

Timeline	Goal A: Elevate the standard of quality education.	Goal B: Design a stable financial structure that allows the district to accomplish its educational mission.	Goal C: Create a capital outlay plan that addresses current and future needs and contingencies.	Goal D: Foster excellent relations with community members and other organizations by continuing organizational transparency.	Goal E: Provide appropriate resources to ensure optimal teacher to student ratios.
Jan-16	<u>Objective A7: RECRUIT AND RETAIN TEACHERS:</u> Begin posting known open positions		<u>Objective C1-UPDATE LIGHTING:</u> Install LED lighting at schools	<u>Objective D8-EDUCATE THE COMMUNITY:</u> Using Facebook, Twitter, School Connects, and news updates for updates on district initiatives and happenings (Ongoing)	
Jun-16	<u>Objective A1-RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u> Technology training sessions for certified staff with Marie Henderson (Ongoing over summer break)	<u>Objective B5- INCREASE GRANT ACTIVITY:</u> Grant received by USD 489 Foundation for Educational Excellence to purchase check-in software for schools.			
Sep-16		<u>Objective B1-LIMIT FINANCIAL DEPENDENCE ON HOME AND SCHOOL:</u> Verify items that home and schools fund that the district should pay for.			

Oct-16	<u>Objective A13-IMPLEMENT MTSS FOR ALL SCHOOLS:</u> Implement S.A.F.E. Student Assistance Facilitation and Evaluation Team for MTSS Tier III Consultations				
Nov-16		<u>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u> Present the five year technology purchase plan to the board		<u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Review policies GAOF salary deductions and IIBF acceptable use guidelines	<i>*Classroom space is considered for future needs - discussion of Early Childhood Connections Federal Head Start requirements</i>
Nov-16		<u>Objective B4-BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> Implement workers comp carrier's recommendations to improve safety		<u>Objective D2-ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Administration meeting with Eber Phelps	
Dec-16			<u>Objective C2-BOND ELECTION:</u> Board appointment of DLR as district's new architect	<u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Understand our board policies - Reapproval of board policies GAOF and IIBF	
Dec-16			<u>Objective C2-BOND ELECTION:</u> 2 sections of roof were replaced at Hays High School. 1 section of roof was replaced at Rockwell.		

Jan-17	<u>Objective A12-GROW OUR SPORTS PROGRAMS:</u> Superintendent discussions with athletic directors at HHS and HMS	<u>Objective B4-BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> Formalizing a wellness plan	<u>Objective C2-BOND ELECTION:</u> Interview and hire reconstruction manager-at risk firms 1-9-17.	<u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Review KASB policy changes from December 2016.	<i>*Employ services of a demographer to analyze future enrollment trends</i>
Jan-17	<u>Objective A6-EXPAND MS SCIENCE PROGRAM:</u> Look into science gaming pilot opportunity		<i>*Interview and select a construction firm for future facility improvements 1-9-17 and 1-23-17.</i>	<u>Objective D10-WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> TMP and Holy Family have a representative serving on the district crisis committee.	
Jan-17				<u>Objective D5-CONNECTION WITH LOCAL MEDIA:</u> Work with the Hays Daily News and Hays Post to cover volunteer meeting, check-in software article, and board member appreciation article	
Jan-17	<u>Objective A7: RECRUIT AND RETAIN TEACHERS:</u> Begin posting known open positions. The district is increasing the number of resources used for recruiting all available certified positions.			<u>Objective D7-ALWAYS UPDATED WEBSITE:</u> Check-in software, kindergarten roundup, and the volunteer meeting information were added to website. (Ongoing daily)	

<p>Feb-17</p>	<p><u>Objective A2-STRONGER PROFESSIONAL DEVELOPMENT:</u> Randy Sprick presentation to teachers over positive behavioral practices</p>		<p><u>Objective C2- BOND ELECTION:</u> Workshops 1 and 2 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Update board policies CG Administrator Contracts and EE Food Services Managment</p>	
<p>Feb-17</p>			<p><u>Objective C2-Bond Issue:</u> DLR and Superintendent met with Chad Meitner and Rachel Wentling to discuss bond issue items and the Victory Road project.</p>	<p><u>Objective D10-WORK WITH ALL EDUCATINAL INSTITUTIONS IN THE COMMUNITY:</u> Arrange for collaborative meetings: Including NCKTC, FHSU, TMP, and Holy Family representatives in district's leadership meeting on February 3rd.</p>	
<p>Feb-17</p>				<p><u>Objective D10-WORK WITH ALL EDUCATINAL INSTITUTIONS IN THE COMMUNITY:</u> DLR and Superintendent met with Chad Meitner and Rachel Wentling to discuss bond issue items and the Victory Road project.</p>	

Feb-17	<u>Objective A8- DEVELOP LEADERS NOT MANAGERS:</u>		<u>Objective C2- BOND ISSUE:</u> Superintendent Thissen begins hosting lunches with parents at each school as well as with local community leaders to discuss the bond issue.	<u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATIONAL INSTITUTIONS AND TECH BUSINESSES:</u> The district is partnering with Eagle Communications to provide 1 GB of bandwidth for half the cost.	
Mar-17	<u>Objective A12-GROW OUR SPORTS PROGRAMS:</u> The Superintendent held a meeting with the HMS and HHS athletic directors and Principals.	<u>Objective B2: CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u> The quarterly technology update was presented to the board.	<u>Objective C2- BOND ELECTION:</u> Workshops 3 and 4 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.	<u>Objective D5-CONNECTION WITH LOCAL MEDIA:</u> The Superintendent worked with the Hays Daily News and submitted an article for Pride of the Plains.	
Mar-17	<u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> CHAMPS training in Hutchinson	<u>Objective B4- BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> The workers compensation modifier dropped from 1.06 to 1.04.	<u>Objective C2- BOND ISSUE:</u> Superintendent Thissen continues hosting lunches with parents at each school as well as with local community leaders to discuss the bond issue.	<u>Objective D2-ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Superintendent attends Chamber Legislative Chat	
Mar-17	<u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u> Fill vacant teacher positions from retirements and resignations			<u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Update board policies EG Payroll and Employee Benefits and EH Check Signatures	

Mar-17				Objective D7-ALWAYS UPDATED WEBSITE: Update Vision Team information on the website (Ongoing daily)	
				Objective D6- E-MAILS SENT OUT TO ALL PARENTS: All parents received emails for bond lunches at schools, updates on workshops with DLR, and information on kindergarten pre- enrollment forms	