



### Pillar 1: Student Excellence

- a. Fully update, benchmark, and communicate to students the SOTO Keys for Career and College Readiness PK - 12.
- b. Ensure all students graduate with a micro-credential, certification, internship, apprenticeship, and/or work experience.
- c. Implement a framework to ensure students are learning through problem/project based experiences, including STEAM, at each grade level.
- d. Ensure students know their individual strengths per Gallup StrengthsFinder and are able to use them to achieve their goals.
- e. Maintain student participation in extracurricular activities.
- f. Implement Panorama to integrate district academic programming (grades, Positive Behavior Intervention and support, counseling curriculum/supports etc) and to build a Multi-Tiered System of Support (MTSS) focused on social/emotional/mental health and learning.
- g. Ensure all students graduate math literate, inclusive of a deep understanding of the role of math literacy in career options.

### Pillar 2: Workforce Engagement

- a. Analyze salaries to ensure 22-23 budget priorities allowing for maintenance of the district's strong salary schedule.
- b. Engage WEC in 22-23 calendar and learning modality planning.
- c. Implement authentic individualized development plans for all staff with measurable goals, timeline for reviews, and options for reward/recognition.
- d. Sustain and advance focus on Gallup Strengths work.
- e. Ensure community partnership coordination, A+ coordination, and flex coordination are aligned to support goal of all students graduating with a micro-credential, certification, internship, apprenticeship and/or work experience.

### Pillar 3: Family and Community Engagement

- a. Identify and recognize all community partners.
- b. Create and implement a system for partner recognition and appreciation.
- c. Improve function of online calendar(s).
- d. Partner with parents to continuously collaborate to support students' learning and healthy development both at home and at school, and collaborate to provide regular opportunities to strengthen their knowledge and skills relative to Strengths Based Parenting and other similar plans (National PTA standard 3 and standard 6).
- e. Partner with parents to ensure all families feel welcomed, valued, and connected to each other, to school staff, and to what students are learning and doing in class (National PTA standard 1).
- f. Annually revise and update Osage Communication Plan.

### Pillar 4: Operations & Finance

- a. Fully integrate business and data services functions.
- b. Achieve level one Meritorious Budget Award (MBA) and publish.
- c. Ensure continuation of outstanding bond rating and fund balance.
- d. Ensure effective, on-going, two-way communication with stakeholders regarding key aspects of financial and strategic governance.
- e. Implement system for data tracking for the SOTO Keys for Career and College Readiness.
- f. District BOE lead book study to ensure school culture and climate is aligned with mission, vision, and core values.