

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.
Jun-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.			

<p>Oct-16</p>	<p><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</p>				
<p>Nov-16</p>		<p><u>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u> Present the five year technology purchase plan to the board</p>		<p><u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Review policies GAOF salary deductions and IIBF acceptable use guidelines</p>	<p><i>*Classroom space is considered for future needs - discussion of Early Childhood Connections Federal Head Start requirements</i></p>
<p>Nov-16</p>		<p><u>Objective B4-BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> Implement workers comp carrier's recommendations to improve safety</p>		<p><u>Objective D2-ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Administration meeting with Eber Phelps</p>	
<p>Dec-16</p>			<p><u>Objective C2-BOND ELECTION:</u> Board appointment of DLR as district's new architect</p>	<p><u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Understand our board policies - Reapproval of board policies GAOF and IIBF</p>	

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>Jan-17</p>	<p><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.</p>			<p><u>Objective D7-ALWAYS UPDATED WEBSITE:</u> Check-in software, kindergarten roundup, and the volunteer meeting information were added to website. (Ongoing daily)</p>	
<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 EDUCATIONAL 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>	

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.	

<p>Mar-17</p>	<p><u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> CHAMPS training in Hutchinson</p>	<p><u>Objective B4- BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> The workers compensation modifier dropped from 1.06 to 1.04.</p>	<p><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.</p>	<p><u>Objective D2-ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Superintendent attends Chamber Legislative Chat</p>	
<p>Mar-17</p>	<p><u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u> Fill vacant teacher positions from retirements and resignations</p>			<p><u>Objective D9-UNDERSTAND OUR BOARD POLICIES:</u> Update board policies EG Payroll and Employee Benefits and EH Check Signatures</p>	
<p>Mar-17</p>				<p><u>Objective D7-ALWAYS UPDATED WEBSITE:</u> Update Vision Team information on the website (Ongoing daily)</p>	
				<p><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>	

<p>Apr-17</p>	<p><u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u> A vast majority of open certified positions were filled.</p>	<p><u>Objective B3- BOND ELECTION:</u> Workshops 5 and 6 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective C2- BOND ELECTION:</u> Workshops 5 and 6 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective D5-CONNECTION WITH LOCAL MEDIA:</u> 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><u>Objective E1: LOWER TEACHER TO STUDENT RATIOS TO 18:</u> Several positions were added to address projected increases in enrollment in grades K-5.</p>
<p>Apr-17</p>	<p><u>Objective A10- FOCUS ON IMPROVING STUDENT PERFORMANCE ON THE ACT ASSESSMENT:</u> Hays High School was named one of the four ACT Exemplar Schools for the State of Kansas.</p>		<p><u>Objective C1-UPDATE LIGHTING:</u> Continue to install LED lighting at schools</p>	<p><u>Objective D7-ALWAYS UPDATED WEBSITE:</u> Update Vision Team information on the website and update the school spotlights and best of the best recipients.</p>	
<p>Apr-17</p>				<p><u>Objective D11- CREATE A CULTURE OF COLLABORATION WITHIN THE DISTRICT:</u> 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>Jun-17</p>	<p><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT:</u> 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><u>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u> Laptops for K-8 staff members are replaced.</p>	<p><u>Objective C2- BOND ELECTION:</u> Workshop 8 for the Executive Team, Planning Team, and Vision Team were facilitated by DLR.</p>	<p><u>Objective D9- UNDERSTAND OUR BOARD POLICIES:</u> District administration review the Kansas Association of School Board's June 2017 recommended policy revisions and additions.</p>	
<p>Jun-17</p>	<p><u>Objective A4- MONITOR ASSESSMENT RESULTS AND MAKE THEM KNOWN TO ALL:</u> Purchased EduClimber to track data for instructional and educational decisions.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> \$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><u>Objective C2- BOND ELECTION:</u> Members from the Vision Team present their recommendation for the scope and proposed projects for the upcoming bond issue.</p>	<p><u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATIONAL INSTITUTIONS AND TECH BUSINESSES:</u> Work with other school districts to assess district website platforms and services.</p>	
<p>Jun-17</p>			<p><u>Objective C1-UPDATE LIGHTING:</u> Continue dedication of staff to finish the installation of LED lighting in district buildings throughout the summer.</p>		

<p>Jul-17</p>	<p><u>Objective A4- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u> Marie Henderson provides series of trainings for maximizing district technology in the classroom</p>	<p><u>Objective B3- BOND ELECTION:</u> 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><u>Objective C1- UPDATE LIGHTING:</u> LED upgrades continue to be installed at Hays High School.</p>	<p><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> 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>Jul-17</p>	<p><u>Objective A12- GROW OUR SPORTS PROGRAMS:</u> 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><u>Objective D7- ALWAYS UPDATED WEBSITE:</u> The district updates all of the new school year enrollment information on the website.</p>	
<p>Jul-17</p>				<p><u>Objective D5- CONNECTION WITH THE LOCAL MEDIA:</u> The district works with the media outlets to advertise for centralized enrollment.</p>	

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

<p>Sep-17</p>	<p><u>Objective A10- FOCUS ON IMPROVING STUDENT PERFORMANCE ON THE ACT ASSESSMENT:</u> 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><u>Objective B3- BOND ISSUE:</u> Superintendent Thissen continues meeting with civic organizations to speak about the bond issue.</p>	<p><u>Objective C2- BOND ISSUE:</u> USD 489 hosts a Q&A and talking tour at Lincoln Elementary School.</p>	<p><u>Objective D9- UNDERSTAND OUR BOARD POLICIES:</u> 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><u>Objective A4- MONITOR ASSESSMENT RESULTS AND MAKE THEM KNOWN TO ALL:</u> Assistant Superintendent Dinkel reports on the district's assessment information during a board meeting.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> 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><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>Sep-17</p>				<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>	
<p>Oct-17</p>	<p><u>Objective A1-RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u> KESA Parent/Student/Educator surveys distributed to all schools.</p>	<p><u>Objective B2- CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT:</u> The technology committee met and discussed how to create a continuous tech cycle for replacing student and staff devices.</p>	<p><u>Objective C2- BOND ISSUE:</u> USD 489 hosts a Q&A and talking tour at Wilson Elementary School.</p>	<p><u>Objective D8-EDUCATE THE COMMUNITY:</u> The district sent out educational flyers regarding the bond issue election for November 7, 2017.</p>	<p><u>Objective E2- COUNSELOR PER SCHOOL:</u> The administration begins budgeting to add a third counselor position at the elementary schools.</p>
<p>Oct-17</p>				<p><u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> John Thissen attended the Heartland Community Foundation Strategic Doing meeting for Ellis County.</p>	

Oct-17				<u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> USD 489 staff and students participate in the first Heartland Community Foundation strategic giving meeting for Ellis County.	
Oct-17				<u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATION INSTITUTIONS AND TECH BUSINESSES:</u> The technology committee met to discuss student and staff device replacement schedule and obtaining new services for streamlined websites across the district.	

<p>Nov-17</p>	<p><u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> CHAMPS training was held in Hutchinson the first week in November to reinforce positive behavior interventions.</p>	<p><u>Objective B3- BOND ELECTION:</u> The bond issue election for November 7, 2017 failed 3,471 NO to 2,237 YES.</p>	<p><u>Objective C2- BOND ELECTION:</u> The bond issue election for November 7, 2017 failed 3,471 NO to 2,237 YES.</p>	<p><u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> John Thissen attended the Smoky Hill legislative luncheon in Salina.</p>	
<p>Nov-17</p>	<p><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> USD 489 staff collaborated with FHSU and other local school district staff to analyze feedback gathered from the October Inservice. This feedback will be used to ensure future professional development opportunities are relevant for staff.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Lynette Armstrong received a grant for \$5000 to purchase books for the Wilson library. The grant was from the Central Kansas Library System and the Dane G. Hansen Foundation.</p>		<p><u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATION INSTITUTIONS AND TECH BUSINESSES:</u> The technology committee provided an update to the board regarding device replacement schedule and having streamlined websites.</p>	

<p>Nov-17</p>	<p><u>Objective A8- DEVELOP LEADERS NOT MANAGERS:</u> District leadership training is held.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Midwest Energy awarded Jenny Prine with a \$300 grant for her Lincoln classroom, Tessa Brandenburg a \$487 grant to purchase books and supplies for her SPED classroom, Gay Flax with \$1000 to purchase golf equipment for PE classes, and Brad Moritz \$771 to purchase to robotics kits.</p>		<p><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> USD 489 staff collaborated with FHSU and other local school district staff to analyze feedback gathered from the October Inservice that was held the respective districts. Information gathered will be used to plan future inservices for staff</p>	
<p>Nov-17</p>	<p><u>Objective A2- Resources and training focused on best practices:</u> KESA Parent/Student/Educator survey data for review of district administrators by individual buildings and as a district.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Midwest Energy awarded Lisa Schoenberger and Katilyn Schaben a \$1000 grant for the HHS DECA "Human Trafficking" project, Michelle Thacker and Jolene Windholz \$1000 to fund the Helping Hands "Prom for Everyone" project, and Michelle Thacker a \$500 grant to purchase aging kits for students at HHS to experience what it is like to age.</p>		<p><u>Objective D5- CONNECTION WITH THE LOCAL MEDIA:</u> The district continues to work with the media outlets to advertise district spotlights.</p>	

Nov-17		<u>Objective B5- INCREASE GRANT ACTIVITY:</u> The Heartland Community Foundation awarded Sarah Wasinger a \$5,269 grant to pay for Julie Zollinger and Theresa Clark to attend PREPaRE Crisis Train the Trainer Workshop in February 2018.		<u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> USD 489 staff and students participate in the second Heartland Community Foundation strategic giving meeting for Ellis County.	
Dec-17	<u>Objective A12- GROW OUR SPORTS PROGRAMS:</u> Tony Crough is hired as the HHS football coach. Crough was the defensive coordinator and linebackers coach for Hutchinson Community College.			<u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> USD 489 and FHSU sign TEAM agreement for funding assistance for certified staff achieving their master's degrees.	<u>Objective E1- LOWER TO 18:</u> The district hired a third kindergarten teacher at Lincoln Elementary to help reduce student-to-teacher ratios for the second semester.
Dec-17	<u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> Kyle Carlin hosted a CHAMPS training for district support staff to provide an overview of the Positive Behavior Intervention model.				

<p>Jan-18</p>	<p>Objective A7- RECRUIT AND RETAIN TEACHERS: Three teachers are hired for the 2018-2019 school year.</p>	<p>Objective B2- CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT: The technology committee shares its recommendation for replacing technology at a board meeting.</p>	<p>Goal C- WE WILL CREATE A CAPITAL OUTLAY PLAN THAT ADDRESSES CURRENT AND FUTURE NEEDS AND CONTINGENCIES: The technology committee presents its recommendations to the Board of Education for the technology replacement schedule for the next eight years.</p>	<p>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS: Shanna Dinkel and Eber Phelps meet to discuss school financing for 2018-2019 school year.</p>	<p>Objective E2- COUNSELOR PER SCHOOL: The district adds a part-time counselor at Wilson Elementary School.</p>
<p>Jan-18</p>		<p>Objective B3- BOND ELECTION: The board and district administration discuss long-range facilities planning at both board meetings in January.</p>		<p>Objective D7- ALWAYS UPDATED WEBSITE: The curriculum page is updated to reflect current curriculum standards.</p>	
<p>Jan-18</p>		<p>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT AND NEW EQUIPMENT: The technology committee meets to create the replacement schedule for district technology for the next eight years.</p>		<p>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS: Jacob Wood, Assistant City Manager, discusses the Hilton Construction Project with the board.</p>	

				<p><u>Objective D4- PROVIDE TRANSPARENCY WITH DISTRICT TECHNOLOGY AND COMMUNICATE WITH OTHER EDUCATION INSTITUTIONS AND TECH BUSINESSES:</u> The technology committee provides an update to the board including student and staff replacement device schedules, as well as all other district technology purchase needs.</p>	
				<p>Objective D11- CREATE A CULTURE OF COLLABORATION WITHIN THE DISTRICT: Staff members throughout the district collaborate in their buildings to identify two focus areas of improvement for KESA.</p>	

Jan-18				<p><u>Objective D7- ALWAYS UPDATED WEBSITE:</u> Medical, dental, and vision insurance information, as well as pharmaceutical information, and FAQ's are updated on the website.</p>	
Feb-18		<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Chris Dinkel receives a \$1000 Perkins grant to purchase a new router table for the woods shop.</p>	<p><u>Objective C1- UPDATE LIGHTING:</u> LED upgrades continue to be installed at Hays High School.</p>	<p><u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Superintendent Thissen attends the manufacturing meeting at the Hays Welcome Center to discuss how the school system can benefit manufacturing jobs in Hays.</p>	
Feb-18		<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> The district writes a grant to fund a summer reading program for 120 students performing below their grade level in grades K-2.</p>		<p><u>Objective D1- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> The Superintendent, Assistant Superintendent, and District Homeless Liaison attend the Kansas Homeless Coalition meeting for Ellis County to address homeless needs in the Hays area.</p>	

Feb-18		<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> The district works with other districts to apply for the Striving Readers grant funding for the next three years. This grant focuses on improving literacy in students from birth to grade twelve.</p>		<p><u>Objective D7- ALWAYS UPDATED WEBSITE:</u> The updated Board of Education member photos are added on the website.</p>	
Feb-18				<p><u>Objective D11- CREATE A CULTURER OF COLLABORATION WITHIN THE DISTRICT SYSTEM:</u> The elementary reading teachers and district administration work together to write the Striving Readers and the summer school reading program grants.</p>	
Mar-18	<p><u>Objective A11- INTEGRATE THE DIGITAL LEARNING PLAN:</u> Marie Henderson begins offering tech tidbit trainings at all schools to assist teachers with app and device utilization. The trainings will continue through May.</p>	<p><u>Objective B3- BOND ISSUE:</u> The board held a special board meeting to discuss long-range facilities planning</p>	<p><u>Objective C2- BOND ISSUE:</u> The board held a special board meeting to discuss long-range facilities planning</p>	<p><u>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS:</u> Superintendent Thissen meets with Hays City Manager Toby Dougherty.</p>	

<p>Mar-18</p>	<p><u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u> The district fills several vacant teaching positions in grades K-12.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> Elementary ELA staff and Shanna Dinkel write a grant to cover all costs of a summer reading program (\$48,440) through the Dane G. Hansen Foundation. Sarah Wasinger writes a \$980 grant to purchase 28 PREPaRE Crisis Training manuals to help cover the first wave of city-wide training for administrators in Hays Schools through Midwest Energy. Both grants are approved.</p>		<p><u>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS:</u> Superintendent Thissen meets with Hays City Manager Toby Dougherty.</p>	
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<p>Mar-18</p>	<p><u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> The board votes to approve the JAG-K program at Hays High School for the 2018-2019 school year to assist At-Risk students with course work, increase graduation rates in at-risk population, and encourage post-secondary success.</p>		<p><u>Objective C3- CONSTRUCT SAFER ENTRANCES TO THE BUILDINGS:</u> A buzz-in system is installed at Lincoln Elementary School that allows staff to control access of school visitors.</p>	<p><u>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS:</u> The Hays Schools Crisis Committee is scheduled to meet on Tuesday, March 27th.</p>	
<p>Apr-18</p>	<p><u>Objective A7- RECRUIT AND RETAIN TEACHERS:</u> The district fills several vacant teaching positions in grades K-12.</p>	<p><u>Objective B2-CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT OF NEW EQUIPMENT:</u> The Technology Committee presents its proposal for the technology replacement device schedule throughout the district for the next eight years.</p>	<p><u>Objective C2- BOND ISSUE:</u> The board hears a presentation from Valerie Wente, Chris Dinkel, and Tom Wasinger of the Vision Team regarding the November 7th bond issue election.</p>	<p><u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Superintendent Thissen meets with community members regarding facilities planning and bond issue. Superintendent Thissen also attends the Legislative Coffee at the FHSU Robbins Center.</p>	

<p>Apr-18</p>	<p>Objective A1- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES: Several certified staff attended the FHSU Mental Health Symposium with several students across the state of Kansas.</p>	<p>Objective B2- CREATE A CONTINUOUS TECH CYCLE FOR REPLACEMENT OF NEW EQUIPMENT: The board approved the purchase of new student devices for all HHS students to be purchased for the 2018-2019 school year.</p>	<p>Objective C3- CONSTRUCT SAFER ENTRANCES TO BUILDINGS: The district continues to work on installing buzz in systems for school front entrances, which will facilitate in limiting access to visitors during the school day.</p>		
<p>Apr-18</p>	<p>Objective A4: MONITOR ASSESSMENT RESULTS: Several staff participated in the KITE interim assessment training.</p>			<p>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY: Complete a crisis drill in conjunction with TMP-Marian.</p>	
<p>Apr-18</p>	<p>Objective A1- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES: The DLT members attended the visitation for the KESA accreditation process at Smoky Hill in Salina.</p>				

<p>Apr-18</p>	<p><u>Objective A3- BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> The trauma sensitive schools committee met.</p>			<p><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS IN THE COMMUNITY:</u> Assistant Superintendent Dinkel attends the Ellis County Health Needs Assessment at the First Care Clinic.</p>	
<p>Apr-18</p>	<p><u>Objective A3-BETTER LINK BETWEEN SOCIAL/EMOTIONAL DEVELOPMENT AND ACADEMIC DEVELOPMENT:</u> The April inservice allowed staff to receive trauma informed staff and increasing ratios of positive interactions from Tricia McKale Skyles, a national presenter.</p>			<p><u>Objective D11- CREATE A CULTURE OF COLLABORATION WITHIN THE DISTRICT SYSTEM:</u> Work with elementary principals from all four grade schools to place kindergarten students for 2018-2019 school year.</p>	
<p>Apr-18</p>	<p><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT:</u> The KSDE consultant worked with the art and music department members to discuss curricular offerings.</p>			<p><u>Objective D10- WORK WITH ALL EDUCATIONAL INSTITUTIONS WITHIN THE DISTRICT SYSTEM:</u> The district hosted the Kansas Board of Regeants meeting with state stakeholders to discuss post-secondary success.</p>	<p><u>Objective E3- NEED MORE ELL HELP:</u> Learned how to utilize ELL resources.</p>

Apr-18				<p><u>Objective D11- CREATE A CULTURE OF COLLABORATION WITHIN THE DISTRICT SYSTEM:</u> Recognizing all certified and classified staff for years of service at the April Inservice.</p>	
May-18	<p><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT and Objective A8- DEVELOP LEADERS NOT MANAGERS:</u> District and building administrators, counselors, psychologists, and teachers attend the PREPaRE Crisis Training.</p>	<p><u>Objective B3- BOND ELECTION:</u> The board will continue to work on facilities planning. The board will provide guidance and establish a framework for an appointed bond issue committee to work from at the June 2018 board meeting.</p>	<p><u>Objective C3- CONSTRUCT SAFER ENTRANCES TO BUILDINGS:</u> The district continues to work on installing buzz in systems for school front entrances, which will facilitate in limiting access to visitors during the school day.</p>	<p><u>Objective D- ARRANGE FOR COLLABORATIVE MEETINGS:</u> USD 489 hosts the PREPaRE Crisis Training for educational staff in Hays, Holy Family, TMP Jr./Sr. High, La Crosse, Plainville, rural and county fire, members of the HPD, and High Plains Mental Health staff.</p>	
May-18	<p><u>Objective A1- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u> Ages and Stages training for kindergarten teachers and administration was attended by 489 staff.</p>			<p><u>Objective D6- E-MAILS SENT OUT TO ALL PARENTS:</u> The district emails parents to remind them to to verify enrollment password information for the 2018-2019 school year.</p>	

<p>Jun-18</p>	<p><u>Objectives A1 and A2- RRESOURCES AND TRAINING FOCUSED ON BEST PRACTICES AND STRONGER PROFESSIONAL DEVELOPMENT:</u> The district offered over 90 PD opportunities for staff over the course of the summer, including two book studies.</p>			<p><u>Objective D5- CONNECTIONS WITH LOCAL MEDIA:</u> The Hays Post and <i>The Hays Daily News</i> cover the Summer Reading Camp for elementary students.</p>	
<p>Jun-18</p>	<p><u>Objective A1- RESOURCES AND TRAINING FOCUSED ON BEST PRACTICES:</u> Members of the district leadership team travel to Hutchinson to continue their foundations training in early June.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> The Summer Reading Camp is held for 120 students at O'Loughlin and Wilson.</p>	<p><u>Objective C3- CONSTRUCT SAFER ENTRANCES TO BUILDINGS:</u> The district continues to work on installing buzz in systems for school front entrances, which will facilitate in limiting access to visitors during the school day.</p>	<p><u>Objective D6- EMAILS SENT OUT TO ALL PARENTS:</u> The district sent out an email to all Summer Reading Camp parents to remind them of the starting date and details of the new program.</p>	
<p>Jun-18</p>	<p><u>A2 - STRONGER PROFESSIONAL DEVELOPMENT:</u> USD 489 hosted an KS Ed Camp conference.</p>	<p><u>Objective B5- INCREASE GRANT ACTIVITY:</u> The USD 489 Foundation receives a grant for \$8,266 from the Dane G. Hansen Foundation to purchase a new audiometer and tympanometer to complete hearing screenings for all district students.</p>	<p><u>Objective C3- CONSTRU T SAFER ENTRANCES TO THE BUILDINGS:</u> Proxy cards and accessibility of staff into buildings is discussed during several meetings.</p>	<p><u>Objective D7- ALWAYS UPDATED WEBSITE:</u> The district updates all of the new school year enrollment information on the website.</p>	

Jun-18		<p><u>Objective B4- BUILD A STRONG WORKERS COMPENSATION PROGRAM:</u> The district saves \$8,473 on its workers compensation renewal with United Heartland and continues to have a work comp modifier less than one.</p>		<p><u>Objective D9- UNDERSTAND OUR BOARD POLICIES:</u> Recommended policy changes from KASB are reviewed by administration to share with the board in July 2018.</p>	
Jun-18				<p><u>Objective D1- ARRANGE FOR COLLABORATIVE MEETINGS:</u> Superintendent Thissen meets with leaders of the local Boy Scout organization to discuss programming implementation in Hays Public Schools.</p>	
Jun-18				<p><u>Objective D6- E-MAILS SENT TO ALL PARENTS:</u> The district emails parents to enroll in the school messenger emergency notification system.</p>	

<p>Jul-18</p>	<p><u>Objective A2- STRONGER PROFESSIONAL DEVELOPMENT:</u> Numerous USD 489 certified staff will attend the KSDE impact institutes hosted at FHSU.</p>		<p><u>Objective C1- UPDATE LIGHTING:</u> LED upgrades continue to be installed at Hays High School and will be at 98% completion by end of July. Roosevelt will be at 90% completion by end of July.</p>	<p><u>Objective D2- ENGAGE COMMUNITY MEMBERS AND LINK TO LEGISLATORS:</u> Superintendent Thissen participates in the Strategic Doing for Ellis County on the Neighborhood Project, which will welcome new community members and encourage them to attend local events throughout the year.</p>	
			<p><u>Objective C3- CONSTRUCT SAFER ENTRANCES TO BUILDINGS:</u> The district continues to work on installing buzz in systems for school front entrances, which will facilitate in limiting access to visitors during the school day. The USD 489 Foundation meets with the BOE to discuss plans for paying for the installation of safe entrances from the proceeds from its first annual dinner show and auction.</p>		