

STRATEGIC DIRECTIONS

Improve Student Achievement

The Olathe Public Schools will increase achievement for all students through learning based on a comprehensive, challenging instructional program, focused on individual needs and grounded in research.

Recruit, Develop, Retain a Quality Staff

The Olathe Public Schools will actively recruit, develop and retain a highly competent, caring and student-focused staff throughout the organization.

Engage and Involve All District Stakeholders

The Olathe Public Schools will pro-actively inform and engage all district stakeholders (staff, students and community) to support and ensure student success.

Use Resources Responsibly

The Olathe Public Schools will implement effective and efficient financial, and operational procedures to enhance its educational program.

Approved by BOE in the Spring of 2011

III. District Mission, Vision, Beliefs and Core Values

The mission of Olathe Public Schools is to create a partnership of students, parents, teachers, staff and the community to provide a safe environment where all students acquire skills, knowledge, abilities and behaviors necessary to be productive citizens in an ever-changing world.

Below, Olathe’s Vision statement is followed by the District’s Mission, Purpose, Beliefs,

Core Values and Goals for Students. These statements, developed with extensive staff and community input, reflect the long-term expectations for the school District. Staff and community input also developed the Guiding Principles for Staff, Board, Students, Parents and Patrons. These statements become a covenant between the organization and those it serves.

**Our Vision...
Students prepared for *their* future!**

Our Mission -

A partnership of Students, Parents, Staff and the Community

To provide a safe environment where all students acquire skills, knowledge, abilities and behaviors necessary to be productive citizens in an ever-changing world.

Our Purpose

- Student learning

Our Beliefs

- All children can learn
- Together we achieve more

Our Core Values

- Data-driven continuous improvement
- Life-long learning

Our Goals for Students

- Apply academic skills
- Communicate effectively
- Think critically and creatively to solve problems
- Use and apply technology
- Maintain and enhance physical and emotional health
- Demonstrate respect and work cooperatively with others
- Demonstrate self management and practical life skills
- Contribute as responsible and productive citizens

How We Do Business -

We demonstrate in action and words...

Staff/Board Guiding Principles

- Children first
- Respect for all
- Teamwork
- Excellence and quality
- Commitment to individual needs

Student Guiding Principles

- Honesty
- Respect
- Responsibility
- Trustworthiness

Parent/Patron Guiding Principles

- Positive role models
- Effective communicators
- Respect for all
- Advocates for education
- Active involvement

III. District Mission, Vision, Beliefs and Core Values

Strategic Direction	Priority Goal for Action Plans
<p>Improve Student Achievement</p> <p>The Olathe Public Schools will increase achievement for all students through learning based on a comprehensive, challenging instructional program, focused on individual needs and grounded in research.</p>	<p>SA 1: Refine and develop challenging curriculum and program offerings. SA1.1 Align district curriculum with College and Career Ready Standards. SA1.2 Prepare and implement Board of Education-adopted curriculum.</p> <p>SA 2: Implement targeted effective instructional strategies for all students, including the use of technology for learning.</p> <p>SA 3: Increase use of strategies/programs which meet individual learner needs. SA3.1 Implement the MTSS (Multi-tiered System of Supports) system (reading, math, behavior). SA3.2 Implement specific interventions for challenged learners. SA3.3 Implement strategies to increase student independence of learners with special needs. SA3.4: Increase awareness of the needs of students living in poverty and implement effective strategies to support these needs.</p> <p>SA 4: Increase student college and career readiness by providing rigorous learning experiences. SA4.1 Increase enrollment and success in college level classes (College Now, Pre-AP/ AP). SA4.2 Review, recalibrate, and refine current 21st Century programs. SA4.3 Develop 21st Century programs for Olathe West High School (green technology, public safety).</p> <p>SA 5: Increase student success with college and post-secondary. SA5.1 Prepare students for college admittance exams, esp. the ACT. SA5.2 Obtain methods to track the success of students after their high school experience.</p> <p>SA 6: Implement strategies to ensure a positive and safe learning environment to maximize student learning. SA5.1 Implement positive building, classroom, and individual student behavior strategies. SA5.2 Implement practices which enhance the safety of the learning environment.</p> <p>SA 7: Increase student engagement through athletics and activities, including under-represented students.</p> <p>SA 8: Plan for the implementation of the new state accreditation and school improvement process.</p>
<p>Recruit, Retain and Develop a Quality Staff</p> <p>The Olathe Public Schools will actively recruit, develop, and retain a highly competent, caring, and student-focused staff throughout the organization.</p>	<p>QS 1: Analyze current and alternative methods for recruiting quality staff (criteria and process).</p> <p>QS 2: Direct available resources to enhance staff retention.</p> <p>QS 3: Maintain a positive staff working environment. QS3.1 Continue to create a positive working climate. QS3.2 Continue to ensure a safe working environment.</p> <p>QS 4: Design, implement, and evaluate various types of professional learning opportunities to enhance student learning (teachers, administrators, instructional support staff).</p> <p>QS 5: Provide development opportunities for staff that enhances work performance (classified and licensed/certified staff)</p> <p>QS 6: Provide supports for new employees (educators, administrators, classified) to meet or exceed district expectations.</p> <p>QS 7: Develop staff capacity through succession activities to ensure continuity of leadership.</p> <p>QS 8: Evaluate, modify and implement staff performance appraisal systems across the organization.</p>
<p>Engage and Involve All Stakeholders</p> <p>The Olathe Public Schools will pro-actively inform and engage all district stakeholders (staff, students and community) to support and ensure student success</p>	<p>STK 1: Engage business and community partners to enrich student educational experiences. STK 1.1 Implement the Adopt-a-School partnership program at all schools.</p> <p>STK 2: Analyze stakeholder data, disseminating results and implementing changes.</p> <p>STK 3: Implement effective communications. STK3.1 Implement effective communication for internal staff. STK 3.2 Implement effective communication for parents/guardians. STK 3.3 Implement effective communication for the community and outside stakeholders.</p> <p>STK 4: Identify and promote key legislation to support quality public education.</p>
<p>Be Responsible and Accountable for Available Resources</p> <p>The Olathe Public Schools will implement effective and efficient financial and operational procedures to enhance the educational program.</p>	<p>RES 1: Exercise high degree of fiscal responsibility in administration of budgets. RES 1.1 Provide for minimum fund balances that support positive cash flow. RES 1.2 Improve fiscal reporting. RES 1.3 Maintain/improve district bond ratings.</p> <p>RES 2: Update and prioritize short-and long-term facility needs. RES 2.1 Plan and prioritize for current facility improvements and new construction through a CIP (Capital Improvement Plan) process. RES 2.2 Plan for new construction.</p> <p>RES 3: Update and prioritize short-and long-term sustainable technology needs.</p> <p>RES 4: Implement updated software management systems.</p> <p>RES 5: Conserve our natural resources through energy management and recycling efforts</p> <p>RES 6: Define system processes across district functions for clarity of implementation and succession.</p>

While the goals and action plans noted here may or may not have associated costs, current budgets are aligned with the state reporting structure, making it difficult to segregate these costs. A project to adjust our account code structure to allow this segregation while remaining in compliance with the states reporting structure is underway. These adjustments will allow us to better track the cost of individual goals and action plans.

“Let’s put our minds together and see what life we can make for our children.”

*-Thathanjka Iyotake
(Sitting Bull)*

