



# **DEUEL SCHOOL DISTRICT STRATEGIC PLAN**

**BOARD APPROVED: JULY 2021**

FACILITATED BY TOM OSTER, DAKOTA ED CONSULTING

The Mission of the Deuel School District-  
Empower students to become independent learners, personally accountable, and responsible citizens.

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**Deuel School District's Belief Statement:**

*Everyone in the community contributes to the education of the children in our schools.*

Therefore, we are committed to:

Personal responsibility and accountability.

Respecting others and maintaining an open line of communication in the district.

Providing opportunities and resources for individual success.

Maintaining and communicating high academic and professional standards and expectations.

## **Introduction**

The Deuel School Board supported a district wide strategic planning process to help to inform the Board about future goals for the district. A specific survey was prepared to assess responses that represented these specific groups:

- Deuel students in grades 6-12
- Staff members of the Deuel School
- Parents of Deuel students
- Deuel community members

The survey was conducted between mid-January and early February (2021). The response rate was very good with 262 student responses and 56 staff responses. The parent / community survey had 251 responses.

The data compilation from the surveys were shared with the School Board and administration at a previous school board meeting.

Focus group meetings, involving both internal and external stakeholders were held to turn survey themes into goal statements and to devise action steps to accomplish the stated goals.

The following themes were identified and are shared in this document along with an implementation schedule and specific action steps.



# SCHOOL DISTRICT ACTION PLAN

<b>Goal Area</b>	<b>Communication: Internal and External</b>	
<b>Goal:</b>	<b>The Deuel School District will improve both internal and external communications</b>	
<b>Metrics:</b>	<b>Survey conducted by the Deuel school district</b>	
<b>Implementation Timetable</b>		
<b>Action Steps</b>	<b>Individual Responsible</b>	<b>Projected Date of Completion</b>
1. The superintendent will conduct an all staff meeting once per month, during the school year, to give a board meeting update and cover calendar items for the upcoming month This will be in addition to scheduled weekly principal meetings.	Superintendent	Fall 2021 & Ongoing
2. The superintendent will create an advisory council (6-8 staff members) to meet quarterly; the council will be appointed by the superintendent and will have representation from certified and classified staff. The council members will change annually. The advisory council will discuss policy, Professional Development, curriculum, facilities, etc.	Superintendent	Fall of 2021 & Ongoing
3. Teachers will communicate during building principal meetings as to Professional Development needs and better collaborate with each other	All Teachers	Fall of 2021& Ongoing
4. All Staff will be more consistent and diligent in following up with parent questions and concerns – (24-hour rule)	All Staff	Fall of 2021& Ongoing
5. The district will be more consistent and diligent in making sure parents and community members are communicated within their preferred method/mode, as well as making sure parents are aware of all resources available to them and their children	All Staff	Fall of 2021 & Ongoing
6. The superintendent will send weekly “board notes” to the school board, every Friday, keeping them apprised of the previous week’s activities and expectations for the coming week. This will be brief and succinct.	Superintendent	Ongoing
7. Teachers, Principals and Counselor will have set meeting times with HS students to cover post-secondary opportunities, scholarships, academic requirements etc. Each 9-12 student will have a scheduled visit at least once per year with a designated school personnel. This will be done in conjunction with class advisors	Teachers / Counselor / Principal	Fall of 2021 & Ongoing
8. Teacher collaboration time will continue to be available on Fridays, especially in the early fall when discussing the previous year test scores (MAP Testing).	Administration & all Teachers	Fall of 2021 & Ongoing

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<p>9. A new student orientation protocol will be put in place to deal with new students that arrive after the school year begins. This will include, but not limited to, a list of resources and protocol for both the district and the school for the family/student to reference to assist in the transition.</p>	<p>Administration / Administrative Assistants / Principals &amp; Counselors</p>	<p>Set the protocol in late Spring 2021 &amp; implement for the fall or 2021.</p>
<p>10. The superintendent advisory committee in conjunction with the journalism class will be responsible for a clearinghouse for dissemination of “Good News” Shout outs. These can be both internal attaboys and attagirls to external shout outs on social media and the newspaper. This is an opportunity to tell the positive stories about all things Deuel School District. These can be personal in nature, academic, or extra-curricular. This is designed and encouraged for all to participate in telling good news. Examples: Teacher spotlights, Administrative articles in the paper.</p>	<p>Advisory Committee Journalism Class / All Staff</p>	<p>Fall of 2021 &amp; Ongoing</p>
<p>11. The district will implement an annual survey of staff, students, parents, and community.</p>	<p>Administration</p>	<p>Annually</p>

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<b>Goal Area</b>	<b>ACADEMICS</b>	
<b>Goal:</b>	1) The Deuel School District will improve their academics, specifically raising their SBAC and ACT Scores. 2) The Deuel School District will review and assess the use and efficacy of personalized learning. 3) The Deuel School District will continue to use their formative MAPS assessment and track student growth both individually and summatively.	
<b>Metrics:</b>	SBAC advanced and proficient scores to increase by 5% at the district level, and ACT composite score of 22. MAPS growth assessments, annual 60% above median RIT Score for students.	
<b>Implementation Timetable</b>		
<b>Action Steps</b>	<b>Individual Responsible</b>	<b>Projected Date of Completion</b>
1. The district will consider an in-depth data retreat to review graduation rates, test scores- (portal-claims and targets-content standard crosswalk blueprint), curriculum alignment, disciplinary and behavior issues etc. annually. This data will be used to drive future PD and be geared to help students who are struggling or who are behind grade level expectations	Professional Consultant paid for with ESSER funds. School Board, Administration, & all teachers	2021-2022 School Year and ongoing
2. The newly formed advisory council will discuss and provide input on all past and future professional development	Advisory Council	Fall of 2021
3. The board will consider a specific budget line item annually for PD	School Board	July 2021
4. The school board, with input from the administration and advisory council will discuss keeping specific parts of personalized learning strategies.	School Board & Advisory Council	2021-2022 School Year
5. The school board will form a committee of parents along with staff members who see academic benefits of personalized learning to visit further about the pros and cons. The committee would be charged with communicating personalized learning components to the board and provide updates.	Board committee members / parents / teachers	2021-2022 School Year
6. Research ACT test prep strategies, nationally and locally, to create a before/after school program for high school students. This program would be taught by subject area experts and the curriculum would be based on available ACT prep information. The program would start prior to the ACT test dates during the school year. Classes would meet regularly either before or after school. There will be a concentrated effort to implement an ACT prep class during the school day during the current school year and subsequent years. Teachers would need to be compensated for these extra hours taught outside their normal work schedule.	High School Principal / Counselor / Subject Matter Teachers	Fall of 2021 and ongoing

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<p>7. The administration and school board will consider adding “real life and hands on” electives. There is an understanding that this has financial implications and may not be possible within the constraints of the existing budget.</p>	<p>School Board &amp; Administration</p>	<p>2021-2022 School Year</p>
<p>8. To ensure that the previous year test results are discussed with the previous year teacher and the current year teacher, Friday PD will be set aside for these discussions so that every student and their scores can be analyzed. This may take several Fridays.</p>	<p>Administration / all Teachers</p>	<p>2021-2022 School Year</p>
<p>9. If the school board elects to continue with personalized learning, there will be training sessions held for all parents to attend annually.</p>	<p>School Board / Administration / Teachers</p>	<p>2021-2022 School Year &amp; Ongoing</p>
<p>10. Screen time will be monitored and may be lessened for students in the teaching and learning environment. Traditional instruction and supplies may be applicable/optional in order to provide choice for students. These issues and requests would be discussed and addressed by committee.</p>	<p>Board committee members / parents / teachers / principals</p>	<p>2021-2022 School Year</p>
<p>11. There is a concern by parents that personalized learning has created an atmosphere and culture of just getting by is OK and that there is a lack of “accountability” for the students. They are concerned about the lack of defined deadlines and expectations. These issues would be discussed and addressed by the committee of parents and teachers.</p>	<p>Board committee members / parents / teachers / principals</p>	<p>2021-2022 School Year</p>
<p>12. MAP goal setting: Teachers that utilize MAP testing, in conjunction with the building principals, will establish goal setting strategies for their students/classes. Teachers and principals will also implement incentive programs for students to promote MAP testing growth.</p>	<p>Teachers/Principals</p>	<p>2021-2022 School Year &amp; Ongoing</p>
<p>13. Colloquium: The district will embark on a three-year training program which will provide the following in year one: history of education, building a culture of learning, mindset and educating stakeholders. Subsequent years and training will include implementation models and data analysis.</p>	<p>Teachers/Administration Parents</p>	<p>2021-2022 School Year &amp; Ongoing</p>

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<b>Goal Area</b>	<b>Student Behavior &amp; Student Support</b>	
<b>Goal:</b>	<b>The Deuel School District will improve both student behavior and student support</b>	
<b>Metrics:</b>	<b>Survey conducted by the district and data retreats</b>	
<b>Implementation Timetable</b>		
<b>Action Steps</b>	<b>Individual Responsible</b>	<b>Projected Date of Completion</b>
1. Teachers, Principals and Counselor will have set meeting times with HS students to cover post-secondary opportunities, scholarships, academic requirements etc. Each 9-12 student will have a scheduled visit at least once per year with a designated school personnel.	Principals, Counselor & Teachers	Fall of 2021 & Ongoing
2. A course catalog will be built and distributed to high school students.	HS Principal	Fall 2021
3. Principals and teachers will hold each other accountable to ensure all are following the rules and regulations set forth in district policy and handbooks to ensure consistency school-wide. Student discipline and behavior issues will decrease with a consistent enforcement of all school policy and rules.	Principals & Teachers	Fall of 2021 & Ongoing
4. The student council and or honor society will be involved in building better student conduct, building a better culture, and a cleaner environment. Create more student-centered activities like school dances, after school non-athletic clubs, etc.	Student Council / Honor Society Directors / all 6-12 students	2021-2022 school year and ongoing
5. The newly formed advisory council with teacher input will review and assess student participation on “Help Fridays”. What can be done do achieve a greater student participation? -Student attendance will be tracked.	Advisory Council & All Teachers	2021-2022 School Year
6. The district will review the efficacy of the Wednesday Reading and Senior Project programs	Principals	2021-2022 School Year



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<b>Goal Area</b>	<b>School Pride – Parent &amp; Community Engagement</b>	
<b>Goal:</b>	<b>The Deuel School District will improve school pride and parent/community engagement.</b>	
<b>Metrics:</b>	<b>Survey conducted by the school district</b>	
<b>Implementation Timetable</b>		
<b>Action Steps</b>	<b>Individual Responsible</b>	<b>Projected Date of Completion</b>
1. There was a desire to know more about the Booster Club, who is on it and what do they do? Can the Booster Club(s) get information out to the staff and parents to inform them of their mission and purpose?	Booster Club Reps/Administration Athletic Dir.	2021-2022 School Year
2. There was a desire to see an active PTO that facilitated opportunities to be in the school for things like doughnuts for dads, grade lunch with parents and grandparents, pumpkin carvings, science night, bingo night and movie night, etc.	Volunteer teachers / volunteer parents	Fall of 2021 or when we have the green light from COVID.
3. Determine if the Clear Lake Chamber can partner with the school district on any activities that will combine city and school events to foster a “team” approach.	Chamber President/ Board President/ Superintendent	2021-2022 School Year
4. Determine if there are any internships available in the community where business and industry would partner with juniors and seniors for learning opportunities. Create list of available jobs at each local business. Contacts will be made by HS Principal and Career Coordinator.	HS Principal /Career Coordinator/ Community Committee	2021-2022 School Year
5. Foster relationships with businesses and industry to enhance learning at all levels. Consider a Zoom format to access professionals remotely.	HS Principal/Career Coordinator	2021-2022 School Year

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<b>Goal Area</b>	<b>Facilities</b>		
<b>Goal:</b>	<b>The Deuel School District will consider facility upgrades and improvements</b>		
<b>Metrics:</b>	<b>Future staff, student, parent, &amp; community survey conducted by the district.</b>		
<b>Implementation Timetable</b>			
<b>Action Steps</b>	<b>Individual Responsible</b>	<b>Projected Date of Completion</b>	
1. The School Board will consider remodel and new construction options to meet the academic and extra-curricular needs of the students	School Board / administration / building committee / Architects	Fall of 2023	
2. The board will consider and review all existing mechanical to ensure proper ventilation and air quality/HVAC/ maintenance.	Architects & Engineers (ESSER)	ongoing	
3. The board will consider better school signage for public clarification and promotion	Building Committee & Architects	Fall of 2023	
4. Administration and staff will assist in promoting a “spotless” environment that all are proud of and further hold custodial staff to a high standard. These high expectations will foster the same for academics and extra-curricular activities.	School Board / All Employees	Fall of 2023	