



2024 - 2025 Turner USD 202 Strategic Plan

"Achieving Success by Expecting the Best From Everyone"





Mission

Achieving success by expecting the best from everyone.

Vision

USD 202 will be recognized as a collective and collaborative community that demonstrates continuous growth, expects excellence, and empowers every individual.

Beliefs

Turner students come first

Understand, accept, and appreciate diversity

Recognize and celebrate achievement

Nurture a safe & caring environment

Embrace change with persistence

Require high expectations for all



Strategic Plan Goal Areas

**STUDENT
ACHIEVEMENT**

**EMPLOYEE
SUPPORT**

**COMMUNITY
CONNECTION**

**POSITIVE
LEARNING AND WORK
ENVIRONMENT**

OPERATIONS



2024 - 2025 Strategic Plan

Goal Area Teams

The strategic plan teams are comprised of Board of Education members, district staff, district parents, and community members. Each year, the teams meet to assess the prior year's action steps and write new ones for the upcoming year. In addition to the yearly update, each team submits a quarterly update to the Board of Education.

STUDENT ACHIEVEMENT

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COMMUNITY CONNECTION

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POSITIVE LEARNING AND WORK ENVIRONMENT

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OPERATIONS

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Goal Statement: In USD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

Strategic Plan Goal Area:

Student Achievement

Goal Statement:

In USD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

Student Achievement

Strategies and Action Steps, 2024 - 2025

- Strategy I: USD 202 will ensure teacher clarity of the PK - 12 Bullseye Curriculum to enhance student learning.

Action Step I: Review, ensure, and refine teachers' understanding of Bullseye Curriculum.

Action Step II: Instructional teams will collaborate to identify instructional strategies and resources aligned to the Bullseye Curriculum, to purposefully plan for classroom instruction.

Action Step III: Ensure interventions are aligned to the core curriculum.

Action Step IV: Align common assessments to the Bullseye Curriculum, and analyze the results, to ensure student understanding and plan for future instruction.

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Student Achievement

Strategies and Action Steps, 2024 - 2025

- Strategy II: USD 202 teachers will use relevant instructional practices that promote rigorous collaborative learning for all students in the classroom.

Action Step I: Utilize culturally responsive strategies in the classroom to close learning gaps and enhance student achievement for all learners.

Action Step II: Integrate instructional strategies using inquiry, student discourse, collaboration, and writing in the classroom.

Action Step III: Use formative assessment data to guide and inform instruction, scaffolding accordingly.

Action Step IV: Increase Real World Learning (RWL) opportunities tied to the Individual Plans of Study at Turner High School.

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Student Achievement

Strategies and Action Steps, 2024 - 2025

- Strategy III: USD 202 will empower all students to reach their full potential by setting goals, providing specific feedback, intervention, and enrichment to further their growth and development.

Action Step I: Increase collaborative individual goal setting conversations between students and educators with a plan to monitor progress and make necessary adjustments in math and reading.

Action Step II: Utilize available data to determine which students require intervention or enrichment and create a plan for personalized learning that is communicated with the family.

Action Step III: Ensure all students are receiving personalized and specific feedback.

Action Step IV: Enhance alternative and student support programs to decrease the number of non-graduates.

Action Step V: Improve kindergarten readiness skills in students, birth to age five.

STUDENT
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Goal Area:
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Goal Statement: In USD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

Strategic Plan Goal Area:
Employee Support

Goal Statement:

In USD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

Employee Support

Strategies and Action Steps, 2024 - 2025

- ☑ Strategy I: USD 202 will intentionally recruit, hire, and retain a diverse workforce.

Action Step I: Access, review, and communicate demographic data for recruiting venues in comparison to demographics of USD 202 students, staff, and community.

Action Step II: Update and administer the recruiting team survey given Quarter 2 and Quarter 4. Survey data is used to assess and advance the district recruiting program.

Action Step III: Evaluate, update, and create recruitment materials for certified and classified staff.

Action Step IV: Provide training for recruitment teams and allocate resources to expand recruitment efforts to candidates seeking student teaching opportunities.

Action Step V: Monitor the job opening pipeline (newsletters, social media, job posting platforms, etc.). Collect data from applications to monitor how applicants learn about our job openings.

Action Step VI: Maintain contact with USD 202 graduates in the Learn to Teach Program to recruit them after their undergraduate program.

Strategic Plan Goal Area:

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Goal Statement:

In USD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

Employee Support

Strategies and Action Steps, 2024 - 2025

- Strategy II: USD 202 will cultivate a positive professional learning culture for all employees through support, recognition, and an organized and purposeful mentoring/buddy program.

Action Step I: Cultivate a supportive working environment by ensuring fidelity to the mentor and peer buddy programs.

Action Step II: Promote the Employee Recognition Program (ERP), incorporating annual USD 202 themes, seek nominations from all stakeholder groups, and honor certified staff who are new to the profession.

Strategic Plan Goal Area:
Employee Support

Goal Statement:

In USD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

Employee Support

Strategies and Action Steps, 2024 - 2025

- ☑ Strategy III: USD 202 will develop and support staff knowledge and experience through embedded professional development.

Action Step I: Provide individualized, effective feedback to develop and maintain staff Individual Growth Action Plans (IGAP) that align with the Strategic Plan.

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Goal Statement: In USD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

Strategic Plan Goal Area:

Community Connection

Goal Statement:

In USD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

Community Connection

Strategies and Action Steps, 2024 - 2025

- Strategy I: USD 202 will maximize the resources and partnerships available to our families and students through the community and district.

Action Step I: Increase the awareness and accessibility of community and district resources available to new and existing families through proactive communication and collaboration.

Action Step II: Cultivate mutually beneficial partnerships with diverse businesses, organizations, and individuals that provide opportunities for real world learning.

Action Step III: Increase participation and engagement in early childhood programs, events, and resources with families in our community.

Strategic Plan Goal Area:

Community Connection

Goal Statement:

In USD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

Community Connection

Strategies and Action Steps, 2024 - 2025



Strategy II: USD 202 will increase the diversity of community and stakeholder participation and engagement within the district.

Action Step I: Cultivate diverse Building Site Councils that meet quarterly and serve as an advisory resource.

Action Step II: Create school environments that are welcoming and inclusive of all cultures in the community, and partner with multicultural organizations to enhance awareness and celebrations of the diversity in our district.

Action Step III: Facilitate community service opportunities within Wyandotte County for student groups to participate in.

Strategic Plan Goal Area:

Community Connection

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In USD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

Community Connection

Strategies and Action Steps, 2024 - 2025



Strategy III: USD 202 will provide multiple avenues and types of communication to the Turner Community that encourages increased engagement and pride in our schools.

Action Step I: Continue to provide virtual opportunities to increase family engagement.

Action Step II: Increase followers and readership of building specific communication avenues (monthly newsletters, social media, website), and provide dedicated training to school social media managers.

Action Step III: Continue to grow the procedure to welcome and onboard newly enrolled transfer students and their families to the district, with additional supports given to those who are new to the country.

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Goal Statement: In USD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

Strategic Plan Goal Area:
Positive Learning and Work Environment

Goal Statement:

In USD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

Positive Learning and Work Environment

Strategies and Action Steps, 2024 - 2025

- Strategy I: USD 202 will build high expectations through a shared belief in the ability of students, staff, and the community to positively influence school outcomes.

Action Step I: Provide professional development on 5Essential Surveys scoring and reporting.

Action Step II: Administer the 5Essentials survey focusing on Collective Responsibility annually to determine the level of collective efficacy in each building.

Action Step III: Identify building specific needs from the 5Essentials survey and implement professional learning/strategies related to collective efficacy.

Action Step IV: All teachers will be observed by a peer at least once per semester, utilizing a Building Collaborative Walkthrough Form.

Strategic Plan Goal Area:
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Positive Learning and Work Environment

Strategies and Action Steps, 2024 - 2025

- Strategy II: USD 202 is a school district that is supportive of all students, teachers, and community members.

Action Step I: Diversity Equity and Inclusion (DEI) committee will continue to meet to increase diversity awareness and recommend professional learning related to DEI.

Action Step II: DEI committee members will provide updates to each School Improvement Team quarterly.

Action Step III: Increase knowledge of cultural responsiveness amongst district staff.

Strategic Plan Goal Area:
Positive Learning and Work Environment

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In USD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

Positive Learning and Work Environment

Strategies and Action Steps, 2024 - 2025

- ☑ Strategy III: USD 202 is a school district that recognizes and supports students' social and emotional wellness.

Action Step I: Calibrate and analyze data from surveys already in place within district. (5Essentials, Early Warning System, Communities that Care, Trusted Adult, and Signs of Suicide).

Action Step II: Implement partnerships with outside mental health agencies to assist with the needs of our students.

Action Step III: Trauma Sensitive School Teams will meet consistently and provide specific training based on building needs.

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Goal Area:
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Goal Statement: In USD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

Strategic Plan Goal Area:

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Operations

Strategies and Action Steps, 2024 - 2025

- Strategy I: USD 202 will provide a safe, secure learning environment for students and staff using 21st century technologies.

Action Step I: Implementation of a new Microsoft Teams phone system to be completed by summer 2025.

Action Step II: Increase our Network Security Posture to add additional layers of network protection.

Strategic Plan Goal Area:

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In USD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

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Strategies and Action Steps, 2024 - 2025

- Strategy II: USD 202 will provide and maintain safe, reliable transportation for all students and staff.

Action Step I: Make efforts to ensure all routed students scan on and off the bus.

Action Step II: All Special Education buses less than eight years of usage rotate for safety and depreciation value.

Strategic Plan Goal Area:

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In USD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

Operations

Strategies and Action Steps, 2024 - 2025

- Strategy III: USD 202 will improve district facilities to best support student and community needs by 2025.

Action Step I: Continued movement on the annual Capital Improvement Plan while utilizing the long range capital improvement forecast.

Action Step II: Implement an agronomic program to enhance the curb appeal of our facilities and athletic complexes throughout the district.