

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	

<p><b>Jan-17</b></p>	<p><b><u>Objective A7: RECRUIT AND RETAIN TEACHERS:</u></b> Begin posting known open positions. The district is increasing the number of resources used for recruiting all available certified positions.</p>			<p><b><u>Objective D7-ALWAYS UPDATED WEBSITE:</u></b> Check-in software, kindergarten roundup, and the volunteer meeting information were added to website. (Ongoing daily)</p>	
<p><b>Feb-17</b></p>	<p><b><u>Objective A2-STRONGER PROFESSIONAL DEVELOPMENT:</u></b> Randy Sprick presentation to teachers over positive behavioral practices</p>		<p><b><u>Objective C2- BOND ELECTION:</u></b> Workshops 1 and 2 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><b><u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u></b> Update board policies CG Administrator Contracts and EE Food Services Managment</p>	
<p><b>Feb-17</b></p>			<p><b><u>Objective C2-Bond Issue:</u></b> DLR and Superintendent met with Chad Meitner and Rachel Wentling to discuss bond issue items and the Victory Road project.</p>	<p><b><u>Objective D10-WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u></b> Arrange for collaborative meetings: Including NCKTC, FHSU, TMP, and Holy Family representatives in district's leadership meeting on February 3rd.</p>	

Feb-17				<u>Objective D10-WORK WITH ALL EDUCATIONAL 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.	
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				<u>Objective D7-ALWAYS UPDATED WEBSITE:</u> Update Vision Team information on the website (Ongoing daily)	
				<u>Objective D6- E-MAILS SENT OUT TO ALL PARENTS:</u> All parents received emails for bond lunches at schools, updates on workshops with DLR, and information on kindergarten pre-enrollment forms	

<p><b>Apr-17</b></p>	<p><b><u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u></b> A vast majority of open certified positions were filled.</p>	<p><b><u>Objective B3- BOND ELECTION:</u></b> Workshops 5 and 6 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><b><u>Objective C2- BOND ELECTION:</u></b> Workshops 5 and 6 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><b><u>Objective D5-CONNECTION WITH LOCAL MEDIA:</u></b> The district submitted several stories to local media outlets, and all of the stories were published. Several interviews were conducted by the local media and district administration.</p>	<p><b><u>Objective E1: LOWER TEACHER TO STUDENT RATIOS TO 18:</u></b> Several positions were added to address projected increases in enrollment in grades K-5.</p>
<p><b>Apr-17</b></p>	<p><b><u>Objective A10- FOCUS ON IMPROVING STUDENT PERFORMANCE ON THE ACT ASSESSMENT:</u></b> Hays High School was named one of the four ACT Exemplar Schools for the State of Kansas.</p>		<p><b><u>Objective C1-UPDATE LIGHTING:</u></b> Continue to install LED lighting at schools</p>	<p><b><u>Objective D7-ALWAYS UPDATED WEBSITE:</u></b> Update Vision Team information on the website and update the school spotlights and best of the best recipients.</p>	
<p><b>Apr-17</b></p>				<p><b><u>Objective D11- CREATE A CULTURE OF COLLABORATION WITHIN THE DISTRICT:</u></b> Staff members participated in a needs assessment for elementary, middle school, and high school buildings for the bond issue planning process.</p>	

<p>May-17</p>		<p><u>Objective B3- BOND ELECTION:</u> Workshop 7 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective C2- BOND ELECTION:</u> Workshop 7 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective D7-ALWAYS UPDATED WEBSITE:</u> An additional page was added for Performance Based Intervention Systems to provide content for all staff regarding student behavior.</p>	
<p>May-17</p>	<p><u>Objective A8- DEVELOP LEADERS NOT MANAGERS:</u> All district administration attended a training regarding human resources issues, including evaluations, non-renewals, and other best practices regarding effective leadership from an HR point of view.</p>	<p><u>Objective B4- BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> The district signed with United Heartland for workers compensation insurance for the 2017-2018 school year with a savings of \$13,896 compared to last year.</p>	<p><u>Objective C1- ARRANGE FOR COLLABORATIVE MEETINGS:</u> The Superintendent met with area Superintendents, County Commissioners, and City Commissioners regarding the utilization of city and county taxes for school funding.</p>	<p><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> USD 489 collaborates with FHSU, USD 432, USD 388, and USD, USD 395, USD 270 and 407 to plan for the October 2017 inservice.</p>	
<p>May-17</p>	<p><u>Objective A8- DEVELOP LEADERS, NOT MANAGERS:</u> USD 489 graduates a staff member from Leadership Hays. USD 489 collaborates with the Leadership Hays class project to house the Caring Kids Closet for students placed into transitional custody with Saint Francis Community Services.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Five grants were written to the Heartland Community Foundation and the Dane G. Hansen Foundation.</p>			



<p><b>Jun-17</b></p>	<p><b><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT:</u></b> Reading and Writing Workshop Training is provided for certified staff. CHAMPS Elementary Classroom Management Training is also provided for certified elementary staff members. Secondary Classroom Management Training is provided for certified secondary staff.</p>	<p><b><u>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u></b> Laptops for K-8 staff members are replaced.</p>	<p><b><u>Objective C2- BOND ELECTION:</u></b> Workshop 8 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><b><u>Objective D9- UNDERSTAND OUR BOARD POLICIES:</u></b> District administration review the Kansas Association of School Board's June 2017 recommended policy revisions and additions.</p>	
<p><b>Jun-17</b></p>	<p><b><u>Objective A4- MONITOR ASSESSMENT RESULTS AND MAKE THEM KNOWN TO ALL:</u></b> Purchased EduClimber to track data for instructional and educational decisions.</p>	<p><b><u>Objective B5- INCREASE GRANT ACTIVITY:</u></b> \$1500 was awarded by the Heartland Community Foundation for tuition assistance for students in driver's education, as well as \$1,000 for the USD 489 Hope Pantry.</p>	<p><b><u>Objective C2- BOND ELECTION:</u></b> Members from the Vision Team present their recommendation for the scope and proposed projects for the upcoming bond issue.</p>	<p><b><u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATIONAL INSTITUTIONS AND TECH BUSINESSES:</u></b> Work with other school districts to assess district website platforms and services.</p>	
<p><b>Jun-17</b></p>			<p><b><u>Objective C1-UPDATE LIGHTING:</u></b> Continue dedication of staff to finish the installation of LED lighting in district buildings throughout the summer.</p>		

<p><b>Jul-17</b></p>	<p><b><u>Objective A4- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u></b> Marie Henderson provides series of trainings for maximizing district technology in the classroom</p>	<p><b><u>Objective B3- BOND ELECTION:</u></b> The board unanimously motions to approve sending a \$78.5 million bond issue to the public on the November 7th ballot. The district works with DLR to finalize educational materials to send out to staff and the public.</p>	<p><b><u>Objective C1- UPDATE LIGHTING:</u></b> LED upgrades continue to be installed at Hays High School.</p>	<p><b><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u></b> A third of Victory Road was replaced by USD 489 as O'Loughlin parents access the road to pick up and drop off students.</p>	
<p><b>Jul-17</b></p>	<p><b><u>Objective A12- GROW OUR SPORTS PROGRAMS:</u></b> The athletic directors and building administration met about improving on the sports for the middle school and high school. Rob Miller spoke with the district on ways to improve sports programs.</p>			<p><b><u>Objective D7- ALWAYS UPDATED WEBSITE:</u></b> The district updates all of the new school year enrollment information on the website.</p>	
<p><b>Jul-17</b></p>				<p><b><u>Objective D5- CONNECTION WITH THE LOCAL MEDIA:</u></b> The district works with the media outlets to advertise for centralized enrollment.</p>	

<p><b>Jul-17</b></p>	<p><b><u>Objective B6- LOWER STUDENT FEES:</u></b> The board votes to approve the reduction of fees from \$135 to \$90 per student for the 2017-2018 school year.</p>	<p><b><u>Objective B5- INCREASE GRANT ACTIVITY:</u></b> Several staff members write grants for a variety of projects within the district.</p>		<p><b><u>Objective D6- E-MAILS SENT OUT TO ALL PARENTS:</u></b> The district emails parents information about centralized enrollment.</p>	
<p><b>Aug-17</b></p>	<p><b><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT:</u></b> Negotiate with teachers to have a professional development team collaborate to make professional development for inservice and early release days more meaningful to staff</p>	<p><b><u>Objective B2- CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u></b> 60 additional surface devices were purchased to cover increased enrollment at Hays High School.</p>	<p><b><u>Objective C1- UPDATE LIGHTING:</u></b> LED upgrades continue to be installed at Hays High School.</p>	<p><b><u>Objective D8-EDUCATE THE COMMUNITY:</u></b> Using Facebook, Twitter, School Connects, and news updates for updates on district initiatives and happenings (Ongoing)</p>	
<p><b>Aug-17</b></p>		<p><b><u>Objective B3- BOND ISSUE:</u></b> Superintendent Thissen begins meeting with civic organizations to speak about the bond issue.</p>	<p><b><u>Objective C2- BOND ELECTION:</u></b> The administration begins mailing bond issue materials to staff and vested voters.</p>	<p><b><u>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS:</u></b> Superintendent Thissen continues to meet with city leaders on a quarterly basis.</p>	

<p>Sep-17</p>	<p><b><u>Objective A10- FOCUS ON IMPROVING STUDENT PERFORMANCE ON THE ACT ASSESSMENT:</u></b> Hays High School receives notification that students performed higher than the state average in all categories. The overall performance is the highest HHS has had since ACT scores have been tracked.</p>	<p><b><u>Objective B3- BOND ISSUE:</u></b> Superintendent Thissen continues meeting with civic organizations to speak about the bond issue.</p>	<p><b><u>Objective C2- BOND ISSUE:</u></b> USD 489 hosts a Q&amp;A and talking tour at Lincoln Elementary School.</p>	<p><b><u>Objective D9- UNDERSTAND OUR BOARD POLICIES:</u></b> The board approves the June 2017 Kansas Association of School Board's recommended policy changes, which include revisions that reflect current district processes. The lactation policy is not added as the district already supports mothers who breast feed.</p>	
<p>Sep-17</p>	<p><b><u>Objective A4- MONITOR ASSESSMENT RESULTS AND MAKE THEM KNOWN TO ALL:</u></b> Assistant Superintendent Dinkel reports on the district's assessment information during a board meeting.</p>	<p><b><u>Objective B5- INCREASE GRANT ACTIVITY:</u></b> Lincoln Teacher Monica Dreiling receives \$3,000 Westar grant to purchase supplies for intergenerational projects for the 2017-2018 school year. Wilson teacher Candace Sage receives a \$500 Scholastic scholarship to use towards purchasing books for her classroom library. Sarah Wasinger attends FHSU grant writing workshop.</p>		<p><b><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u></b> USD 489 collaborates with FHSU, USD 432, USD 388, and USD, USD 395, USD 270 and 407 to plan for the October 2017 inservice.</p>	

Sep-17				<p><u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATION INSTITUTIONS AND TECH BUSINESSES:</u> Administration reports about a ransomware attack that caused a temporary disruption on the district's servers. No substantial data was lost in the attack.</p>	
Oct-17			<p><u>Objective C2- BOND ISSUE:</u> USD 489 hosts a Q&amp;A and talking tour at Wilson Elementary School.</p>		