DC West
Strategic Plan

Written 2015
Reviewed and Revised 2018
Strategic Planning Team Members 2015:

Sue McKie, Board Member
Jeff Clauson, Board Member
Melissa Poloncic, Superintendent
Jim Knott, HS Principal
Troy Glock, HS Asst Principal/AD
Jeremy Travis, MS Principal
Duane Krusemark, EL Principal
Allison Nields, Special Education Director/ School Psychologist
Sandy Perry, Assessment Director/ HAL Teacher
Dori Kuspa, Media Specialist/ Tech Coach
Kate Carlson, HS Teacher/ Tech Coach
Judy Smith, HS Teacher
Heather Findell, HS Teacher
Peggy Cooper, HS Teacher
JuLee Kallenbach, ELL Teacher
Trisha Aguilera, MS Teacher
Mary Clare Liescheski, HS/MS Teacher
John Niesen, MS Teacher
Dan Maline, MS Teacher
Corissa Hays, EL Teacher
Danielle Cassell, EL Teacher
Crystal Peterson, EL Teacher
Elizabeth Grimm, EL Teacher
Samantha Parolek, EL Teacher
Rhonda Jonas, EL Teacher
Ginny Janning, Preschool Teacher
Jamie Jorgenson, Parent
Jeff Widhelm, Student
Maddie Wurth, Student

Strategic Planning Review Team Members 2018:

Sue McKie, Board Member
Liz Mayer, Board Member
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Sandi Triplett, Media Specialist/ Tech Coach
Brian Gralheer, HS Teacher
Judy Smith, HS Teacher
Heather Cox, HS Teacher
Peggy Cooper, HS Teacher
LeAnn Siekman, MS Teacher
Taylor Baumert, MS Teacher
Mary Clare Liescheski, HS/MS Teacher
Dan Maline, MS Teacher
Corissa Hays, EL Teacher
Niccole Kenneec, EL Teacher
Crystal Peterson, EL Teacher
Elizabeth Grimm, EL Teacher
Desi Samson, EL Teacher
Rhonda Jonas, EL Teacher
Sarah Hoffman, Preschool Teacher
Darcy Heath, Educational Facilitator
Sue Guerro, Family Facilitator
Erika Buffington, Home Visitor
Bill Koile, Parent
Tristan Nelson, Community Member
Missy Oien, Parent
Amanda Wright, Parent
Jamie Jorgenson, Parent
Ty Eggen, Student
Sahian Leon Toledo, Student
Douglas County West Community Schools create passionate learners by maximizing student achievement through dynamic learning experiences, which inspire and provide a quality education for all students, within a safe and community-supported environment.

**MISSION**

1. **Improve and expand facilities and programs to achieve excellence.**
   1.1 Modernize all buildings.
   1.2 Provide diverse programs to attract and retain students and meet all students’ needs.
2. **Enrich community connections to strengthen support for the school district.**
   2.1 Establish a community-based culture to increase student, staff, parent, and community participation.
   2.2 Enhance communication between communities and the school district.
3. **Maximize learning opportunities through technology, curriculum, and instructional strategies.**
   3.1 Continuously integrate current trends in technology to enhance student achievement.
   3.2 Implement a preK-12 vertical alignment in all academic areas.
   3.3 Empower educators to provide quality instructional strategies to meet the needs of each student.

**BELIEFS**

- Student achievement builds self-esteem.
- Students can learn and develop through successful experiences.
- Students will be provided educational opportunities that challenge him/her to meet his/her full potential.
- Each student is an important and unique individual with special talents.
- The district is accountable to the community for student performance and fiscal responsibility.
- Physical and emotional safety is essential for learning.
- A positive learning and teaching environment can be created through courtesy and mutual respect for the dignity of every person.
- The educational process should prepare students to live with and affect change.
- Students, parents and teachers share the responsibility for learning.
- Public education is the responsibility of the entire community.

**CREATING ~ PASSIONATE ~ LEARNERS**
**Action Plan**

<table>
<thead>
<tr>
<th>Strategy #1</th>
<th>Plan #1</th>
<th>Champion: Sue McKie</th>
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</thead>
<tbody>
<tr>
<td>STRATEGY</td>
<td>Improve and expand facilities and programs to achieve excellence.</td>
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<tr>
<td>SPECIFIC RESULT</td>
<td>Modernize all buildings.</td>
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<table>
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<tr>
<th>#</th>
<th>Action Steps</th>
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<tbody>
<tr>
<td>1</td>
<td>Identify needs, priorities, safety and security based upon the assessment of existing facilities.</td>
</tr>
<tr>
<td>2</td>
<td>Align monetary resources with those needs and priorities.</td>
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<td>3</td>
<td>Prioritize district wide building modernization or replacement.</td>
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<tr>
<td>4</td>
<td>Develop a schedule to modernize according to the amount of available resources.</td>
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<tr>
<td>5</td>
<td>Monitor the progress of the modernization plan and when applicable create a facilities oversight committee.</td>
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<tr>
<td>6</td>
<td>Evaluate on continual basis that the facility needs are met.</td>
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</table>

**Costs**

<table>
<thead>
<tr>
<th>Costs</th>
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<tbody>
<tr>
<td>We must prioritize buildings to code which will possibly take money away from teacher and academic budgets.</td>
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</table>

**Benefits**

<table>
<thead>
<tr>
<th>Benefits</th>
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<tbody>
<tr>
<td>Safety, security, functionality</td>
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*Douglas County West Community Schools creates passionate learners by maximizing student achievement through dynamic learning experiences, which inspire and provide a quality education for all students within a safe and community-supported environment.*
## Action Plan

<table>
<thead>
<tr>
<th>Strategy #1</th>
<th>Plan #2</th>
<th>Champions: Allison Ramirez and Darcy Heath</th>
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</table>

### STRATEGY
Improve and expand facilities and programs to achieve excellence.

### SPECIFIC RESULT
Provide diverse programs to attract & retain students and meet all students’ needs.

<table>
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</table>
| 1 | Update district program offerings.  
   - List available current programs on district website (course offerings, academic supports, extracurricular).  
   - Research, create and adapt current program trends to meet student needs (including staffing).  
   - Enhance career pathways and community connections.  
   - Research and implement HAL (High Ability Learning) for elementary mathematics. |
| 2 | Implement a Targeted Improvement Plan for students in Special Education.  
   - Train district representatives  
   - Present staff overview of the plan  
   - Provide professional development for appropriate staff members (including classified)  
   - Provide on-going support to promote inclusive co-teaching practices  
   - Evaluate and expand initial participant group  
   - More transition focused programs between buildings |
| 3 | Continue to implement the School as Hub approach for quality, equity, and continuity for Birth through Elementary Age children and families, in partnership with the Buffett Early Childhood Institute  
   - Collaborate with staff, families, and community partners to provide a cohesive and connected early childhood program that includes:  
     - Birth to 3 early intervention  
     - Prenatal to 3 home visiting  
     - Birth to 5 parenting supports  
     - High quality preschool for 3 and 4 year olds  
   - Aligned Pre-K through elementary curriculum, instruction, and assessment.  
   - Utilize data for continuous improvement towards quality, equity, and continuity for children and families.  
   - Increase access to, and participation in, district early childhood programs. |
| 4 | Provide programming to meet the social, emotional, and mental health needs of students |
| 5 | Evaluate on continual basis that program needs are met |

### Costs
- Additional programs may cost more for staff and facilities

### Benefits
- More inclusion for special education  
- Break the cycle of poverty and families in need
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# Action Plan

<table>
<thead>
<tr>
<th>Strategy #2 Peterson</th>
<th>Plan #1 Champions: Erika Buffington, Sarah Hoffman, Niccole Kennec, Crystal Peterson</th>
</tr>
</thead>
<tbody>
<tr>
<td>STRATEGY</td>
<td>Enrich community connections to strengthen support for the school district.</td>
</tr>
<tr>
<td>SPECIFIC RESULT</td>
<td>Establish a community-based culture to increase student, staff, parent, and community participation.</td>
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## Action Steps

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</table>
| 1 | Build student pride in school.  
   - Form district wide committee to plan pride activities |
| 2 | Compile a list of community service options.  
   - Involve various groups: clubs, organizations, athletics, etc.  
   - Organize and implement a series of community service events  
   - Create a student recognition plan for community service |
| 3 | Create a hub for community support.  
   - Hold parent and community education events based on needs (drug & alcohol awareness, family resources, technology classes, etc…)  
   - Hold Staff education events during Friday Professional Development.  
   - Organize a community fair to share student-based learning opportunities or services offered by other organizations  
   - Seek partnerships with post-secondary institutions to host classes in district  
   - Collaborate with local organizations and businesses to host events at the schools  
   - Conferences/Open House split parents into smaller groups |
| 4 | Expand community relationships.  
   - Plan Birth to 12th grade events to bring community members in the schools. (coordinate with pride committee when appropriate)  
   - PreK to 12th grade “Career Day”  
   - PreK to 12th grade Field trips to tour local businesses |
| 5 | Evaluate impact by surveying stakeholders (annually). |

## Costs

| Time and resources to organize events | Creating partnerships throughout the community |

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<table>
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<tr>
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<th>Plan #2</th>
<th>Champions: Erika Buffington, Sarah Hoffman, Niccole Kennec, Crystal Peterson</th>
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</thead>
<tbody>
<tr>
<td>STRATEGY</td>
<td>Enrich community connections to strengthen support for the school district.</td>
<td></td>
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<tr>
<td>SPECIFIC RESULT</td>
<td>Enhance communication between communities and the school.</td>
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### Action Steps

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</table>
| 1 | Coordinate communication across the district.  
● Videos, Interviews, Social Networking, Activities Calendar, etc.  
● Showcasing student/school achievements  
● Blackboard Connect (All family messaging)  
● Establish a uniformed message  
● Electronic newsletter  
● Distribution lists (e-mail) |
| 2 | Develop the web site to enable greater communication.  
● Create/Update teacher/staff webpages consistently  
● Include student access to resources through web page in daily activities  
● Ensure parents are aware of translation option in browsers  
● Develop multiple ways to communicate location of resources (web site, etc..)  
● Train all stakeholders that the web site is the “hub” for all communication  
● Activities calendar - maintain updates online  
  ○ develop a procedure to populate the District wide calendar with appropriate events birth to 12th grade  to communicate to parents  
  ○ create tutorial to help stakeholders access calendar |
| 3 | Improve internal staff communications.  
● Develop a procedure/expectation to communicate district wide information vs building wide  
● Job descriptions for various positions throughout the district and who reports to whom |
| 4 | Evaluate and gather feedback by surveying parents/guardians, students, and staff annually.  
● Continue to review and create action plans from the results of the HUMANeX surveys given annually |

<table>
<thead>
<tr>
<th>Costs</th>
<th>Benefits</th>
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<tbody>
<tr>
<td>Staff cost of communications consultant</td>
<td>Consistent and established communication</td>
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## Action Plan

### Strategy #3  
**Plan #1**  
**Champion:** Sandi Triplett

<table>
<thead>
<tr>
<th>STRATEGY</th>
<th>SPECIFIC RESULT</th>
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<tbody>
<tr>
<td>Maximize learning opportunities through technology, curriculum, and</td>
<td>Continuously integrate current trends in technology to enhance student achievement.</td>
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<tr>
<td>instructional strategies.</td>
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### Action Steps

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<tr>
<th>#</th>
<th>Action Steps</th>
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<tbody>
<tr>
<td>1</td>
<td>Maintain and expand infrastructure framework to support technology.</td>
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<tr>
<td></td>
<td>● Wireless network</td>
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<td></td>
<td>● Devices</td>
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<td>2</td>
<td>Administer annual pre-assessment and post-assessment to track technology</td>
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<td></td>
<td>integration for teachers.</td>
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<td>3</td>
<td>Teach all staff and board members about technology implementation and</td>
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<td></td>
<td>appropriate apps for each level.</td>
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<td></td>
<td>● Provide professional development opportunities for all (Apple foundations,</td>
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<td></td>
<td>“Tech” Tuesdays, Friday Professional Development)</td>
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<td></td>
<td>● Discuss/identify developmental needs related to use of technology</td>
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<td></td>
<td>● Find classroom applications providing more consistency PreK-12</td>
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<td>4</td>
<td>Sustain iTech iTeach team of teachers:</td>
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<td></td>
<td>● Collaborate with administrative team to progress the district's technology</td>
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<td></td>
<td>plan</td>
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<td></td>
<td>● Strengthen our own model</td>
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<td></td>
<td>● Meet monthly/quarterly to provide leadership and direction, plan professional</td>
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<td></td>
<td>development, and learn tech coaching strategies</td>
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<tr>
<td>5</td>
<td>Expand bank of online tutorials to sustain implementation.</td>
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### Costs  
Cost to update and continuously improve infrastructure, network, professional development and devices

### Benefits  
Providing a tech savvy learning environment for staff and students

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## Action Plan

<table>
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<tr>
<th>Strategy #3</th>
<th>Plan #2</th>
<th>Champion: Sandy Perry</th>
<th>Implement with standards and curriculum</th>
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<tbody>
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<td>STRATEGY</td>
<td></td>
<td>Maximize learning opportunities through technology, curriculum, and instructional strategies.</td>
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<tr>
<td>SPECIFIC RESULT</td>
<td>Implement a PreK-12 vertical alignment in all academic areas.</td>
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<tr>
<td>1</td>
<td>Regularly review Nebraska Department of Education and/or national content area standards/guidelines.</td>
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</table>
| 2     | Regularly review alignment, scope, and sequence of content skills and vocabulary within district curriculum maps.  
|       | ● PreK-12 collaboration on scope and sequence  
|       | ● Add or eliminate courses |
| 3     | Regularly review and update district curriculum maps.                         |
| 4     | Communicate Schoology as a central location to house curriculum maps.         |
| 5     | Develop a systematic process to monitor and evaluate curriculum map updates at the building level. |

### Costs

<table>
<thead>
<tr>
<th>Costs</th>
<th>Benefits</th>
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<tbody>
<tr>
<td>Time to get teachers together to complete</td>
<td>No gaps or unnecessary overlaps in curriculum</td>
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## Action Plan

**Strategy #3**  
**Plan #3**  
**Champion:** Mary Clare Liesheski

### STRATEGY
Maximize learning opportunities through technology, curriculum, and instructional strategies.

### SPECIFIC RESULT
Empower educators to provide quality instructional strategies to meet the needs of each student.

### Action Steps

<table>
<thead>
<tr>
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</table>
| 1 | Continue implementation of Marzano's strategies.  
   - Provide Marzano training for all staff  
   - Utilize Professional Development time for collaboration |
| 2 | Improve opportunities for peer observation and professional dialogue. |
| 3 | Utilize MAP (Measures of Academic Progress) learning continuum/data for instructional strategies.  
   - Train teachers on resources available and usage for classroom application  
   - Provide documents in parent-friendly language to communicate |
| 4 | Establish a forum for student feedback on interests, teaching styles, etc. and use inventory to inform instruction. |
| 5 | Integrate Marzano teaching strategies into our teacher evaluation system. |

### Costs
- Resources to provide training to all staff and learn instructional strategies
- Resources to visit other schools’ instructional models

### Benefits
- Continuity for students and staff
- Enhanced Student Achievement

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