



Crest USD 479

Strategic Plan 2022-2027

Target Area: Recruit and Retain High Quality Staff				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Explore ways to provide day-care opportunities for staff members	Crest School Board Superintendent of Schools	Site Council Meetings – Community Feedback Surveys	2023 - 2024	Deliver plan to school board
Consider a plan to provide an incentive for staff members to further their education	Crest School Board Superintendent of Schools	Needs Assessment Data, Staff Survey Data	2023-2024	Plan adopted
Ensure that the district provides competitive salary and benefits to all staff	Crest School Board Superintendent of Schools	KASB salary data, Regional negotiated agreement data	2022-2023	Annually review salary schedules of competitors to remain competitive within our district
Implement signing bonuses/incentives for hard to fill positions	Crest School Board Superintendent of Schools	KASB salary data, Regional negotiated agreement data	2023-2024	Plan adopted
Explore ways to work with the community to provide housing opportunities for staff members	Crest School Board Superintendent of Schools	Parent Groups Community Resources	2024-2025	Meeting takes place with interested community members



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Target Area: Provide a Safe and Secure Learning Environment				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Consider facility upgrades to ensure ADA accessibility, storm shelter, increase learning spaces	Crest School Board Superintendent of Schools	Architect Construction Manager Board of Education	2022-2023	Board adopts facilities plan
Explore ways to provide a school resource officer in the school	Superintendent of Schools 6-12 Principal	Partnership with local schools / law enforcement	2023-2024	Officer in place
Increase mental health services available to students	Crest Board of Education 6-12 Principal Superintendent of Schools	Community Mental Health Night – SEK Mental Health Department – Community Health	2022-2023	Increased mental health services in place for students and staff
Explore ways to add a school nurse	Superintendent of Schools 6-12 Principal	Partnership with county health Board of Education	2023-2024	Nurse in place
Increase security in the district including cameras, locker checks, law enforcements, sweeps, and crisis planning and procedures	Superintendent of Schools 6-12 Principal	Scheduled safety sweeps – Anderson County Police Department – Professional Development	2022-2023	Plan adopted



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Target Area: Provide Timely, Accurate, and Quality Communication for All Stakeholders				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Launch a school district app to aide in communication	IT Director 6-12 Principal	General Funds	2022	Technology adopted In place and ongoing
Implement a text notification system to reach large groups	IT Director 6-12 Principal Athletic Director	School Messenger	2022-2023	Technology adopted
Restore the Lancer News newsletter to increase communication with community members that do not have students	Superintendent of Schools Crest Board of Education	Yearbook Class Graphic Design	2022-2023	Plan adopted
Develop an orientation program for new students and parents	Superintendent of Schools 6-12 Principal	Student Groups Parent Groups Office Personnel	2022-2023	Plan implemented and adopted
Improve district branding and marketing including district signage	Superintendent of Schools 6-12 Principal	Greenbush IT Director	2022-2023	Examples of marketing and branding efforts are reviewed and approved by the board.



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Target Area: Provide A Student-Centered Education for All Students				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Continue to explore ways to increase student experiences including job shadowing, and work study	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	Recommended plan board approved
Increase opportunities to students to participate in civic involvement opportunities	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	List of opportunities is created and shared with students
Explore ways for students to have greater access to college level courses and technical education courses	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	Adopted / Approved
Explore ways to grow after school & summer school including enrichment and learning opportunities for students	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	Plan Adopted
Increase student access to fine arts education opportunities	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	Plan Adopted
Explore ways to provide more life skill, real world experiences for students	6-12 Principal Superintendent of Schools K-12 Counselor	Student Groups Parent Groups DLT	2022-2023	Opportunities Implemented
Provide continuous growth in core content curriculum areas while utilizing multiple measures for identifying individual student needs	6-12 Principal Superintendent of Schools K-12 Counselor	School Improvement Data KESA	2022-2023	Goals achieved



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Target Area: Facilities and Maintenance				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Explore a plan to increase and improve facilities in the district	Crest Board of Education Superintendent of Schools	Architect Construction Manager	2022-2023	Plan is approved
Create a 10-year maintenance schedule	Crest Board of Education Superintendent of Schools	Board of Education Architect Construction Manager	2022-2023	Plan is approved
Develop a communication to share the facility needs of the district and get community feedback regarding levels of support	Crest Board of Education Superintendent of Schools	Greenbush Superintendent of Schools Board of Education	2023-2024	Communication is developed and shared
Consider restructuring the building/schedule to avoid PreK-12 students being in the hallway at the same time	Crest Board of Education Superintendent of Schools	Superintendent 6-12 Principal	2022-2023	Plan is adopted