N/A	

* Para Educator vacancies were pooled in 2021-22. These vacancies were not pooled beginning in 2022-23.
** District began providing passive (optional in-person) benefits enrollment for 2023, rather than mandatory in-person enrollment.

Strategic Plan Effective Systems & Prioritized Resources Priority Outcomes:
1) Facilities & Infrastructure: Ensure the existence of safe, well-maintained school facilities and technology infrastructures which support student learning.
2) Budget: Implement budgets and enhance fiscal efficiencies to support strategic and academic priorities.
3) Communications: Utilize communications systems for a range of purposes to inform, instruct, and motivate all stakeholders.

		Year-by-Year Results				Target	
		2020-21 Year 0	2021-2022 Year 1	2022-23 Year 2	2023-24 Year 3	5 Year Target	Target Met?
Commitments to Stakeholder Accountability	Facilities & Infrastructure Initiatives						
	Ensure safe, well-maintained school facilities to support learning	Percentage of work orders completed	97%	96%	96%	97%	
	Review & enhance safety/security	Review & Update Capital Improvement Plan (CIP) Annually	✓	✓	✓	N/A	
	Align facilities plan to support Portrait of a Graduate	Annually audit and reprioritize projects based on Strategic Plan initiative (fall semester)	N/A	✓	✓	N/A	
		Percentage of 2022 Bond Projects Completed	N/A	0%	20%	65%	75%
	Develop & maintain sustainable technology systems supporting industry & ISTE standards	Complete all priority initiatives identified in Technology Services dept. of the annual TSC Roadmap	93%	92%	91%	95%	
	Budget Implementation & Management Initiatives						
	Establish program & initiative inventory	Develop comprehensive district initiative inventory (Y0)	✓	N/A	N/A	N/A	
	Implement & utilize program-based budgeting to support student learning	Research, Select, Plan (Y1), Implement (Y2-3) an Enterprise Re- source Planning (ERP) system	N/A	✓	✓	N/A	
	Maintain current program & initiative inventory	Conduct an annual initiatives inventory review to prioritize initia- tives ensuring alignment and support of district strategic plan and achievement of academic milestones (Beginning in fall of Y4)	N/A	N/A	N/A	N/A	
	Align & adjust budget priorities to support strategic initiatives	Design & Develop Process for Budget Allocation (Y3), Implement (Y4), Maintain (Y5>)	N/A	N/A	N/A	✓	N/A
	Stakeholder Communication Initiatives						
	Streamline & maintain communications	Increase favorable response rate on “I get information I need from the district.” on annual survey.	86% Baseline: 2018-19	Parents: 92% Staff: 91%	Parents: 91% Staff: 89%	Parents: 89% Staff: 89%	Parents: 95% Staff: 95%
	Inform stakeholders regarding strategic initiatives	Increase views on OPS Insider	90%	90%	99%	99%	93%
		Increase views on OPS In the Know	81%	91%	95%	97%	93%
	Enhance stakeholder engagement	Increase participation on district annual survey	* Baseline Year 2021-2022	Parents: 10% Staff: 39%	Parents: 10% Staff: 36%	Parents: 7% Staff: 72%	Parents: 15% Staff: 45%

Strategic Plan DEI Bold Goals: 100% of students are prepared to learn from and interact with people from different races, ethnicities, and cultures.

		Year-by-Year Results				Target	
		2020-21 Year 0	2021-2022 Year 1	2022-23 Year 2	2023-24 Year 3	5 Year Target	Target Met?
Commitment to Students & Staff DEI Needs	Diversity and Engagement Priority Outcomes						
	Provide Training & PD to increase cultural awareness for staff	Complete Equity Audit (Y1), Review Annually (Y2>), and Plan & Imple- ment PD for staff & administration based on identified needs of audit.	In Progress	Audit Completed: 6/2022	Dept focused on 3 of 5 recommendations	Dept focused on 5 of 5 recommendations	Annual Review Completed: Recommendations implemented
	Provide Training & PD to increase cultural awareness for staff	Percentage of overall 6-12 students who respond favorably to student survey question: Teachers encourage you to learn about people from different races, ethnicities, or cultures?	40%	37%	No race data analysis through MySAEBRS	N/A	N/A
		Increase the annual percentage of educators using one or more culturally responsive teaching practices (New Metric 2022-23)	N/A	^ New Baseline Year	86%	87.4%	90%
	Ensure a welcoming, safe, inclusive and equitable school community	Percentage of overall 6-12 students who respond favorably to student survey question: How comfortable are you sharing your thoughts about race-related topics with other students at your school?	39%	36%	No race data analysis through MySAEBRS	N/A	N/A
		Increase the annual percentage of educators providing a safe and secure environment where diversity, engagement, and inclusion are valued (New Metric 2022-23)	N/A	^ New Baseline Year	71%	72.5%	80%
	Increase student engagement and learning opportunities	Percentage of overall 6-12 students who respond favorably to student survey question: How often do students think about what someone of a different race, ethnicity, or culture experiences?	72%	76%	No race data analysis through MySAEBRS	N/A	N/A
		Increase the number of students involved in one or more student activities (sports, student clubs, school sponsored activities) annually as measured by student activity data from the SIS. *Baseline data established 2021-2022	*Baseline Year 2021-2022	*76%	77%	80%	80%
		Host annual student-led leadership summit for high school and middle school students and increase student participation annually. (New Metric 2022-23)	N/A	^ New Baseline Year	✓ 100 students from all 5 high schools	✓ 125 students from all 5 high schools	N/A

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