



# Girard Trojans

Strategic Plan 2024–2029

USD #248  
415. N. Summit  
Girard, Kansas 66743  
[www.girard248.org](http://www.girard248.org)



# Strategic Plan 2024-2029

Goal 1: Commit to high expectations for teaching and student achievement in academics throughout all grade levels and throughout all school programs.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
1. Monitor and Evaluate Curriculum/Structured Literacy a. Curriculum Review/Evaluation b. Professional Development	General Fund	On-Going	Administration Team
2. Provide Professional Development Time to Evaluate Standards/Curriculum Alignment a. Vertical/Horizontal Meeting/PD Focus Time b. Curriculum Mapping in Grade Levels and Content Areas	General Fund	On-Going	Administration Team
3. Use Balanced Assessments to Monitor and Make Educational Decisions for Students a. Using Data to Drive Instructional/Student Improvements b. FastBridge Universal Screener, Progress Monitoring, Formative Assessments c. State Assessment Playbook - Summative Assessments	General Fund	On-Going	Administration Team/Teachers



# Strategic Plan 2024-2029

Goal 2: Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
1. Recruitment			
a. Maintain a competitive salary schedule and benefit package for Southeast Kansas area	General Fund	On-Going	Board/Supt.
b. Develop and promote district successes and positives to community members and potential employees	General Fund	On-Going	Building Principals/Multimedia
c. Child care facilities to support USD 248 staff members	General Fund	1-3 Years	Board/Supt.
d. Expand methods of reaching potential applicants and attend additional job fairs	(Not Needed)	On-Going	Building Principals/Supt.
e. Consider opportunities to develop quality housing within the USD 248 district	(Not Needed)	On-Going	Administration Team
2. Retention			
a. Consider and review additional incentives for staff members	General Fund	On-Going	Board/Supt.
i. Salary Schedule			
ii. Tuition Reimbursement			
iii. Sick Leave Pool			
b. Continue to develop and improve building/district culture amongst staff and students	(Not Needed)	On-Going	Building Principals/Supt.
c. Consider longevity incentives for staff members	General Fund	On-Going	Board/Supt.
d. Continue to improve Teacher/Mentor process	General Fund	On-Going	Building Principals/Mentor Teacher



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Goal 2: Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
3. Professional Development			
a. Develop a committee for the 5-Year Professional Development Plan to meet state requirements	(Not Needed)	1 Year	PD Committee/Admin.
b. Continue to use survey information about P.D. needs	(Not Needed)	On-Going	PD Committee/Admin.
c. Promote individual professional development plans for staff members	General Fund	On-Going	PD Committee/Admin.



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Goal 3: Implement a communication plan that will promote student activities and achievements; utilize media sources for teacher recruitment, teacher retention, and enrollment; and increase the types of communication with stakeholders.

Objectives	Funding Stream	Timeline	Person/Group Responsible
1. Expand outreach to parents, community, and business stakeholders	General Fund	2024-2029	Administration Team, Social Media Staff, Newspaper Staff, Technology Department, Staff
2. Create communication plans for stakeholders in case of a crisis/emergency	General Fund	2024	Technology Department, Administration Team
3. Continue to integrate social media into the communication plan	General Fund	2024-2029	Social Media Staff
4. Continue to refresh the district website and add a Girard Trojan app	General Fund	2024-2029	Technology Department
5. Evaluate yearly internal communications among USD #248 staff	General Fund	2024-2029	Superintendent, Communication Committee



# Strategic Plan 2024-2029

Goal 4. Develop a facility plan to identify and address future needs.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
1. Develop an annual plan to maintain/upkeep attractive facilities to provide an appropriate learning environment.	General Fund	Ongoing	Superintendent/Maintenance Director
2. Continue replacement plan for all building's roof needs.	General Fund/Capital Outlay	Ongoing	BOE/Superintendent
3. Develop a plan to update and modernize GHS/GMS kitchen space.	General Fund/Capital Outlay	1-3 years	BOE/Superintendent
4. Develop a plan to replace the electrical circuits/wiring and transformer at GHS/GMS.	General Fund/Capital Outlay	1-4 years	BOE/Superintendent
5. Create a timeline and plan to resurface the track and replace the synthetic turf on the GHS/GMS football field.	Donations/General Fund	1-5 years	BOE/Superintendent
6. Modernize restrooms in GHS/GMS building.	General Fund/Capital Outlay	1-3 years	BOE/Superintendent
7. Develop a plan to replace upstairs seating in GHS gym.	General Fund/Capital Outlay	2-5 years	BOE/Superintendent
8. Create a plan and timeline to replace the intercom and fire alarm system at GMS/GHS.	General Fund/Capital Outlay/Grants	1-3 years	BOE/Superintendent



# Strategic Plan 2024-2029

Goal 5: Identify and address future technology needs and skills for staff and students.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
1. Audio/Visual Technology <ul style="list-style-type: none"> <li>a. Update Projectors to Interactive Display Panels or TVs</li> <li>b. Sound Systems in Classrooms               <ul style="list-style-type: none"> <li>i. TV and Interactive TV for sound</li> <li>ii. Update/Replacement of Front Row Neck Systems for teachers that utilize them</li> </ul> </li> </ul>	General Fund	2024-2029	Technology Department
2. Digital Literacy <ul style="list-style-type: none"> <li>a. Parent Resources: Provide resources to parents/guardians using online and offline education forums.</li> <li>b. Proficiency in Technology Use               <ul style="list-style-type: none"> <li>i. Norms and Expectations                   <ul style="list-style-type: none"> <li>1. Digital Citizenship</li> <li>2. Classroom and Hallway Care</li> </ul> </li> <li>ii. Mosyle - Guide student use during class time</li> <li>iii. YouTube/Ed Puzzle/GHS Access</li> <li>iv. Logitech Crayons - Classroom Sets</li> <li>v. ClassLink: SSO and Rostering</li> </ul> </li> <li>c. Additional Apps for General Use and Creativity               <ul style="list-style-type: none"> <li>i. Keyboard App</li> <li>ii. Paid Calculator - remove advertisements</li> <li>iii. Game-based learning platform. Example: Kahoot/Blooket</li> <li>iv. Creativity Apps Example: Canva/Curipod</li> <li>v. Grammarly</li> </ul> </li> </ul>	General Fund Grant	Ongoing  Gather Data each year to improve our plan	Technology Team, Staff, Admin, BLT Teams



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Goal 5: Identify and address future technology needs and skills for staff and students.

Goals and Objectives	Funding Stream	Timeline	Person/Group Responsible
3. Tech Team Meetings <ul style="list-style-type: none"> <li>a. Professional Development - Coordinate professional development activities to help instructors teach more effectively and efficiently using technology.</li> <li>b. Provide resources and training for teachers to integrate technology into curriculum and teaching.</li> <li>c. Apple Professional Development</li> <li>d. Weekly/Monthly Trainings</li> <li>e. Weekly/Monthly Newsletters</li> </ul>	General Fund	Ongoing  Gather Data each year to improve our plan	Technology Department, Technology Team, PDP Team
4. Safety & Security <ul style="list-style-type: none"> <li>a. Safety &amp; Security App (Pikmykid)</li> <li>b. Attendance Tracking (Hall Pass &amp; Reminder)</li> <li>c. PowerSchool Reporting - MBA Report Creator</li> <li>d. Door Cameras</li> <li>e. Bark</li> <li>f. Cyber Security: MFA &amp; Data Protection</li> </ul>	General Fund Grant	2024-2025  Gather Data each year to improve our plan	District Wide & Local Law Enforcement
5. Reaffirm iPads over laptops: <ul style="list-style-type: none"> <li>a. This committee has discussed and agreed that the district will focus completely on using iPad devices. The total cost of ownership and overall investment in iPad devices over laptops is the direction and final recommendation of this committee.</li> <li>b. We will continue integrating iPad devices into the classroom learning environment. The iPad device is the most beneficial to teachers and students in all subject and content areas.</li> </ul>	General Fund	2024-2029	Staff, Admin, Community