

Troy USD 429 School District

5 Year Strategic Plan

2022-2027

Mission Statement <i>A declaration of the unique identity to which the district aspires, its specific purpose, and the means by which it will achieve its purpose.</i>	<p>The mission of Troy Public Schools and community is to provide students with the skills that will prepare them to become life long learners and responsible productive citizens.</p>
District Moto <i>What we believe everyday.</i>	<p>We are a school where students and staff excel; parents and community care.</p>
USD 429 Focus Areas <i>Areas chosen by parents, staff, community members, and the board of education to focus on for the next five years</i>	<ol style="list-style-type: none"> 1. Personnel - Recruit and Retain School Staff 2. Educational Programs - Student Opportunities 3. Climate and Culture 4. Facilities/Grounds/Transportation
Focus Area 1. <i>Personnel - Recruit and Retain School Staff</i> <i>Attract, retain and develop high quality staff members who support our educational community by providing learning opportunities to further individual growth.</i>	<p>USD 429 will develop a formal recruiting plan that will be reviewed each year to reflect specific tactics such as the selection of an appropriate media mix and efforts to quickly identify quality teacher prospects.</p> <p>USD 429 will work with state colleges and universities to develop a “grow-your-own” recruitment plan which will involve strategies to encourage school paraprofessionals/teacher assistants to become fully certified and provide a flexible schedule.</p> <p>USD 429 will work to highlight the district in a positive manner, as it remains imperative that our school district consistently accentuates the positives.</p>
Focus Area 1. - <i>Objectives to Study and/or Achieve</i>	<p>Recruit and Retain School Staff</p> <p>Incentivize a Grow Your Own Teacher Program</p>

	<ul style="list-style-type: none"> Encourage new high school and college graduates to move back to Troy to teach. <p>Provide Aligned Professional Development for Staff</p> <ul style="list-style-type: none"> Teacher Mentoring program Cross-District Staff Collaboration Look at Opportunities for Growth in our District, Lead Teachers <p>Increase Wages and Benefits for all Staff</p> <p>With teacher input evaluate the teacher salary schedule and discuss to incentive it.</p> <p>With classified staff input, evaluate the pay scale and benefits package for staff.</p> <p>More Teachers for More Classes</p> <ul style="list-style-type: none"> Study More Efficient Use of Staff and School Schedules Study If Additional Staff is Needed and Where and How Utilized <p>Promote our Staff, Recognize and Celebrate Our Accomplishments</p>	
<p>Focus Area 2. <i>Educational Programs - Student Opportunities</i></p> <p>Develop innovative programs for pre-kindergarten through twelfth grade students to provide students with the skills that will prepare them to become lifelong learners and responsible productive citizens.</p>	<p>Support current and explore additional opportunities to ensure the development of a diverse student body incorporating real life learning in our curriculum.</p> <p>USD 429 will continue to adopt quality, current materials to increase student achievement. The district will continue a structured analysis of student State Assessment Interim Data and ACT data to inform instruction</p> <p>Identify and address academic gaps for students</p> <p>Study the More Efficient Use of Staff and School Schedules</p>	
<p>Focus Area 2. - Objectives to Study and/or Achieve</p>	<p>Individual Plans of Study</p> <p>Job Shadow</p> <p>Work Experience</p> <p>Expanding Course Offerings</p> <p>Employability Skills</p> <p>STEAM Programs</p> <p>Community Service Hours</p> <p>Vocational Programs</p>	<p>More Opportunities at Higher Levels</p> <p>Dual Credit Programs</p> <p>Senior Projects</p> <p>Extra-Curricular</p>

	<p>HCC Tech College Career Pathways Study School Schedules/Efficiency</p> <p>More clubs/organizations School Spirit</p>
<p>Focus Area 3. <i>Climate and Culture</i></p> <p><i>Continue to foster and develop a climate and culture of high expectations while engaging the community and all school stakeholders to help the USD 429 school community thrive.</i></p>	<p>High Expectations for All Students and Staff</p> <p>School/Community Spirit, School Pride</p> <p>Collaborate with various stakeholders to help support our students. PTO, Booster Club, Churches, City of Troy, KANZA</p> <p>Community Service/Community Involvement</p> <p>Implement resources addressing the social emotional learning needs of students</p>
<p>Focus Area 3. - <i>Objectives to Study and/or Achieve</i></p>	<p>High Expectations for All Students and Staff</p> <p>Academic Expectations</p> <p>Consistent Behavior Expectations for All Students</p> <p>Incentives for Positive Behaviors and Attendance</p> <p>School/Community Spirit, School Pride</p> <p>Collaborate with Parent and Community Organizations to Increase School and Community Spirit/Pride</p> <p>Invite Community to School Events to Help Connect Them to the Schools</p> <p>Collaborate with various stakeholders to help support our students. PTO, Booster Club, Churches, City of Troy, Doniphan County, D-Cares, Chamber of Commerce, KANZA</p> <p>Be Active Participants in These Organizations</p> <p>Community Service/Community Involvement</p> <p>Develop a K-12 Community Service Model for our Students</p> <p>Implement resources addressing the social emotional learning needs of students</p>

<p>Focus Area 4. <i>Facilities/Grounds/Transportation</i></p> <p>District Administration will work with all staff to develop asset replacement schedules that facilitate effective school operations.</p>	<p>USD 429 will equip, furnish and maintain facilities that are supportive of teaching and learning and promote extracurricular activities.</p> <p>The district will study and explore school safety measures to ensure that all facilities and grounds foster and provide for the care, welfare, safety and security for all students and staff.</p> <p>District Administration will annually review the cost of current operations and service contracts and consider options to operate more cost effectively.</p> <p>Develop an implementation plan to maintain, develop and extend existing learning spaces based on needs of students and staff.</p>
<p>Focus Area 4. - <i>Objectives to Study and/or Achieve</i></p>	<p>Develop an implementation plan to maintain, develop and extend existing learning spaces based on needs of students and staff.</p> <p>Learning Environment -Classrooms</p> <p>Create/Update maintenance schedule(s) which includes repair and replacement for the following areas.</p> <p>HVAC -</p> <p>Roofs</p> <p>Parking Areas</p> <p>Grounds</p> <p>USD 429 will equip, furnish and maintain facilities that are supportive of teaching and learning and promote extracurricular activities.</p> <p>Playing Surfaces - including playground and track</p> <p>The district will study and explore school safety measures to ensure that all facilities and grounds foster and provide for the care, welfare, safety and security for all students and staff.</p> <p>Security Measures</p>

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