



Dear Baldwin City USD 348 School Community:

We are excited to share our 2022-2026 strategic plan with you! For the past eighteen months, the USD 348 Board of Education has overseen the development of a new five-year plan. This has included gathering great feedback, suggestions, and ideas from students, staff, and our community through survey data and guided discussions.

The new plan includes current needs and forward vision, as well as the district's commitment to strive for excellence in all we do. It reflects the wisdom and work of many; this strategic plan is #BaldwinBuilt.

Our 2022-2026 Strategic Plan will have four target areas or areas of focus:

- Preparing Students for Success
- Supporting the Needs of Students and Staff
- Engagement in Schools and School Activities
- Operational Effectiveness and Maintaining and Improving Facilities to Create Safe, Healthy, and Inspiring Learning Spaces

The following pages provide additional details, including our action steps. We wanted to share these action steps with you and let you know that we have already begun to focus our efforts in some of these areas.

We look forward to providing you with additional updates as we continue with this important work. Thank you for your continued support of our students, staff, and school community.

Sincerely,

A handwritten signature in blue ink that reads "Mark Dodge".

Mark Dodge, Superintendent
Baldwin City USD 348

TARGET AREA 1

Preparing Students for Success

ACTION STEPS

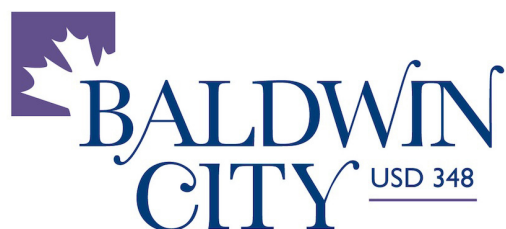
- Develop and implement additional pre-high school and post-secondary planning activities (i.e. plan of study, scholarships, ACT, college prep, career fairs workforce readiness)
- Implement additional ACT preparation and/or tutoring opportunities for students
- Develop and implement additional ways to help parents/guardians support students at home (academic/SEL)
- Enhance professional development opportunities and options for staff and support the implementation of professional development with time and resources
- Continually encourage and evaluate innovative and progressive instructional practices based on research and evidence on how students learn
- Continually evaluate relevance and rigor of curriculum and resources with an emphasis on continued prioritization of early childhood education and outreach
- Develop and implement additional ways to support and strengthen trusting relationships between students and staff, among students, and among all staff
- Consider additional ways and times for students to be outside/outdoors more and, where applicable, consider adding more playground equipment.

TARGET AREA 2

Supporting the Needs of Students and Staff

ACTION STEPS

- Offer additional tutoring and after-school activity and club options for students, including but not limited to organized/recreational activities and athletics
- Develop additional recruitment and retention strategies for all staff positions, including but not limited to incentives and recognition programs
- Expand suicide prevention plans and develop additional ways to more fully support the SEL needs of students. Provide resources and additional mental health supports and resources to students and staff
- Determine additional ways to involve and engage staff in planning and decision-making. Include student voices and votes as well when appropriate and ensure equal/equitable representation
- Develop additional ways to ensure students and staff have fun to build a team atmosphere and boost morale
- Develop process for more frequent check-ins with students and staff regarding their needs, including but not limited to more choice-based options during classes/seminar periods where applicable
- Review and update schoolwide expectations and behavior supports and develop additional ways to emphasize and recognize kindness, gratitude, patience, and tolerance
- Consider the value of breaks and movement opportunities for students during the day and breaks from homework
- Determine additional ways to communicate and enforce anti-bullying measures/policies and ways to promote inclusion, diversity, and equity practices/policies
- Consider ways to offer additional food choices, seconds to all students occasionally, and extending or lengthening time available for second breakfast.



TARGET AREA 3

Engagement in Schools and School Activities

ACTION STEPS

- Encourage student participation in new and/or available clubs and activities
- Determine ways to involve alumni, community partners, and business owners in feedback loops, activities, pathways, and athletics
- Develop and implement additional communication from schools to families and the community about events, activities, and athletics.
- Develop additional volunteer opportunities for families and community members
- Develop additional ways to engage families and the community through comprehensive social media and text messaging
- Develop additional social opportunities for students, families, and community, including ways to engage and involve working families
- Develop additional fun and/or academic/informational evening activities for families
- Expand upon welcoming school environments and interactions with families, guests, and visitors
- Gather and evaluate feedback from families on the role and purpose of parent teacher conferences
- Explore options for a later start time at the High School



TARGET AREA 4

Operational Effectiveness and Maintaining and Improving Facilities to Create Safe, Healthy, and Inspiring Learning Spaces

ACTION STEPS

- Develop a short-term exploratory committee per the guidance of selected architectural firm for development of project and/or improvement proposals
- Engage community partners in discussing additional needs, such as clean up days, supply drives, food pantries, and clothing closets
- Evaluate need for signage updates/traffic flow patterns on school campuses
- Continually analyze cleaning procedures, overall cleanliness of buildings, and staffing needs to support this measure
- Develop current and future preventive maintenance schedules, routines, and planning improvements and/or expansion
- Determine ways to engage students and community to discuss stewardship roles in shared accountability to keep facilities clean and operational
- Consider grant options and opportunities to help with funding priorities where applicable/unmet needs
- The Board of Education as a whole will structure into meeting calendaring the touring of facilities and grounds as needed

