



SOUTHLAND SCHOOL DISTRICT

2023-2026 STRATEGIC PLAN





Dear Southland Community,

I am excited to share the strategic plan that will guide our work with students, staff, facilities, and the community over the next three years. This plan was designed to ensure that we meet the needs of all students today and in the years to come, as well as to challenge ourselves to explore new opportunities and look for ways to improve.

Every day I witness our staff working to fulfill our vision, striving **to empower and challenge its students to lead fulfilling lives as responsible citizens in an ever-changing global society. The learning environment will be safe, inviting, respectful, supportive, inclusive, and flexible for all students to be successful.** The classroom lessons, service projects, clubs, arts, athletics, and co-curricular activities happening in and around our school are all preparing students for future success. We are inspired by the efforts of students, tireless work of staff, and partnership with families and our communities

The plan was developed after a review of student performance data, completion of staff and community-wide surveys, and engagement sessions with employees and the community. These findings identified the needs and priorities outlined in this plan.

It will take all of us—students, staff, families, and the community—working together to achieve the goals outlined in this plan. I look forward to working with you as we embrace the challenges that lie ahead.

Together!

Scott Hall
Superintendent



VISION STATEMENT

The Southland School District strives to empower and challenge its students to lead fulfilling lives as responsible citizens in an ever-changing global society. The learning environment will be safe, inviting, respectful, supportive, inclusive, and flexible for all students to be successful.

MISSION STATEMENT

We believe that all learners must become:

- **Inspired learners** who are accountable for demonstrating, assessing, and directing their present and life-long intellectual growth;
- **Effective communicators** who will use verbal, written, artistic, and technological forms of communication to give, send, and receive information;
- **Productive workers** who perform collaboratively and independently to create quality products and services that reflect personal pride and responsibility;
- **Compassionate citizens** who have a global and multi-cultural perspective, and who take the initiative for improving the quality of life for self and others;
- **Resourceful thinkers** who independently and creatively strive to solve complex problems through reflection, healthy risk taking, and critical evaluation.

ORGANIZATIONAL VALUES

- **CONTINUOUS IMPROVEMENT.**
We strive for excellence through high achievement and innovation.
- **INTEGRITY.**
We are committed to strong leadership and accountability for all.
- **RESPONSIBILITY.**
We create solid relationships with our communities for life-long learning.



STUDENT ACHIEVEMENT

The District will provide a high-quality education using evidence-based, best practice instruction methods to ensure all students are meeting grade-level benchmarks.



GOALS

KINDERGARTEN READINESS

All 5-year-old students who are ready to enter Kindergarten, will be 100% proficient on the Pearson Work Sampling System 5th Edition test.

THIRD GRADE LITERACY

Kindergarten students will demonstrate mastery at 90% in the areas of upper, lower, and sound identification of all letters of the alphabet.

First grade students will demonstrate 85% accuracy in identifying the first 100 high frequency words.

Second grade students will score at or above the 55th percentile as measured by the FAST Bridge Reading CBM and Adaptive Reading Assessments.

Third grade students to score proficient on the Fast Bridge CBM measure will increase to 60%.

MCA TESTING

Elementary

- **2023–24 Math-Building Wide:** students will increase from a current level of 48% proficiency to 55% proficiency.
- **2023–24 Reading-Building Wide:** students will increase from a current level of 42% proficiency to 53% proficiency.
- **2023–24 Science-5th grade:** students will increase from a current level of 32% proficiency to 45% proficiency.

Middle

- **2023–24 Math-Building Wide:** students will increase from a current level of 37% proficiency to 43% proficiency.
- **2023–24 Reading-Building Wide:** students will increase from a current level of 55% proficiency to 60% proficiency.
- **2023–24 Science-8th grade:** students will increase from a current level of 32% proficiency to 38% proficiency.

High

- **2023–24 Math-11th grade:** students will increase from a current level of 23% proficiency to 35% proficiency.
- **2023–24 Reading-10th grade:** students will increase from a current level of 71% proficiency to 73% proficiency.
- **2023–24 Science-10th grade:** students will increase from a current level of 42% proficiency to 48% proficiency.

GRADUATION

100% of Southland students will graduate from high school.



ACTION ITEMS

- Targeted staff will receive training on evidence-based reading strategies and reading across content areas.
- Curriculum committee will continue to develop, review, and revise curriculum sequencing, course content, and course offerings, including college-level courses.
- The District will assess teacher schedules to provide common planning times as a means to share best practices, analyze data, and ensure all students' needs are being met.
- The District will review grading policies and processes to identify if changes are needed to accurately represent student progress and performance.
- The District will monitor the progress of special education students to determine additional support, training, and resources needed.
- The District will monitor the progress of ESL students to determine additional support, training, and resources needed.
- The District will increase the number of lessons that utilize hands-on, project-based experiences for students.

HIGH QUALITY STAFF

The District is committed to hiring, retaining, and developing the best workforce to support the learning and growth of Southland students.



GOAL

The District will hire and retain highly qualified staff across all work groups.



GOAL

The District will provide access to professional development and ongoing training in best practices, curriculum, classroom management, and social-emotional learning.



ACTION ITEMS

- Work to maintain a compensation model to ensure the District is competitive with other school Districts in the region.
- Implement recruitment practices that produce quality candidates for open positions.
- Develop an onboarding process to effectively integrate new staff into the District.
- Develop a system to ensure a pool of qualified substitutes across all work groups.
- Support teacher career development through educator effectiveness framework.



ACTION ITEMS

- Provide ongoing curriculum content staff development that aligns with student achievement outcomes.
- Provide ongoing support and training to ensure success of special education staff.
- Offer professional development in effective behavior modification and classroom management.
- Train staff on best practices in technology use and integration.



COLLEGE + CAREER READINESS

Students will graduate from the Southland School District prepared for their next step in life—college and/or career.



GOALS

- The District's ACT average will exceed the state average.
- 100% of graduating seniors will have a post-secondary plan.



ACTION ITEMS

- Students will participate in the District's post-secondary preparation program to define their next step in life and determine critical steps during their high school years.
- Concurrent and PSEO courses will be offered, allowing students to earn college credit.
- The District will identify partnership opportunities that will increase student engagement in career exploration and post-high school preparation.
- The District will continue to develop and offer Senior Seminar course as a culminating graduation project.
- The District will explore additional course offerings in technical education, financial literacy, technology, engineering, art, agriculture, and industrial science.
- The District will provide an opportunity for students to participate in an ACT prep course.
- Staffing needs for CTE staff and school guidance will be explored and considered as funding allows.
- The District will develop a parent education module to support post-high school planning.



COMMUNICATIONS + PUBLIC ENGAGEMENT

The District is committed to sharing the day-to-day happenings and successes, as well as ensuring transparency in all processes and decision-making.



GOALS

- Connect with citizens and business community through print and online communication.
- Maintain social media presence sharing updates and happenings of the District.
- Provide opportunities for two-way conversation about the programs and services offered in the District.



ACTION ITEMS

- Continue to produce District newsletters.
- Host informational and listening sessions on District programs and services.
- Visit service groups and organizations to present on District updates, programs, and services.
- Ensure access to board meeting agendas and minutes.
- Grow the District's social media presence across all platforms.
- Maintain website with up-to-date information.
- Communicate regularly with District alumni.

COMMUNITY + BUSINESS PARTNERSHIPS

The District is committed to maintaining and growing strong relationships with community agencies, businesses, and organizations.



GOALS

- The District will increase hands-on experiences for students with area businesses, including job shadowing, mentoring, and internships.
- The District will increase their knowledge of the skillsets needed in current job market.



ACTION ITEMS

- Identify liaisons within District to partner with specific businesses and community organizations.
- Launch job shadows, mentorships, and internships with area businesses.
- Meet with business leaders to gain an understanding of job market and skillsets needed and align with course content.





FINANCES + SPENDING

The District will be responsible stewards of the federal, state, and local funds afforded to us to successfully operate the District.



GOAL

The District will adopt an annual budget that meets the current and long-term needs.



ACTION ITEMS

- Maintain a fund balance that eliminates the need for short-term borrowing.
- Implement a competitive compensation model that fits within budget and ensures hiring and retaining of quality talent.
- Advocate for a state funding formula that will support the needs of the District.
- Implement cost-savings and operating efficiency measures.
- Negotiate premiums to ensure best price.
- Annually review contracts and premiums to ensure best value.
- Pursue grants and other revenue sources to support programs and services.



FACILITY PLANNING + IMPROVEMENT

The District is committed to providing clean, safe, and quality facilities to ensure the best learning environment for students.



GOALS

- Develop a long-term facilities maintenance plan (LTFM) and capital maintenance plan to address facility needs.
- Update and expand facilities to meet educational needs of students.



ACTION ITEMS

- Update existing facility assessment.
- Address classroom space challenges that have arisen from enrollment increase.
- Review needs of special education program and create plan to address space needs.
- Update identified bathrooms and explore adding bathrooms.
- Explore property acquisition for future growth.
- Expand outdoor playground space.
- Identify opportunities to become more energy-efficient throughout District facilities.

Southland
REBELS