

*School of the Osage
Strategic Plan 2023-2026
Pillars, Objectives, Strategies*

PILLAR: STUDENT EXCELLENCE (SE)

SE. Objective 1. Ensure Student Centered Climate and Culture

- a. Intentionally leverage student voice for improvement
- b. Promote effective staff-student relationships
- c. Increase citizenship skills of students

SE. Objective 2. Ensure Students are Success Ready

- a. Fully implement [SOTO Keys for Career & College Readiness](#)
- b. Develop student writing proficiency by incorporating systematic writing throughout the district
- c. Promote and maintain student participation in extracurricular activities

SE. Objective 3. Provide Rigorous, Relevant, and Real World Learning

- a. Develop and implement annual career expo
- b. Establish early exposure to career opportunities in all grade levels
- c. Ensure systematic implementation of project/problem based service and/or experiential learning to engage students in designing and implementing ideas to improve the local and/or global community
- d. Facilitate student knowledge and use of their individual strengths -per Gallup StrengthsFinder and Strengths Spotting- so that they are able to use them to achieve their personal goals
- e. Ensure all students graduate with one or more market-value assets (MVA): ie. associates degree, post-secondary credit, micro-credential, certification, internship, apprenticeship, and/or work experience.

PILLAR: WORKFORCE EXCELLENCE (WE)

WE. Objective 1. Recruit Quality Staff

- a. Market/maintain top salaries and benefits for all positions in the central Missouri region
- b. Market/ maintain district resources, facilities, reputation, and stability
- c. Market/maintain district calendar and Mondays

WE. Objective 2. Retain Quality Staff

- a. Maintain top salaries and benefits for all positions in the central Missouri region
- b. Maintain a positive and productive school climate & culture
- c. Ensure continued effectiveness of Osage Learning Community (OLC) Mondays

WE. Objective 3. Grow and Develop Quality Staff

- a. Market/ maintain district calendar & Mondays
- b. Ensure systematic, relevant and effective professional development/training
- c. Maximize wellness support and training: professionally, physically and emotionally to reach the needs of staff
- d. Establish, promote, and sustain celebration and recognition of achievements

PILLAR: FAMILY & COMMUNITY PARTNERSHIPS (FCP)

FCP. Objective 1. Promote Welcoming Environment throughout the District

- a. Continue to partner with All Tribes Osage Family Partnership (OFP) to maximize strengths and address opportunities for improvement
- b. Create and implement a parent education program to help increase parent connection to learning, student safety and understanding of processes, procedures, and programs

FCP. Objective 2. Market Opportunities for Family and Community Involvement in our schools

- a. Utilize multiple channels of communication to market opportunities for family involvement
- b. Develop quarterly e-newsletter for business/community partners

FCP. Objective 3. Ensure Robust and diverse system for Career Pathways into Community Opportunities

- a. Establish a network of community partnerships to support a system for engaging students in diverse career pathways throughout the region
- b. Develop marketing strategies and materials for community involvement and promotion of career pathway system
- c. Integrate the system of partnerships supports robust local economies and that all students graduate with a market-value asset (MVA): associates degree, post-secondary credit, micro-credential, certification, internship, apprenticeship, and/or work experience

PILLAR: SAFETY AND SECURITY (SS)

SS. Objective 1. Improve Positive and Safe Culture Within our Facilities

- a. Implement PK-12 leadership/citizenship program (as defined by SOTO and not to be confused with existing good citizenship certificate program at Heritage)
- b. Implement systematic PK-12 tiered monitoring system
- c. Broaden system to create a culture of reporting for community, parents, staff, students
- d. Focus on comprehensive wellness for staff and students to build up protective factors for success

SS. Objective 2. Improve Physical Security Measures within our Schools

- a. Improve district-wide door access control and camera systems, including a unified platform for viewing, additions of cameras in key areas (including all facilities and buses), and updates to old camera hardware
- b. Add personnel dedicated to security and implementation of additional systems
- c. Audit and restructure reliable two-way communication from classrooms to office personnel
- d. Review site design and identify physical improvements needed for safety and hospitality

SS. Objective 3. Improve District Cybersecurity Posture

- a. Conduct an external audit through a third party to receive feedback on cyber security posture
- b. Create cybersecurity and privacy plan
- c. Create and deliver systematic and ongoing training for staff, parents and students regarding online safety and security

SS. Objective 4. Improve Emergency Preparedness

- a. Implement digital Emergency Operations Plan (EOP) platform
- b. Maximize use of scheduled EOP drills and improve effectiveness of action review protocols

PILLAR: OPERATIONS AND FINANCE (OF)

OF. Objective 1. Prioritize Communication and Transparency

- a. Maintain accountability requirements and communicate with internal/external stakeholders
- b. Maintain commitment to deliver policies, budget development and implementation of budgetary items in a high-quality budget document to share with stakeholders and achieve Meritorious Budget Award each year

OF. Objective 2. Ensure continued fiscal responsibility- including budgeting to support priorities

- a. Allocate resources to support the education of all students to maximize revenue, aligning expenditures to meet priorities, and controlling costs while maintaining financial sustainability
- b. Maintain commitment to excellence in facility usage and management in support of the mission

OF. Objective 3. Continue to demonstrate excellence in long range operational and facility planning

- a. Forecast long range operational and facility planning three, five, and ten years beyond current school year
- b. Maximize budget opportunities regarding future direction of the school district