

YEAR 4 EXECUTIVE SUMMARY 2019-2020

An Unprecedented Headline: Kansas Schools Closed March 17 – May 29, 2020

As documented in the Strategic Plan 2021 opening letter from Board President Mr. Bruno and Superintendent Dr. McWilliams, Strategic Plan 2021 “...is a comprehensive five-year plan but it will be reviewed and assessed annually and adjustments will be made, as needed, so that it remains current, relevant, and in the best interest of our students. By working together and being engaged as a school community, we are confident that this plan will allow us to continue inspiring, challenging, and preparing every child, every day!”

On March 17, 2020, Governor Kelly announced that Kansas schools would be closed to students through May 29, 2020, to mitigate the spread of COVID-19. Never has there been a time in which all schools were closed for such a long period of time. Most agree that COVID-19 has been a game changer like we have not experienced before in our lifetime.

On March 20, 2020, Superintendent Dr. McWilliams sent the following message to the Auburn-Washburn school community which indicates the situation our district faced:

Last year I had the opportunity to listen to inspirational speaker Dan Meers who said that every one of us has a choice to make each day. He said every single day it your choice to ‘Rise and Shine’ or ‘Rise and Whine’. He delivered that message over a year ago when life was normal. Our lives are far from normal today, perhaps for the foreseeable future, but the way in which we approach each day is still a choice that every single one of us can make. Many things feel like they have been taken away from us recently but that choice each day has not. I choose Rise and Shine! My wife Heather and I choose Rise and Shine because our three daughters need that modeled for them each day now more than ever. I know, an overly simple concept, but every little thing helps to keep our mind and spirit right during unprecedented times.

In Auburn-Washburn, we will proceed through the final nine weeks of the 2019-20 school year with a Rise and Shine spirit by prioritizing the following principles:

- 1. Protect and promote health and wellbeing.*
- 2. Base all decisions on what is in the best interest of students.*
- 3. Lead, act, and respond with passion and heart.*
- 4. Communicate effectively in a timely and accurate manner.*
- 5. Be resilient!*

This list below will continually be updated, but based on currently known facts, here are updates and questions that we need to answer:

- Schools are closed to students for the rest of the 2019-20 school year.*

- *The 2019-20 school year will end, officially, on May 21, 2020, per the Board of Education approved school calendar.*
- *Students are not to congregate on school property due to guidelines issued by the Shawnee County Health Department.*
- *Schools are “open” for adults who work in them, but due to health and safety guidelines, they will remain closed to the public until further notice. The most effective way to communicate with your child’s school is to call or email. Please do not come to school until approval has been given to do so.*
- *KSHSAA cancelled all spring athletics and activities for the 2019-20 school year.*
- *“Grab and go” breakfast and lunch sacks will be provided to students each day schools are closed to students. Additional “grab and go” pick-up sites will open soon.*
- *On-line learning opportunities will be provided to students beginning the week of March 23.*
- *Updates will be sent to WRHS seniors and their families about graduation requirements and graduation as soon as possible.*
- *Updates will be sent to students and parents about grades, high school credits, and transitioning out of the current grade and into the upcoming great next school year as soon as possible.*
- *Guidance will be provided early next week on how and when students can pick up personal belongings from school.*
- *Guidance will be provided early next week on how students can return school-owned supplies and materials to school.*

I wish each of you and your families well. It has only been one week and I can say from the bottom of my heavy heart, we miss your children! Until my next message to you, stay well.

Rise and Shine!

Safely Forward in Auburn-Washburn Return to School Plan

Moving into the 2020-21 school year, Auburn-Washburn created and implemented this Safely Forward in Auburn-Washburn Return to School Plan.

NATIONAL RECOGNITION

The WRHS Unified Sports Program made ESPN’s Top 34 List of best programs in the nation.

Auburn-Washburn’s Executive Director of Human Resources and Operations, Brian White, received the 2019 Herb Salinger Personnel Administrator of the Year Award. There is only one education human resources professional in the United States that receives this honor each year and it was a tremendous honor for Mr. White and the entire Auburn-Washburn school community that this distinguished award landed with him in our district.

Auburn-Washburn School District was one of 65 organizations in North America to receive a 2019 CandE Award for providing an outstanding candidate experience. Auburn-Washburn values the importance of teacher and support staff recruitment so we provide an exceptional experience to those seeking employment in our school district.

Auburn-Washburn School District received the honorable Teddy Award for workplace safety and disability management. Workplace safety is critically important to ensure safe teaching and learning environments for both students and staff. Auburn-Washburn is at the top of the class in this area.

Auburn-Washburn School District received the HR Digital Branding Development Award from the American Association of School Personnel Administrators for leveraging the power of a digital avenue to tell the district's employment story and provide communication to and gather information from current and prospective employees. Auburn-Washburn hires top talent to teach our students and support the overall needs of the school district and this award showed recognition for the district's ongoing efforts in this area.



STUDENT GOALS

Goal 1 – Challenging Every Student: To improve the academic performance of each student. Benchmark achievement data was collected at the elementary, middle, and high school levels during the 2016-17 school year. That data will be used to establish building-level student achievement goals for each year of Strategic Plan 2021.

- Kansas Assessment Performance data
 - Goal: To become a Level 3 College and Career Ready school district in grades 3-8 based on the Kansas Assessment Program by 2021.
- AimsWeb data
 - Goal: To have at least 85% of students in grades K – 6 experiencing success in Tier 1, no more than 10% of students in Tier 2, and no more than 5% of students in Tier 3 by 2021 based on AimsWeb by 2021.
- Washburn Rural Middle School Data
 - Goal: To use Kansas State Assessment data and national ACT data to influence curriculum and instruction and to set annual goals based on previous year's results.
- Washburn Rural High School data
 - Goal: To use national ACT subset and composite data, percent of students graduating College and Career Ready, and five-year post-secondary data to

influence curriculum and instruction and to set annual goals based on previous year's results.

Due to the fact that Kansas schools closed on March 17, 2020, to mitigate the spread of COVID-19, end of year assessments were not given to students in school year 2019-20.

District Level

The Teaching and Learning Team documented the district's systemic approach to support student learning and professional development in their 21st Century Learning Framework document. This framework has been presented to all certified staff.

- Attachment A – 21st Century Learning Framework

Strategic Plan 2021 is aligned with the Kansas Education Systems Accreditation (KESA) process. The school district completed year four of the KESA process in 2019-20 which was also year four of Strategic Plan 2021. The work outlined in Strategic Plan 2021 parallels our work in KESA through 2021. We anticipate full accreditation status at the end of the five-year process which concludes in 2021.

Elementary Level

Elementary schools have implemented a Comprehensive, Integrated, Three-Tiered Model of Prevention (Ci3T). Ci3T models are data-informed, graduated systems of support constructed to address academic, behavioral, and social domains, with an overarching goal of supporting all learners in inclusive environments by maximizing available expertise through professional collaborations among school personnel.

The following positions have been trained to work collaboratively as a school-based mental health team to best support individual student needs:

- Social Worker
- Psychologist
- Counselor
- Principal
 - Instructional Facilitator
 - Academic Interventionists (one for reading and one for math)

All elementary students have 1:1 Chromebook access. Technology is essential in Phase 2 Hybrid Learning and Phase 1 Remote Learning environments.

Washburn Rural Middle School

All WRMS students have 1:1 Chromebook access. Technology is essential in Phase 2 Hybrid Learning and Phase 1 Remote Learning environments.

Washburn Rural High School

A special emphasis has been placed on the social-emotional wellbeing of high school students. WRHS began the implementation of the Sources of Strength program in 2019-20 which is a research-based project designed to harness the power of peer social networks to prevent suicide, bullying, substance abuse, and other unhealthy behaviors. WRHS students, along with students from all high schools in Shawnee County, have partnered with the Family Service and Guidance Center to talk about best practices and ways to spread the word about making positive and healthy choices.

All WRHS students have 1:1 Chromebook access. Technology is essential in Phase 2 Hybrid Learning and Phase 1 Remote Learning environments.

Goal 2 – Preparing Every Student: To develop skills for success with each student.

Each school is monitoring how the following Skills for Success are being integrated, taught, modeled, and measured:

- Acceptance and/or Tolerance of Others
- Being a Team Player
- Communication Skills
- Confidence
- Personal Finance
- Problem Solving Skills
- Resiliency

Here are the first two paragraphs of an email Superintendent Dr. McWilliams sent to the Auburn-Washburn school community on the final day of the 2019-20 school year that showcases how ingrained Skills for Success are in daily work and communication:

Today, May 21, is the final student day of a school year that will not be forgotten. We do not experience too many things in a lifetime that truly rocks the entire world but that is exactly what occurred this school year. COVID-19 was a game changer that challenged us all to create a path that previously did not exist in our schools. When it was announced on March 17 that Kansas schools would be closed to students for the rest of the school year, we rallied to do our absolute best to keep students safe at home yet engaged in learning opportunities. I know, a completely unexpected approach to the fourth quarter, but better to chart a new path forward than to not push forward at all.

In Goal 2 of our Strategic Plan, one skill for success we teach and model for students is resiliency. If given only one word to summarize you, our staff, and the entire Auburn-Washburn school community this school year, I would with great pride select the word, resilient. When our students, families, and staff were placed in a situation this fourth quarter that was far from ideal, we did not give up. Instead, we united, we rallied, we cared for kids as well as for each

other, and we committed to moving forward in the best possible way. It is with extreme sincerity that I say thank you. Thank you for being understanding and flexible, for rise and shining instead of rise and whining, and above all else, for being resilient!

The second annual Skills for Success Banquet was in February 2020. The purpose of hosting an annual Skills for Success Banquet is to reinforce and celebrate the value and importance of this work. We do many things throughout the school year to recognize high academic achievement, athletic championships, performing arts accomplishments, etc. Skills for Success is an important part of our work with students and there are benefits in creating a venue to recognize and celebrate this work. Nearly 30 students were recognized from all schools and programs for modeling and displaying Skills for Success on a consistent basis at school and school-related events. This event is one of the best evenings of the year!

DISTRICT PRIORITIES

Outstanding Staff

To recruit, hire, develop, and retain competent, caring and student-centered staff for each position.

- Approved a complete compensation package valued at 2.6%.
 - Increased the base salary for teachers from \$ \$40,900 to \$41,500 to attract newer teachers to the profession and to Auburn-Washburn.
 - Auburn-Washburn ranks second in teacher compensation in Shawnee County.
 - Covered the increase in health insurance premiums so eligible employees can continue to receive a competitive single high deductible health plan at no cost.

Community Engagement

To provide timely, accurate, and relevant information to all stakeholders in our school community as well as to engage and listen to them as partners in education.

- Created a Points of Pride document highlighting accomplishments from the 2019-20 school year and distributed it to all Auburn-Washburn patrons in the Summer School News.
 - Attachment B – Points of Pride 2019-20
- Facilitated 30 stakeholder group meetings with students, staff, parents, patrons, business and community leaders, Washburn University, the Kansas State Department of Education, and the Board of Regents to collect feedback on how Auburn-Washburn can best meet the needs of students in the next five-year strategic plan that will guide the district's work from 2021 – 2026.
 - Attachment C – Strategic Plan 2026 Powerpoint Slides

Effective Resource Management

To implement efficient financial, operational, and energy conservation procedures and practices that align with and support our educational program for students and staff.

- The Board of Education approved the 2020-21 budget with a mill levy rate of 50.049. Auburn-Washburn has the lowest mill levy rate among Shawnee County school districts.
- Annual external audit results were free of concerns.
- Modified the five-year wellbeing plan that will be phased in to promote employee wellbeing and awareness as well as mitigate increases to health insurance costs.
- Over \$3,000,000 in cost avoidance savings since implementing an Energy Conservation Program in 2012.

Safe, Well-Maintained, and Current Facilities

To provide safe and well-maintained learning environments and facilities that support current educational practices and meet long-term enrollment needs.

- Approved a partnership with architectural firm gouldevans to build a Master Facility Plan to be completed by Summer 2021 that will guide decision-making and strategic planning with our facilities for the next 10-15 years.
- Increased technology access and integration from 3,500 student machines supported by 500 MGBit internet connection in 2015-16 to 6,310 student machines supported by 3,000 MGBit internet connection in 2019-20.

Kansas Vision for Education

Kansas leads the world in the success of each student.

Auburn-Washburn's approach to Strategic Plan 2021 was to build it based on our school community's feedback and to align it with the direction and guidance provided by the State Board of Education and the Kansas State Department of Education. Moving into the 2019-20 school year, Strategic Plan 2021 is aligned and we are integrating the state's requirements and expectations into our plan.

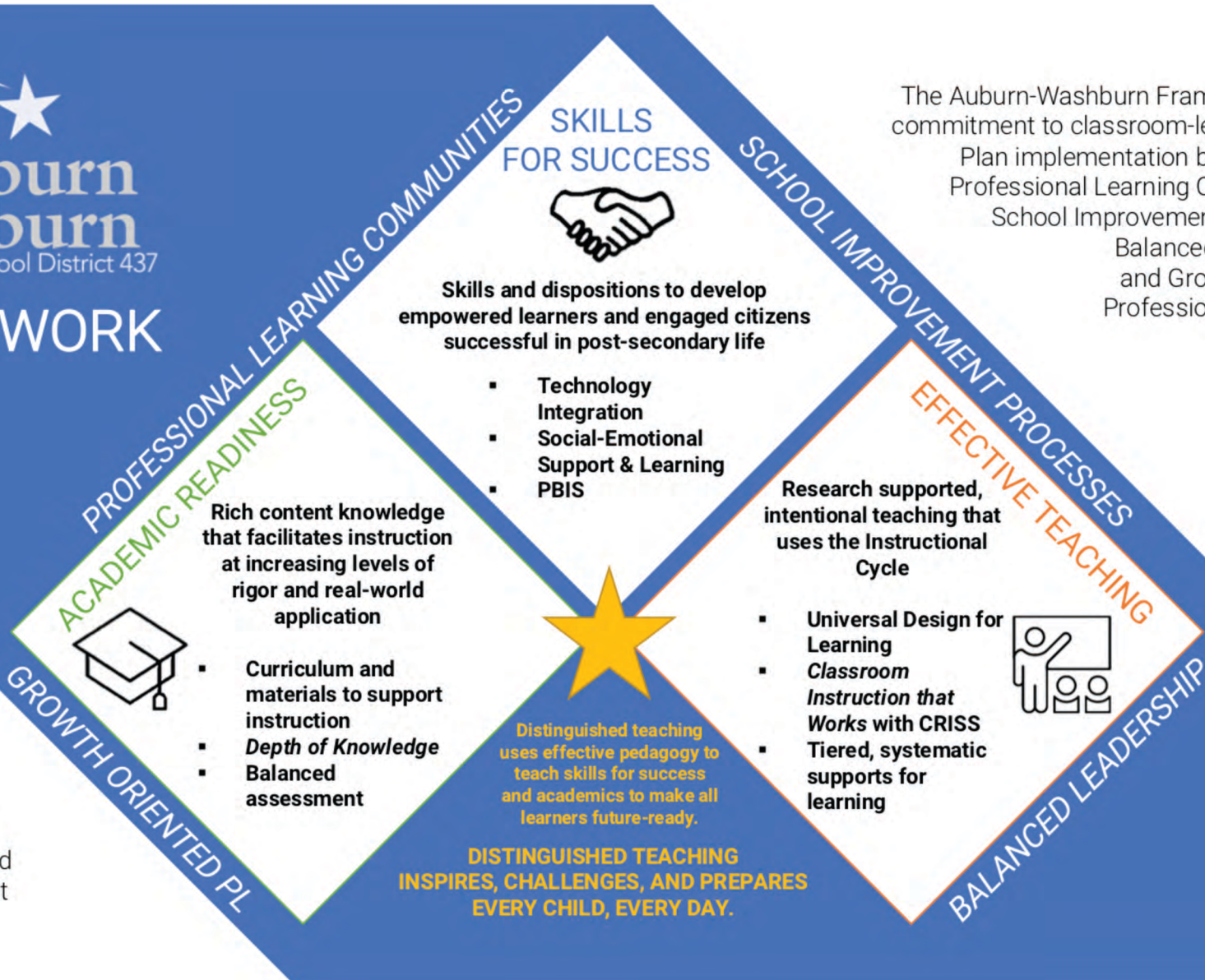
- Attachment D – Kansas Vision for Education



FRAMEWORK

The Auburn-Washburn Framework is our commitment to classroom-level Strategic Plan implementation by harnessing Professional Learning Communities, School Improvement Processes, Balanced Leadership, and Growth-Oriented Professional Learning.

Teaching and Learning will support Academic Readiness, Skills for Success, and Effective Teaching by building and monitoring systems that integrate all areas.



At-A-Glance

Strategic Plan 2021: Year 4 - Inspiring, Challenging, and Preparing Every Child, Every Day

Student Goals

- Goal 1 – To improve the academic performance of each student.
- Goal 2 – To develop skills for success with each student.

District Priorities that Support Student Goals

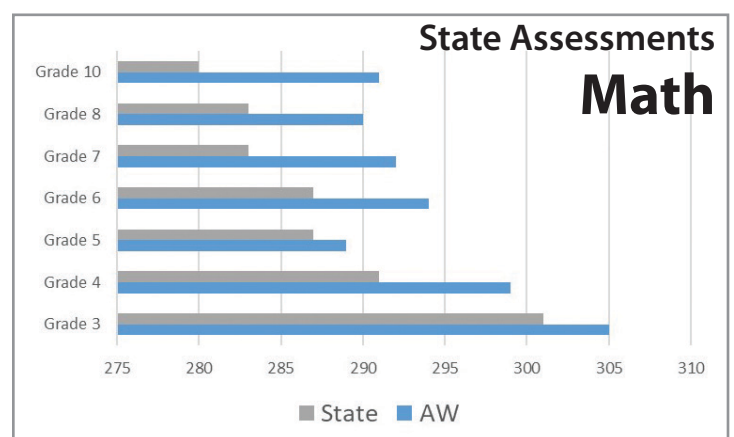
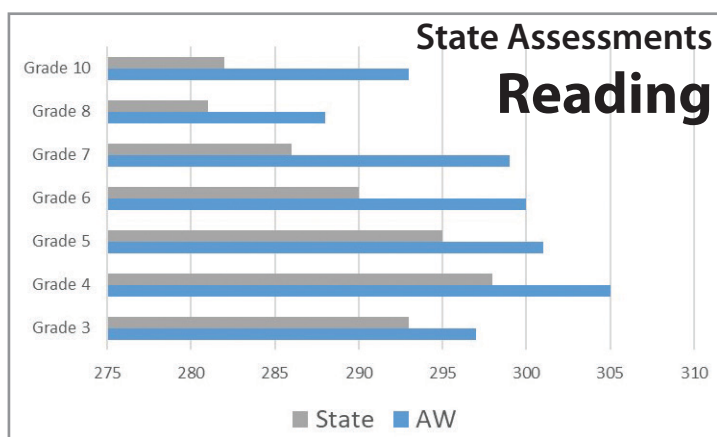
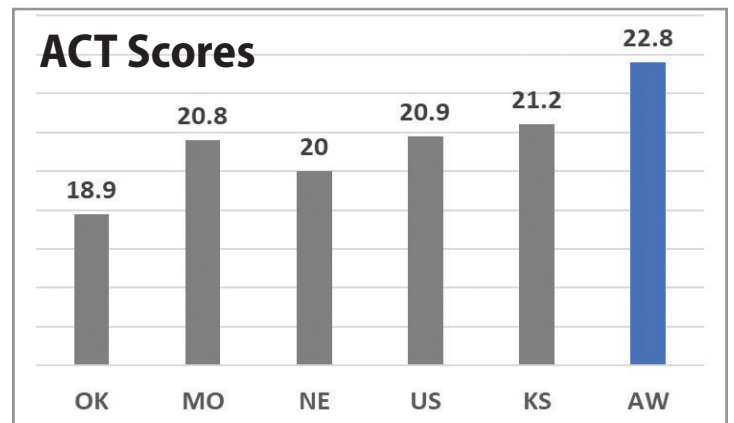
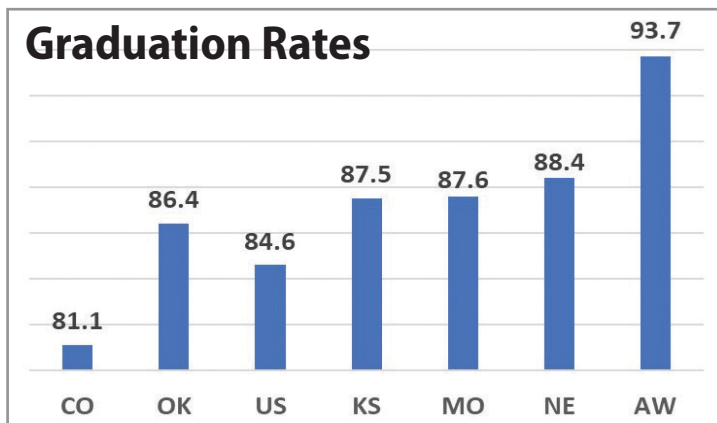
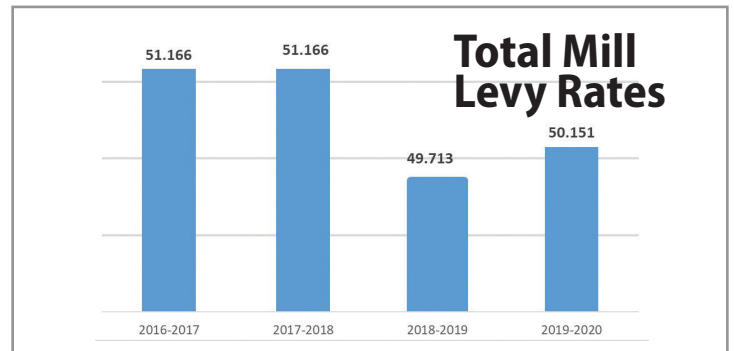
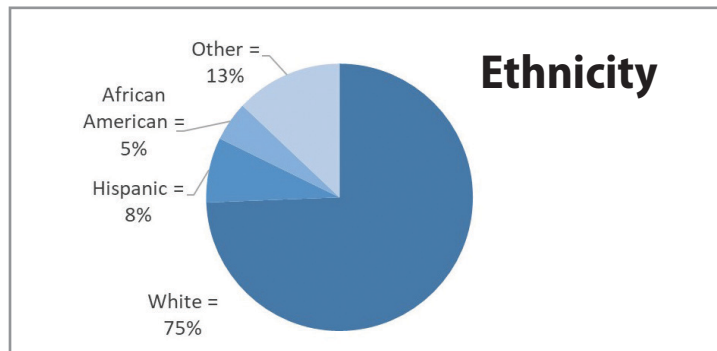
- Outstanding Staff
- Community Engagement
- Effective Resource Management
- Safe, Well-Maintained and Current Facilities

By the Numbers

2019-2020 enrollment was 6,236 w/ 95.1% attendance rate
Of the 2020 WRHS graduates:

- 129 had a 4.0 GPA or better
- 91.5% of reported pursuing post-secondary education (includes 2 & 4 year, vocational, military, and apprenticeships)
- 22 received a CTE certification
- 197 students had earned 12+ college or equivalent hours

**All information and graphs represent most current data available*



POINTS of Pride

Auburn Washburn
Unified School District 437

Art Award

WRHS Senior Coral About won a National Silver Key for her weaving "Thermal Egg."



Staff Recognition



WRMS Language Arts Teacher Lara McDonald was named Region 2 Kansas Secondary Teacher of the Year.



WRHS German Teacher Kaylee Barber received the Kansas Horizon Award for new teachers.

Executive Director of Human Resources & Operations Brian White was named National Human Resources Administrator of the Year.

National History Day

Washburn Rural Middle School students Griffin Reiff, Kaitlin Jackson, Audrey Caleb, and Allison Reed qualified to compete in National History Day.

Niche Award

Auburn-Washburn was named Niche #5 District in Kansas.

The 2020 Best School Districts ranking is based on rigorous analysis of key statistics and millions of reviews from students and parents using data from the U.S. Department of Education. Ranking factors include state test scores, college readiness, graduation rates, SAT/ACT scores, teacher quality, public school district ratings, and more.



National Merit Scholars

Five Washburn Rural High School students were named National Merit Finalists, placing them in the top 1% of students nationwide. This included Shang (Sunny) Chen, Trystan Cheung, Adison Hoppas, Aditi Malay, and Jay Ram.

Joseph Sanderson was named National Merit Hispanic Scholar placing him in the top 2% of all Hispanic students.



Eight WRHS students were named National Merit Commended Scholars placing them in the top 5% of students nationwide. This included Gracelynn Bradbury, Petre Dimitriu, Liam Hall, Raegan Hardesty, Jaden Hamilton Parker, Emma Schroeder, Zoe Spangler, and Samantha Wendt.

Five WRHS seniors were selected as Presidential Scholar Candidates. This included Shang (Sunny) Chen, Trent Dodge, Aditi Malay, Jaden Hamilton Parker, and Jay Ram.

Athletic Accomplishments

Congratulations to our Washburn Rural High School 2019-2020 State Champions!

- State Boys Cross Country Team Championship
- State Girls Wrestling Team Championship
- Dajia Anderson, State Girls Wrestling Individual Championship
- Bishop Murray, State Boys Wrestling Individual Championship
- Jacob Tangpricha, State Boys Wrestling Individual Championship

WRHS Unified Sports Program made ESPN's Top 34 list.





Our Next 5 Years

2021 - 2026


Strategic Planning Meeting
Fall 2019

Inspiring, Challenging, and Preparing
EVERY CHILD, EVERY DAY

A Five-Year Strategic Plan

Benefits of a 5-Year Strategic Plan

- ✓ A community effort; built from feedback provided by all stakeholders,
- ✓ Set lofty student achievement goals,
- ✓ Establish clear focus, direction, and district priorities,
- ✓ Focus energy, effort, and resources on mutually agreed outcomes,
- ✓ Ensure effective communication, collaboration, and targeted support among staff and stakeholders on all aspects of the plan, and
- ✓ Annually assess and adjust in response to results and changing conditions.



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Current Strategic Plan: 2016 – 2021

Two Student Goals

Goal 1: Challenging Every Student

To improve the academic performance of each student.

Goal 2: Preparing Every Student

To develop Skills for Success with each student.

Four District Priorities

1: Outstanding Staff

2: Community Engagement

3: Effective Resource Management

4: Safe, Well-Maintained, and Current Facilities



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Current Strategic Plan: 2016 – 2021

Our Students

Student Demographics State Department of Education	Auburn- Washburn	State of Kansas
White	74%	64%
Hispanic	9%	20%
African American	5%	7%
Other	12%	9%
Free or Reduced Price Lunch	32%	48%
Students with Disabilities	12%	15%



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Goal 1: Academic Performance

Graduation Rate Comparison Data

Previous 5-Year Strategic Plan		Current 5-Year Strategic Plan	
2011	86.9%	2016	91.3%
2012	95.5%	2017	94.4%
2013	92.8%	2018	94.5%
2014	91.9%	2019	TBD
2015	88.6%	2020	TBD
5-Year Average	91.1%	5-Year Average	93.4%

ACT Composite Comparison Data

Previous 5-Year Strategic Plan		Current 5-Year Strategic Plan	
2011-12	22.8	2016-17	23.3
2012-13	22.8	2017-18	23.7
2013-14	23.2	2018-19	23.4
2014-15	23.7	2019-20	TBD
2015-16	22.7	2020-21	TBD
5-Year Average	23.04	5-Year Average	23.47

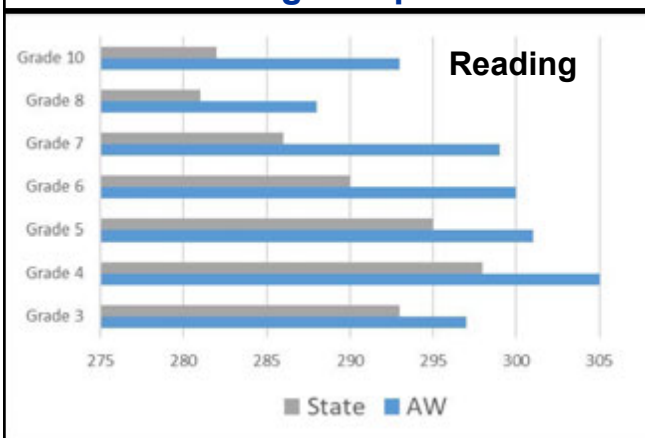


Inspiring, Challenging, and Preparing

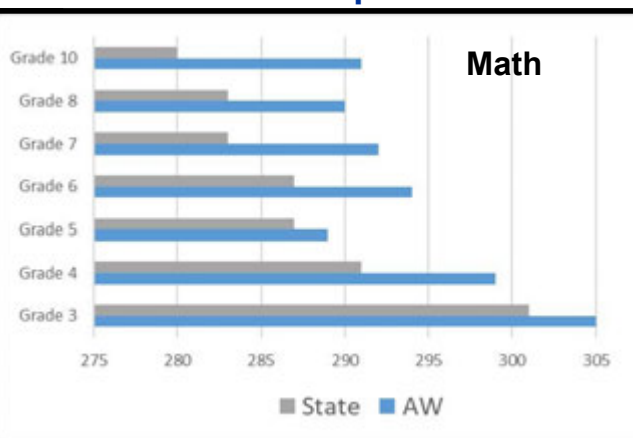
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Goal 1: Academic Performance

State Reading Comparison Data



State Math Comparison Data



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Goal 2: Skills for Success

Integrate, Teach, and Model Skills for Success

- Acceptance or Tolerance of Others
- Being a Team Player
- Communication Skills
- Confidence
- Personal Finance
- Problem Solving Skills
- Resiliency



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY



District Priorities

Outstanding Staff

... Recruit, Hire, Develop, and Retain...

I would put our Auburn-Washburn team up against any other!

Our Approach to Meeting Student Needs

- Increased academic interventionists, social workers, counselors, psychologists, and paraeducators
- Partnered with Family Service and Guidance Center
- Developed school based mental health teams
- Offered training sessions on meeting social-emotional needs, trauma-informed care, and student management strategies



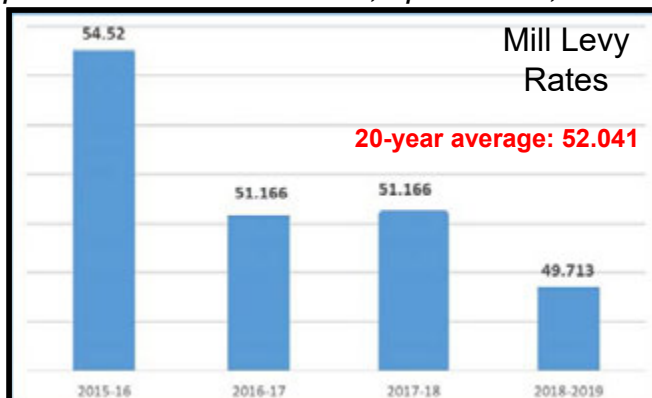
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District Priorities

Effective Resource Management

... implement efficient financial, operational, and energy conservation procedures...



Celebrations

Legislative Post-Audit documented efficiencies.

Annual external audits free of concerns or issues.

Over \$3 million in cost avoidance savings since 2012 due to Energy Conservation Program.



Inspiring, Challenging, and Preparing

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District Priorities

Safe, Well-Maintained, and Current Facilities

... support current educational practices and meet long-term enrollment needs...

Technology Access and Integration

In 2015-16: 3,500 student machines supported by 500 MBit internet connection.

In 2019-20: 6,310 student machines supported by 3,000 MBit internet connection.

- **WRHS:** 1:1 access in each Math, English, Social Studies and Science classroom.
- **WRMS:** 1:1 access in-school all day.
- **Grades 3 – 6:** 1:1 access in each classroom.
- **Grades K – 2:** A cart holding 12 Chromebooks in each classroom (2:1 access).



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY

Safe, Well-Maintained, and Current Facilities

... support current educational practices and meet long-term enrollment needs...

Elementary Schools	2018-19 Enrollment	Secondary Schools	2018-19 Enrollment
Auburn Elementary	412	Washburn Rural Middle School	967
Farley Elementary	579	Washburn Rural High School	1,923
Indian Hills Elementary	527	Tallgrass	55
Jay Shideler Elementary	544	Pathways Learning Center	
Pauline Central Elementary	440	Total Student Enrollment – 6,295	
Pauline South Elementary	336		
Wanamaker Elementary	512		
TOTAL ELEMENTARY	3,350		



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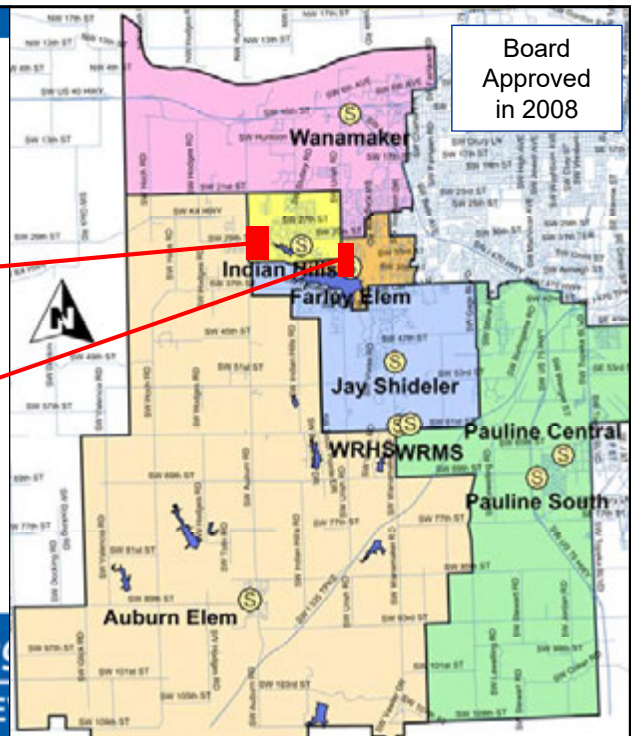
School District / Boundary Facts

Currently completing a research based 5-year student enrollment projection study.

93 acres purchased in 2008 as the site of a new high school at 29th Street and Auburn Road.

51 acres purchased in 2007 as the site of a new middle school at 32nd Street and Urish Road.

Not allowing new out of district students to enroll due to space and resource concerns.



Our Next Five Years: Questions 1 and 2

Reflection Time

When you think of Auburn-Washburn today;

What are the district's strengths?

Where could the district improve?



Our Next Five Years: Question 3



What **skills** or **habits of mind** do you believe a 2026 WRHS graduate will need to be prepared for success after high school?



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY

Our Next Five Years: Question 4

Are we missing **educational or experiential opportunities** with students at any of these levels?

If so, please list such opportunities.



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY

Our Schools	2018-19 Enrollment
Auburn Elementary	412
Farley Elementary	579
Indian Hills Elementary	527
Jay Shideler Elementary	544
Pauline Central Elementary	440
Pauline South Elementary	336
Wanamaker Elementary	512
Washburn Rural MS	967
Washburn Rural HS	1,923
Tallgrass and Pathways	55
TOTAL	6,295

Our Next 5 Years: Question 5

Do you believe we are effectively meeting the needs of students (academically and social-emotionally) in schools this size?

If not, what plan of action do you suggest we consider:

- At the elementary level,
- At the middle school level, or
- At the high school level?



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY



Our Next 5 Years

2021 - 2026

Thank you for participating!

USD437.net/SP26



Inspiring, Challenging, and Preparing

EVERY CHILD, EVERY DAY

KANSAS VISION FOR EDUCATION

Kansas leads the world in the success of each student.



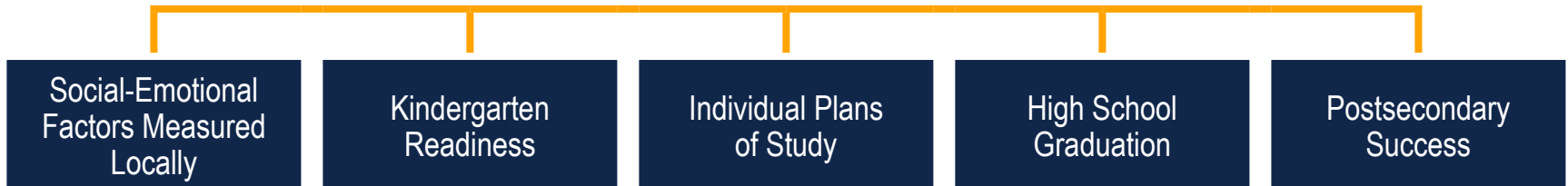
Successful High School Graduate

A successful Kansas high school graduate has the

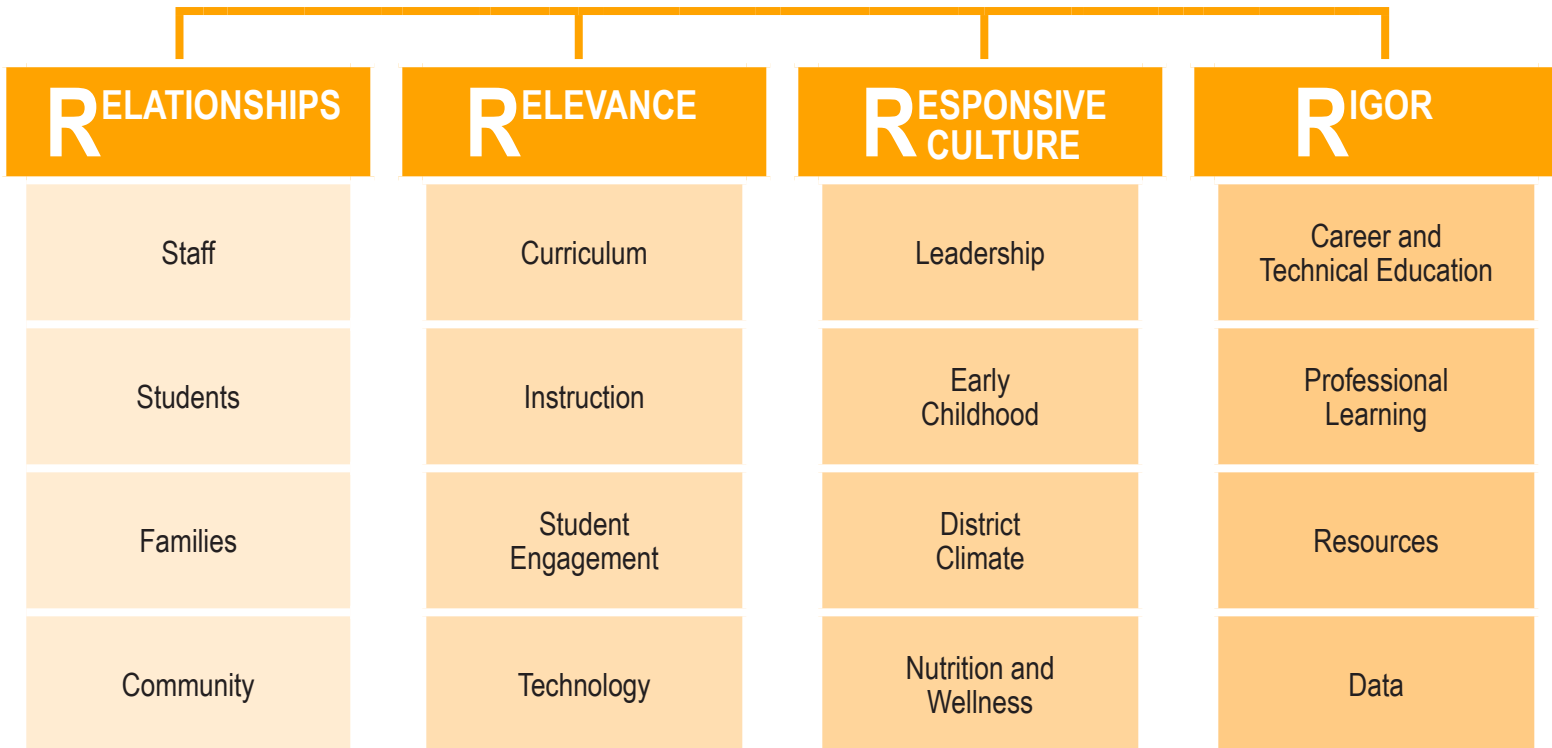
- Academic preparation,
- Cognitive preparation,
- Technical skills,
- Employability skills and
- Civic engagement

to be successful in postsecondary education, in the attainment of an industry recognized certification, or in the workforce, without the need for remediation.

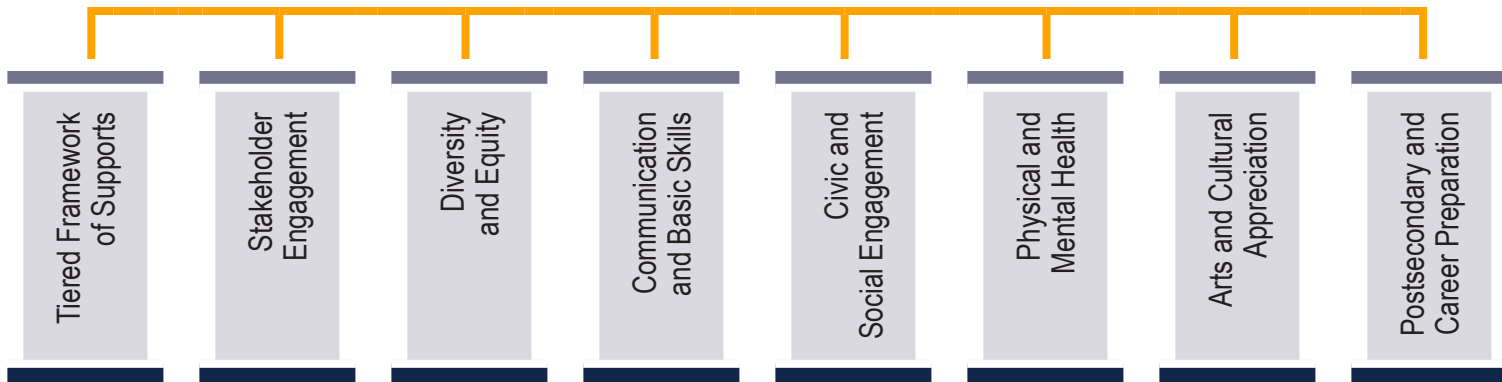
RESULTS



Evidence-Based Practices



Foundational Structures



Compliance

Follows state and federal laws and regulations

