KINSLEY USD 347
STRATEGIC PLAN
DAY 2

Notes from USD 347 Kinsley-Offerle
Strategic Planning Process, April 22, 2025 – Alma Henry

The Kinsley-Offerle USD 347 Strategic Planning kicked off on April 22nd at 5:30 p.m. at the Kinsley Junior-High School in Kinsley, Kansas. The superintendent and staff invited key stakeholders to help shape the future direction of the district. Community members, Kinsley-Offerle staff, parents, and administration were all represented in the group. The initial meeting was facilitated by the Kansas Association of School Boards, Director of Leadership, Alma Henry.

Kinsley-Offerle is to be commended on making an effort to seek input from its patrons by providing a community discussion for all district patrons as part of the Strategic Planning Process.

The initial session on Tuesday included a review of the following items:
- Committee members received information related to demographics, budget, and a summary of district accomplishments and challenges.
- The community discussed and analyzed the 165 responses from the initial community survey.
- They had time to reflect on the district's mission statement.
- The facilitator reviewed the process to be used, including the SWOT analysis method.
- Five groups of 5-8 people discussed and identified district strengths, weaknesses, opportunities, and threats, the SWOT components, and posted their feedback for the entire group to review.
- All table groups and individuals identified common themes that occurred as the SWOT items were compiled.

This concluded the work of the community on the first day of the Strategic Planning Process. The following themes were identified as the SWOT was compiled. Each of the table groups submitted five themes and each participant identified individual themes by using sticky dots.

In total 18 theme areas emerged:

1. 4-Day School Week
2. Staffing
3. Technology
4. Enrollment
5. Relationships & Unity
6. Career & Technical Education and Opportunities
7. Curriculum & Instruction
8. Parental Involvement
9. Community Outreach & Partnerships – Internships, Job Shadowing
10. Communication
11. Social Emotional Learning
12. Budget & Resource Allocation
13. Accountability

14. Student Involvement in Strategic Planning & Changes
15. Early Childhood
16. Small Rural Community
17. Facilities
18. Virtual School

Theme areas were condensed into 3 focus areas for group processing during the second session:
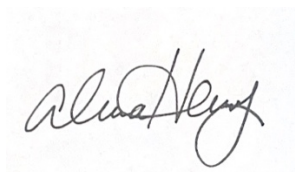

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<u>Strategic Plan Focus Areas</u>
Student Success and Learning Innovation
People, Culture, and Community
Sustainability and Growth

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Please review the artifacts collected in session one through community input identified in this report. The USD 347 Strategic Planning community began on day two, April 28, at 5:45 p.m. at the community building. The work started with a review of the SWOT and themes identified from night one. The committee teams took what was learned from the previous session to address the focus areas identified above. Their task as a team was to determine the "why" and "what" for each of the four focus areas. The why was the purpose for each focus area that created a demand for change, while the what are strategies to help address the focus area. You will see the cumulative findings of the focus areas at the end of this report.

The next steps will be for the board of education and the superintendent team to finalize the findings from the focus group discussions. The board will make final decisions on the focus areas that will allow the superintendent to develop leadership teams to develop a plan to achieve the goals approved by the board. The plan should be reviewed throughout the year to ensure the short-term goals meet each focus area's outcomes.

In closing the Kinsley-Offerle Board of Education is to be congratulated for making an effort to seek input from its patrons by providing a community discussion for district patrons. It is exciting to play a small part as you map out the future of student learning in your district for years to come.

Sincerely,

Alma Henry
Director of Leadership
Kansas Association of School Boards

Kinsley-Offerle USD 347

Vision Statement (Successful Graduate)

What does a student need to be successful after leaving our system?

Resilience & Perseverance

Accountability & Responsibility

Adaptability & Teachability

Critical Thinking & Problem Solving

Strong Character & Integrity

Motivation & Drive

Life & People Skills

Respect & Compassion

Dependability

Technology Proficiency

Mission Statement

The purpose of USD 347 is to provide an equal opportunity for each student to receive a quality education to reach his or her full potential and become a productive member of a diverse and changing society.

Focused Mission Review Keywords:

*The larger the font of an individual word the more frequently the word was identified by a group as most significant.

Society Quality Equal Potential Productive member Opportunity Changing Education Diverse Full

SWOT

STRENGTHS

- (4) Updated Technology (1)
- (2) Staff to Student Relationships (2)
- (2) Opportunity (3)
- (2) Expansion CTE's (4)
- (2) Updated Curriculum (5)
- (2) SEL
- (2) Early Childhood
- Art Shop, Ag programs (1)
- Resource Allocation (1)

- Small Rural Community (1)
- Support (4)
- Sequencing Courses
- Communication with Parents
- Availability of Technology Resources
- Kids Feel Safe
- Grit
- DOME

(Prioritized Strengths) Item (Identified Themes)

WEAKNESSES

- (3) Facilities Improvement (1)
- (2) Managing Technology (12)
- (2) Communication (5)
- (2) High Quality Instruction (1)
- Staff Shortage (15)
- More Parent Involvement (10)
- Consistent Communication (4)
- Relationships (3)
- Unity Among Stakeholders (3)
- Community Outreach (2)
- Lack of Accountability (2)
- Finances (1)
- 2 Communities

(Prioritized Weaknesses) Item (Identified Themes)

SWOT

OPPORTUNITIES

- (2) CTE's (4)
- (2) Partner with DCB & BCC/Dual Credits (2)
- (2) Internships/Job Shadowing (1)
- 4 Day School Week (19)
- Small Classes (3)
- Build Relationships (3)
- More Opportunities for Career Readiness (2)
- Proper Tech Etiquette (2)

- Get kids involved in planning SP & Changes (2)
- Community Support (2)
- Extra Curriculars (1)
- Balance SEL, Academics & Real World
- SAT (Student Ambassador Team) - Elementary
- Elementary Student Jobs
- Community Partnerships
- Technology Available

(Prioritized Opportunities) Item (Identified Themes)

THREATS

- (4) Finances/Funding/Budget (1)
- (3) Declining Enrollment (14)
- (2) Staffing (2)
- (2) Online School
- Lack of Quality Instruction (9)
- Too many student contact days (3)
- School Perception (3)
- Lack of Parental Engagement (3)
- Lack of Accountability

(Prioritized Threats) Item (Identified Themes)

Themes Identified from Day 1

Identified Theme by Table (No.)	Identified Theme by Individual
➢ 4-Day School Week (2)	➢ 22
➢ Staffing (4)	➢ 17
➢ Technology (6)	➢ 17
➢ Enrollment (5)	➢ 17
➢ Relationships & Unity (5)	➢ 15
➢ Career & Technical Education and Opportunities (6)	➢ 15
➢ Curriculum & Instruction (4)	➢ 14
➢ Parental Involvement (2)	➢ 13
➢ Community Outreach & Partnerships – Internships, Job Shadowing (6)	➢ 13
➢ Communication (3)	➢ 10
➢ Social Emotional Learning	➢ 4
➢ Budget & Resource Allocation (6)	➢ 3
➢ Accountability	➢ 3
➢ Student Involvement in Strategic Planning & Changes	➢ 3
➢ Early Childhood	➢ 2
➢ Small Rural Community	➢ 2
➢ Facilities (4)	➢ 2
➢ Virtual School (2)	➢ 1

Strategic Plan Focus Areas

Strategic Plan Focus Areas	
The following strategic plan focus areas were developed by compiling of prioritized themes into clusters that defined the given areas. Some themes interconnect with multiple focus areas. (Table Groups-Individual Theme)	
Strategic Plan Focus Area	**Themes**
Student Success & Learning Innovation	➢ Career & Technical Education and Opportunities (6-15) ➢ Curriculum & Instruction (4-14) ➢ Social Emotional Learning (1-4) ➢ Student Involvement in Strategic Planning & Changes (1-3) ➢ Early Childhood (1-2) ➢ Virtual School (2-1)
People, Culture, & Community	➢ 4-Day School Week (2-22) ➢ Staffing (4-17) ➢ Relationships & Unity (5-15) ➢ Parental Involvement (2-13) ➢ Community Outreach & Partnerships – Internships, Job Shadowing (6-13) ➢ Communication (3-10) ➢ Small Rural Community (1-2)
Sustainability & Growth	➢ Technology (6-17) ➢ Enrollment (5-17) ➢ Budget & Resource Allocation (6-3) ➢ Accountability (1-3) ➢ Facilities (4-2)

Focus Area	Student Success & Innovation
Purposes: (WHY)	• **Personalized Learning and Development**: To provide personalized educational experiences that help students identify their passions, set personal goals, and develop pathways toward achieving them. • **Career Readiness and Engagement**: To prepare students for their future careers by helping them understand their interests, explore potential career paths, and apply learning to real-world scenarios. • **High-Quality and Consistent Instruction**: To ensure all students receive high-quality instruction that aligns with educational standards and continues throughout their academic journey. • **Social-Emotional Learning (SEL) Integration**: To promote the development of social-emotional skills in students, encouraging them to apply these skills to their daily lives for personal growth and better interpersonal relationships. • **Innovation and Community Partnerships**: To foster innovation through partnerships with businesses and organizations, providing students with hands-on experiences such as internships and real-world applications of their learning.
Draft Goal	To empower every student with the tools, knowledge, and opportunities to thrive academically, socially, and professionally by fostering a personalized and innovative educational environment.
Group	**Strategy (WHAT)**
1,2,5	Analyze survey data and use it to guide students' decisions in future planning, identify areas of interest, and career development needs.
1,2,3	Create and implement plans for growing CTE pathways and community engagement in school. Create student personal goals and pathways to explore their passions and interests.
3,5	Apply early childhood education principles across all grade levels to enhance learning continuity.
1,5	Understand the importance of social-emotional learning and have students apply these skills to their daily lives.
2,4	Apply professional learning strategies to ensure teacher instruction meets high-quality standards and evaluate the alignment of curricula across all grade levels to ensure continuity in learning.
2,3	Evaluate the effectiveness of instructional materials and involve parents in social-emotional learning initiatives.
5	Analyze alternative educational approaches for non-traditional students to determine their effectiveness.
4	Create partnerships with businesses and organizations to develop internship opportunities.
4	Application of student learning from virtual courses to practical, real-world scenarios.
4	Evaluate student performance and provide early interventions to support struggling students.
2	Create new ideas and approaches to teaching and learning through brainstorming sessions.
1	Apply students' knowledge of AI tools appropriately in real-world contexts.

Focus Area	People, Culture, & Community
Purposes: (WHY)	• **Promote Collaboration and Teamwork**: Foster a culture of collaboration among staff members and between different grade levels to improve teamwork, share best practices, and strengthen relationships across the district. • **Enhance Family and Community Engagement**: Build strong relationships with families and the local community by offering engaging, inclusive events that bring families together and promote school spirit. • **Improve Communication with Stakeholders**: Strengthen communication with parents, especially for at-risk students, through consistent two-way communication and transparent processes. • **Support Professional Growth and Development**: Design targeted professional development opportunities for teachers to improve their skills, encourage continuous growth, and align their development with district goals. • **Optimize Staffing and Resources for Success**: Ensure that the district has a high-quality, well-supported workforce by refining staffing models, recruitment, and retention strategies to attract and retain skilled educators.
Draft Goal	To build and sustain a positive culture that fosters collaboration, strengthens relationships with families and the community, and ensures continuous professional growth.

Group	Strategy (WHAT)
1,3,5	Evaluate the transition model for a four-day school week by managing staffing and scheduling adjustments. Assess its effectiveness in achieving desired outcomes.
1,3,5	Create standardized communication formats to streamline and enhance parent involvement across the district, i.e. Remind app.
1,3	Create community and district-wide engagement events, such as BBQs, rallies, and games, to involve all grade levels and strengthen relationships with families and the local community.
2,3	Apply consistent two-way communication strategies with parents, ensuring involvement, especially for at-risk students, through tools like learning agreements.
5	Design personalized professional development opportunities for teachers based on their individual skills and needs.
5	Design collaborative strategies between counselors and staff to address students' learning and behavioral needs.
3	Apply strategies to reduce class sizes and improve student learning outcomes.
2	Evaluate stakeholder feedback and calendar input to refine and adjust the school year plan.
2	Analyze recruitment and retention strategies to hire high-quality instructors and ensure the continued professional growth of staff.

2	Evaluate and apply transparency strategies by providing detailed explanations and infographics on processes like LESA to increase understanding.
1	Create opportunities for inter-staff collaboration by planning joint activities between elementary and secondary staff.

Focus Area	Sustainability & Growth
Purposes: (WHY)	• **Enhance Educational Practices**: Integrate technology and innovative tools to improve teaching, learning, and student engagement across the district. • **Build Capacity for Growth**: Strengthen the skills of both staff and students to ensure long-term success and adaptability in an evolving educational landscape. • **Ensure Long-Term Facility Sustainability**: Maintain and improve district facilities and resources to support a thriving learning environment for all stakeholders. • **Increase Equity and Access**: Create opportunities that make education more inclusive and accessible to all students, particularly those with diverse learning needs. • **Foster Collaboration and Alignment**: Strengthen partnerships within the district by aligning goals, fostering communication, and working together to achieve shared success.
Draft Goal	To ensure the district's long-term sustainability and growth, we will focus on enhancing educational practices, building capacity for staff and students, and maintaining a thriving learning environment.

Group	Strategy (WHAT)
2,3,5	Apply technology to enhance learning outcomes, incorporating SAMR framework training for teachers to improve their tech integration.
2,3,5	Develop staff and student skills to utilize technology effectively for enhanced learning experiences.
1,3	Assess a structured cell phone policy to enhance student engagement and improve focus in class.
4,5	Analyze new tools and equipment to enhance janitorial services and improve cleanliness across the district, i.e. design a comprehensive maintenance plan that ensures the district's facilities are well-kept and functional.
3,5	Evaluate the potential benefits of offering non-course classes that support student learning and development to appeal to diverse learning styles, including those of non-traditional students.
5	Evaluate technological trends and continuously integrate advancements to maintain relevance in educational practices.
5	Collaborate with all district stakeholders in regular meetings to align goals, share feedback, and improve district initiatives.
4	Maintain existing technology by ensuring it is up-to-date and functional for continued use.
4	Evaluate how funds are allocated to ensure that resources are effectively distributed in areas of highest need.
3	Analyze the feasibility of consolidating all grade levels into a single facility to streamline operations and foster collaboration.
2	Analyze the impact of heavy technology use in the context of poverty and propose adjustments based on state recommendations to minimize excessive screen time.

2	Design new and innovative programs, such as Agricultural offerings, to attract and engage students in the district.
2	Evaluate the current fee structure and consider adjustments to make education more accessible to students.
1	Create outreach programs and advertising strategies to expand opportunities and raise awareness of the district's strengths.
1	Design new and improved industrial and building facilities to enhance the learning environment.
1	Create new ideas for wall thought displays and curriculum improvements annually to enrich the student experience.
1	Assess Chromebooks in elementary classrooms to integrate technology into daily learning activities.