

STRATEGIC PLAN



FINANCE & GROWTH MANAGEMENT

Tea Area School District

Strategic Planning Operationalized



Tea Area School District



Schools

- * Frontier Elementary (2014)(2019)
- * Legacy Elementary (2003)(2014)(2022)
- * Venture Elementary (2019)
- * Middle School (2003)(2010)
- * High School (2003)(2005)(2007)(2024)
- * New Elementary Land Purchased (202

Enrollment

*Estimated 2450 students
2023-2024 school year*

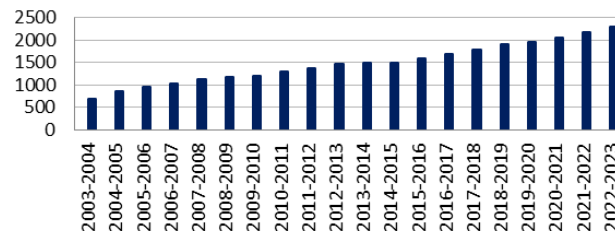
Last 10 years:

- 78 elementary classrooms
- 1015 more students
- Doubling the Size of the High School
 - (80,000 square feet addition)
- Community has approved over 60 million
 - General Obligation Bonds

Stats:

- ❖ Average Growth: 5% annual growth
- ❖ 54% of growth is due to incoming Kindergarten class
- ❖ Kindergarten, 2nd grade, & sixth grade are impact years.
- ❖ Projected growth is 900 students in the next 5 years (2022-2027).

Tea Area Student Growth



Our strategic plan is the **vision** of the School Board, **work** and **organization** of the Administrative Team, and the Community's **story** of pride that they as a whole are writing.

Objective



- *Introduce the Steps of how to Create a Strategic Plan*
- *Introduce Operationalizing the Strategic Plan through Targets*
- *Introduce Measurement Tools & Board Reports*
- *Operationalize a Pillar - Finance & Growth Management*

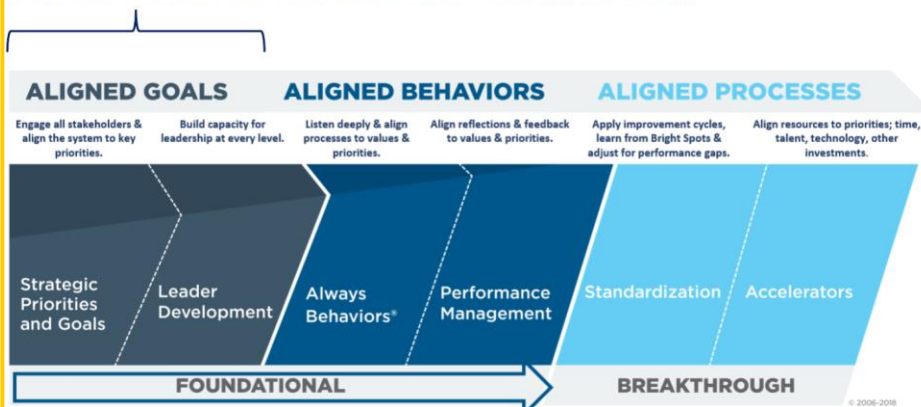
*This is not an initiative but rather just how we do business.
People First....*

Tools & Strategies Aligned to Best-Practice



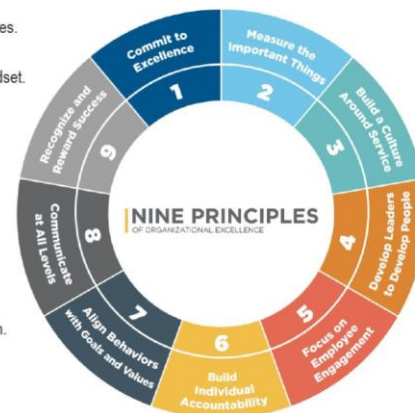
To Educate & Empower

NINE PRINCIPLES® FOR ORGANIZATIONAL EXCELLENCE EVIDENCE-BASED LEADERSHIP FRAMEWORK



Organizational Excellence Foundational Principles

- Principle 1: Commit to Excellence**
Set high expectations to achieve results while living out mission and values.
- Principle 2: Measure the Important Things**
Continuously track progress to achieve results with an improvement mindset.
- Principle 3: Build a Culture Around Service**
Serve others with great care and concern.
- Principle 4: Develop Leaders to Develop People**
Coach people to be their best at work.
- Principle 5: Focus on Employee Engagement**
Attend to aspirations and desires in the workplace.
- Principle 6: Be Accountable**
Commit individual accountability to achieve organizational goals.
- Principle 7: Align Behaviors with Goals and Values**
Apply consistent practices to move the organization in a positive direction.
- Principle 8: Communicate at All Levels**
Build connections so that people know why what they do matters.
- Principle 9: Recognize and Reward Success**
Value and appreciate people working together to get results.

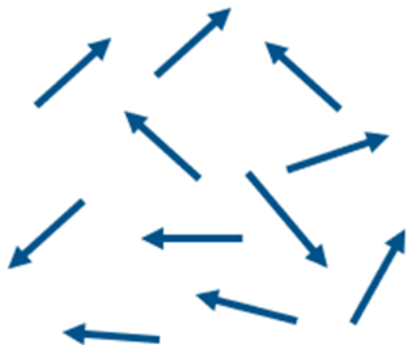


Systems Thinking

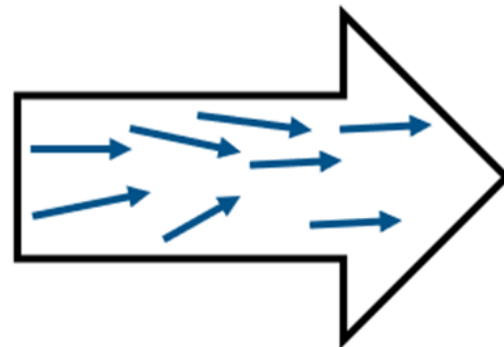
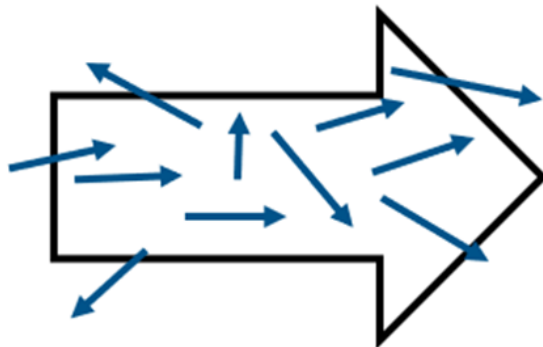


To Educate & Empower

SYSTEMS THINKING AND ALIGNMENT



**FROM RANDOM ACTS
OF IMPROVEMENT**



**TO ALIGNED ACTS OF
IMPROVEMENT**



**CONTINUOUS
SCHOOL IMPROVEMENT**

Tea Area School District

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Student Achievement

Future Titan Graduates are:

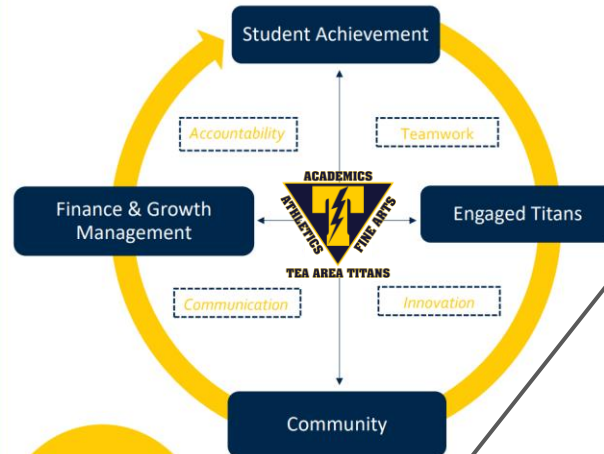
- *post-secondary ready
- *showing annual academic growth
- *achieving at or above grade level



TEA Area School District

"To Educate and Empower"

Strategic Plan 2026



Community

Engage and empower all Titans in civic action and service to community.

Engaged Titans

Inclusive Culture & Belonging

- Faculty & Staff
- Students
- Families
- Community
- Alumni

Student Achievement
Future Titan graduates are

- post-secondary ready
- showing annual academic growth
- achieving at or above grade level

Engaged Titans
Inclusive Culture & Belonging:

- ✓ Faculty & Staff
- ✓ Students
- ✓ Families
- ✓ Community
- ✓ Alumni

Community
Engage and empower all Titans in civic action and service to community.

Finance and Growth Management

Provide top of the line facilities and grounds for all Titans. Enhancing pride and balancing debt through financial planning.

Finance and Growth Management

Provide top of the line facilities and grounds for all Titans. Enhancing pride and balancing debt through financial planning.

"Our systems are grounded in continuous improvement"

Tea Area's Development of our Strategic Plan

To Educate & Empower



Step 1: Feedback From Stakeholders (Spring 2020)

- Dr. Gayle conducted stakeholder interviews (via zoom due to COVID)
 - Superintendent had conducted these type of groups 11 years ago for first strategic plan
 - Groups 15 - 20 personal invitations
 - *Teachers*
 - *Classified*
 - *One-on-one Administrators*
 - *One-on-one Board Members*
 - *TAPTO - PTA*
 - *Sports & Music Boosters*
 - *Business Community Open Invite with personal invite from Superintendent to ensure representation*
 - SWOT Analysis Questions
 - *Strengths*
 - *Weaknesses*
 - *Opportunities*
 - *Threats*

Tea Area's Development of our Strategic Plan

To Educate & Empower



Step 2: Organize Qualitative Feedback (Summer/Fall 2020)

- Dr. Gayle organized all feedback into like columns

Step 3: Columns turn into Strategic Plan Pillars (Early Spring 2021)

- Administrators with board committee representatives summarized the columns of qualitative data.
 - *For example - Column 1 indicated that Student Achievement was very important to our stakeholders*
- Started with about 6-8 columns and focused the work to 4 columns: **Columns become the Pillars**
 - *Discussion*
 - *Using Sticky Notes and Dots to indicate priorities*
 - *Feedback loops between administrative committee to full board*
 - *Due to COVID we did not engage in further work session at a large group*
 - *Principals brought feedback from their Building Leadership Teams*

Tea Area's Development of our Strategic Plan

To Educate & Empower

Step 4: Define the Strategic Pillars (Spring 2021)

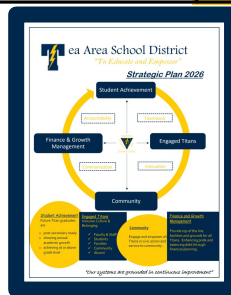
- Each pillar had qualitative feedback from the stakeholder interviews. This information defined what was important to our Titan Community (Measure what Matters).
- Each pillar definition followed
 - Discussion
 - Using Sticky Notes and Dots to indicate priorities
 - Feedback loops between administrative committee to full board
 - Due to COVID we did not engage in further work session at a large group
 - Principals brought feedback from their Building Leadership Teams

Step 5: Turn the Strategic Plan Words into a Picture which Leads & Motivates (Summer 2021)

- Central Office with informal feedback loops

Step 6: Board Approved (Fall 2021)

- Board Motion





- Administrative Team Develops and Implements Strategic Targets
 - Building Level
 - Director



Step 8: Develop Measure Progress - Scoreboard Development & Implementation (Fall 2022/Spring 2023)

- Development of Superintendent (District Office Scoreboard) with goals/targets set in collaboration with the Board.

District/ Services	FINANCE & GROWTH MANAGEMENT							
	Facility & Grounds Development							
	Current	1-yr	Incremental	Moderate	Goal	17-18	18-19	20-21
National Scale 2/3 Rating	4.41	4.37	4.43	4.50	4.75		4.32	
District/ Services	Debt Management & Financial Planning							
	Current	1-yr	Incremental	Moderate	Goal	17-18	18-19	20-21
	SP22							
Fund Balance (GF) Goal: 12% to 15%		12% - 15%				11.27%	10.87%	15.45%
Fund Balance (CO) Goal: 7% to 10%		7% to 10%				19.52%	9.16%	11.20%
Fund Balance (SPED) Goal: less than 25% not lower than 10%		< 25% not < 10%				2.54%	14.35%	21.04%
Average teaching salary (from SAAD)		\$48,925 Top 20						
Classified hourly base - Indicate rank with standard deviation in identified region	\$16.50							
Gas/Lux/Misc./Alcohol	-0.412	< \$0			0.645	-0.338	0.145	
General Obligation Bond \$4 or less	2.610	< \$4,000			3.670	3.350	3.045	
Academic Projections (Goal: 100% Accuracy)								

 TARGETS SET in collaboration with the Board.						
The Area School District - Superintendent Schoolboard 2022-2023						
YES MEANS SUCCESS						
South of Expectations, 1 = Not Met Expectations, 2 = Some Target Exceeded, 3 = Met Goal, 4 = Major Exceeded, 5 = Great Exceeded						
PILARS	MEASURE	PAST RESULT	GOAL	WEIGHT	2022-2023 SCALE	SCALE RATING
<i>(Students in all schools consistently meeting or exceeding targets)</i>						
FINANCIAL & GOVERNANCE MANAGEMENT	General Fund - Fund Balance	2020-2021 18.44% 2019-2020 12.47% 2018-2019 11.73%	Score is in a range of 10% to 18% to not General Fund - Fund Balance Goal	15%	2 = 10% - 15% 3 = 15.01% - 18.44% 4 = 18.45% - 19.99% 5 = none 10%	2022- 17.23%
	Capital Budget - Fund Balance	2020-2021 71.33% 2019-2020 71.33% 2018-2019 58.52%	Score is in a range of 8% to 10% to not Capital Budget - Fund Balance Goal	5%	5 = 10% - 15% 4 = 15.01% - 20.0% 3 = 20.01% - 3.00% 2 = none 10% 1 = none 10% Below	2022- 18.65%
FINANCIAL & GOVERNANCE MANAGEMENT	Special Education - Fund Balance	2020-2021 21.94% 2019-2020 19.34% 2018-2019 18.44%	Score is in a range of 10% to 18% to not Special Education Fund Balance Goal	5%	5 = 10% - 20% 4 = 20.01% - 24.00% 3 = 24.01% - 28.00% 2 = none 10% 1 = none 10% Below	2022- 24.4%
	Ten Year Reserve	2020-2021 \$4,412 2020-2021 \$1,142 2019-2020 \$4,138	Levy is in a range of \$5.00 to \$9.20 to not Levy \$5.00 Goal	5%	5 = 1 - 5.00 - \$5.00 4 = \$5.01 - \$6.00 3 = \$6.01 - \$6.20 2 = \$6.21 - \$9.20 1 = \$9.21 or greater	2022- \$6.92

Step 9: Hardwired (Fall 2023)

- *Goal Setting, Data reports, Goal Review - Sharing our stories*

This is not an initiative but rather just how we do business.

People First....

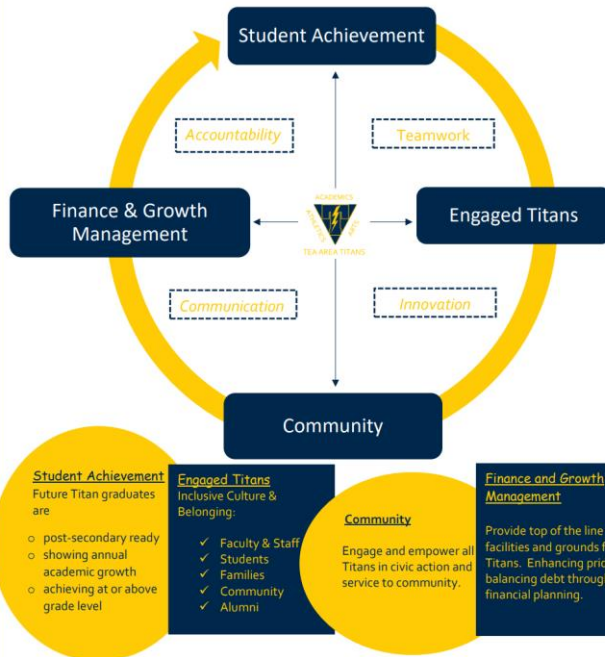
Tools & Strategies - Strategic Plan & Strategic Targets



Tea Area School District

"To Educate and Empower"

Strategic Plan 2026



"Our systems are grounded in continuous improvement"

Business Office

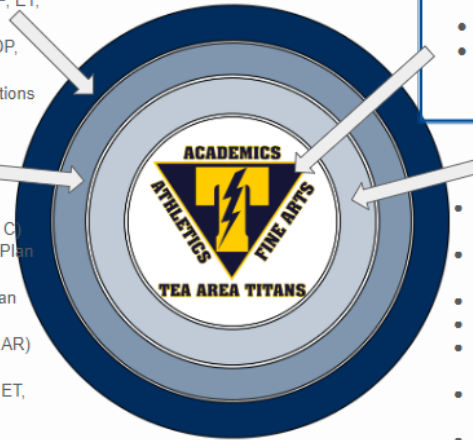
Exploring

- TASK/Sprouts fees paid online (ET, C)
- All fees and camps paid online (GDP, ET, C)
- Annual Report to Community (GDP, ET, C)
- E-Ticketing for Athletic Events (GDP, ET, C)
- Business Office Procedure Instructions (GDP)

Developing

- AA Transition (SA, GDP, ET)
- Building/Construction Plan (GDP, C)
- Equipment/Vehicle Replacement Plan (GDP)
- Carpet/Furniture Replacement Plan (GDP)
- Business Office Paperless (AP & AR) (GDP)
- HS Expansion Project (SA, GDP, ET, C)

Strategic Target *Pursuing Excellence*



District Goal Alignment

- Student Achievement (SA)
- Growth & Development Planning (GDP)
- Engaged Titans (ET)
- Community (C)

Implementing

- Building Level Budget Process (SA, GDP)
- Online Purchase Requisitions/Weblink (SA, GDP)
- K-12 Docs (GDP)
- ACH Payments to Vendors (GDP, C)
- Trust & Agency Account Transition (GDP)
- [5-Year General Fund Plan \(SA, GDP, C\)](#)
- [5-Year Capital Outlay Plan \(SA, GDP, C\)](#)



**CONTINUOUS
SCHOOL IMPROVEMENT**

Tea Area School District

Tools & Strategies - Finance & Growth Management Scoreboard



TEA AREA TITANS

Tea Area School District - Superintendent Scoreboard 2022-2023

Scale of Expectations: 1 = Well Below Expectation; 2 = Lower Than Expectation; 3 = Met Goal; 4 = Above Expectation; 5 = Well Above Expectation

PILLAR	MEASURE	PAST RESULTS	GOAL	WEIGHT	2022-2023 SCALE	SCALE RATING
	success is directly connected to our schools.				2 = 71% - 79% 1 = 70% or below	5
FINANCE & GROWTH MANAGEMENT	General Fund - Fund Balance	2020-2021: 15.45%	Score in a range of 10% to 18% is our General Fund - Fund Balance Goal	15%	5 = 12% - 15%	22-23: 17.23%
		2019-2020: 10.87%			4 = 15.01% - 18.00%	
		2018-2019: 11.27%			3 = 10% - 11.99%	
					2 = over 18%	
					1 = 10% or Below	4
FINANCE & GROWTH MANAGEMENT	Capital Outlay - Fund Balance	2020-2021: 11.20%	Score in a range of 8% to 20% is our Capital Outlay - Fund Balance Goal	5%	5 = 10% - 15%	22-23: 16.09%
		2019-2020: 9.16%			4 = 15.01% - 20.0%	
		2018-2019: 19.52%			3 = 8.00% - 9.99%	
					2 = over 20%	
					1 = 8% or Below	4
FINANCE & GROWTH MANAGEMENT	Special Education - Fund Balance	2020-2021: 21.04%	Score in a range of 10% to 24% is our Special Education Fund - Fund Balance Goal	5%	5 = 15% - 20%	22-23: 24.4%
		2019-2020: 14.35%			4 = 20.01% - 24.00%	
		2018-2019: 2.54%			3 = 10.00% - 14.99%	
					2 = over 24%	
					1 = 10% or Below	2
FINANCE & GROWTH MANAGEMENT	Tax Levy Neutral	2021-2022: \$-0.412	Levy in a range of \$-0.05 - \$0.20 is our levy neutral goal	5%	5 = \$ - 0.05 - \$ 0.00	22-23: \$0.062
		2020-2021: \$0.142			4 = \$0.01 - \$0.10	
		2019-2020: \$-0.338			3 = \$0.11 - \$0.20	
					2 = \$0.20 - \$0.40	
					1 = \$0.41 or greater	4
Overall Total Score						3.4

Overall Scale - Overall Score 2022-2023

0.00 - 1.99	Well below expectations	
2.00 - 2.74	Lower than expected	
2.75 - 3.74	Met expectations and goals for improvement (good evaluation for solid performance)	3.4
3.75 - 4.49	Above expectations and goals (better than expected performance)	
4.50 - 5.0	Far beyond expectations	

Board Planning Guide



Board Agenda Planning Guide

FY25 Board Agenda Notes

Month	Annual Agenda Items	Meeting Specific Agenda Items	Notes
JULY	REORGANIZATION ITEMS Comprehensive SpEd Plan Consolidated Application Budget Hearing Conflict Disclosure SEC Compliance List (Expung) Canvass Board Election (if held in June) Student Fees	Old Business - Operations Update Tech & Operations Surplus Land Purchase Approval Approval of Bus Barn Bid (Parking lot and pond also?) SOHSA Run-off Election Head Start Lease Appoint 2 community members? Appoint 2 library board members	Legislative CSI
AUGUST	(Remind BOE to take school picture)	Old Business - Operations Update Adult Lunch Prices and extras Operation Surplus Resolution for SD FIT	Sprouts Committee TASK
SEPTEMBER R W WORK SESSION	Approve the Budget Provide Staff List Superintendent Goals Annual Report Approval	Old Business - Operations Update Board Member Group Photo Mileage Rate Increase Operations Report Donations (add under admin notes) Athletic Booster Club - \$5,000 (toward Basketball Shooting Machine) BIF - \$1,500 (toward Band Instruments) Donorship donation for FFA in memory of GD)	Sprouts Committee TASK
OCTOBER	Levy Trend	Old Business - Operations Update Superintendent Policy Review Superintendent Policy Review Special Meeting Nov 18 7:30 am HS Expansion Design Development and GMP Finish Goal Session	CSI Library Finance
NOVEMBER	SD State Report Card Report ACT (Board to receive Supt. eval forms) Annual Homeschool Update (Use % of total in presentation) Appoint Calendar Committee Reps Early Graduate Report	Old Business - Operations Update Report Card Schedule (7/25 email) Snow Day plan (admin report, L. Hartwood) - admin report Acknowledgement Receipt of Receipt of Land Swap Resolution	Legislative

DECEMBER	School Calendar Administrative Calendar Review Policy Review Membership Superintendent Evaluation (not on agenda - just conversation in board prep meeting w/President) 5 Year General Fund Plan Update	Old Business - Operations Update Legislative Overview - (make as work session instead of apart of board meeting) CSI Coaches Update Angel Tree overview Legacy Elementary Student Council Public Hearing for Land Swap	Legislative CSI Finance Facility & Construction
JANUARY	Set BOE Election Date Annual Special Education Update - Dec 1 count Superintendent Eval - Exec Superintendent Contract	Old Business - Operations Update Building Capacity Update Construction Management Agency Contract (H8) Architect Contract Policy J - enrollment Policy J - Student Threat High School Student Council HS Expansion Bids	Legislative
FEBRUARY	Board Recognition Administration/Support Services Contracts Negotiations (Exec Session) Curriculum Adoption	Old Business - Operations Update Approve Legacy Expansion Bids SOHSAA Softball Competitive Chair Construction Management Contract Venture Elementary Student Council HS Expansion Bids	Sprouts Committee TASK Legislative
MARCH	Reliabank Line of Credit Negotiations (Exec Session) Appoint Negotiators Negotiated Agreement Certified Contracts	Old Business - Operations Update Curriculum Adoption MS Student Council	Legislative CSI
APRIL	JK-5 Student Handbook Classified Handbook Classified Renewals SOHSAA Membership Resolution	Old Business - Operations Update Frontier Elementary Student Council	Sprouts Committee TASK
MAY	Business Office Summer Hours Appoint Election Workers	Old Business - Operations Update ARP Esser Plan Review - (2021,2022,2023) Hall of Fame Banquet - Sept 22	
MAY - 2ND MTNG	Budget 5 Year Capital Outlay Plan		

	Liability Insurance Renewal Curriculum Adoption Recommendation Goal Review Finance & Growth management		
June Work Session	Superintendent Goal Review - Instructional		
JUNE	MS Student Handbook HS Student Handbook Chromebook Handbook Activities Handbook Surplus (Do meeting pay vouchers for FY22) Policy Rv - Legislative	Old Business - Operations Update ARP Esser Plan Review - (2021,2022,2023)	TASK CSI

Finance & Growth Management Pillar Timeline



To Educate & Empower

Step 1: Housing Development (All year long - Primarily early-mid fall)

- *Operations Manager monitors housing development and building permits*
 - *Contacts builders for development plans to determine # of housing units*
 - *Contacts City of Tea to get building permits*
- *Operations Manager, Superintendent and Business Manager review housing development information*
 - *Update housing development document (maps of each development, construction timelines)*
 - *Project # of students from each housing development*
 - *Multi-family use factor of .40*
 - *Single family use factor of .25*

Development Summary Report December 2022



Finance & Growth Management Pillar Timeline



Step 2: Enrollment Projections (October/November)

- *Superintendent updates enrollment projection spreadsheet*
 - *Inputs current enrollment based off of state count*
 - *Excel Program updates enrollment projections*

Historical Enrollment Numbers updated November 2022

Finance & Growth Management Pillar Timeline



To Educate & Empower

Step 3: Determine Future Staffing Needs (November/December)

- Superintendent and Business Manager meet with Principals to review staffing needs based on enrollment projections
 - Elementary Staffing Spreadsheet
 - MS Staffing - Based on # of projected students and class periods per day
 - HS Staffing – Staffing spreadsheet

Elementary Staffing Projections Spreadsheet

HS Staffing Projections Spreadsheet

Finance & Growth Management Pillar Timeline



Step 4: 5-Year General Fund Plan **(November/December)**

- Superintendent and Business Manager update the 5-Year General Fund Plan
 - Enrollment Projected
 - State Aid Increase Projected
 - Revenue
 - Staffing Needs Projected
 - Expenditures
 - Current budget with adjustments for known price increases
 - Staffing increases
 - Inflationary factor

5-Year GF Plan

Finance & Growth Management Pillar Timeline



To Educate & Empower

Step 5: General Fund Budget Meetings with Administrators (February/March)

- *Business Manager, Curriculum Director and Superintendent (when available) meet with Administrators to discuss next fiscal year budget*
 - *Administrators work with their staff to develop budget needs*
 - *Building level budget spreadsheets*
 - *Elementary – grouped by grade level or class (ie: PE/Music)*
 - *MS – grouped by grade level or class*
 - *HS – grouped by department (Art, ELA, Math, Science)*

Elementary GF Budget Worksheet

HS GF Budget Worksheet

Finance & Growth Management Pillar Timeline



To Educate & Empower

Step 6: 5-Year Capital Outlay Plan **(February/March/April/May)**

- *Building Walkthroughs (Business Manager, Superintendent, Head Custodian, Operations, Buildings & Grounds Manager, Principal) **Fall***
- *Business Manager and Superintendent (when available) meet with Administrators to discuss CO needs.*
- *Business Manager projects revenue and expenses based on Administrator input.*
- *Business Manager and Superintendent review projections.*
- *Present CO Plan to Board at May board meeting for approval.*
 - *This document guides next FY purchases from CO*

5-Yr CO Plan

Finance & Growth Management Pillar Timeline



To Educate & Empower

Step 7: 2nd Round of General Fund Budget Meetings with Administrators (April/Early May)

- *Business Manager and Curriculum Director meet with Administrators to review budget spreadsheets*
 - *Discuss requests – approve or not approve*
 - *Review with Superintendent (Business Manager and Curriculum Director)*
- *Business Manager develops preliminary budget to present to board at 2nd May meeting*
 - *Use information from the 5-Year GF Plan (enrollment, staffing)*
 - *Update revenue based on state aid/levy legislation*
 - *Adjust line items based on building budget requests*

Finance & Growth Management Pillar Timeline



Step 8: Budget Hearing (July)

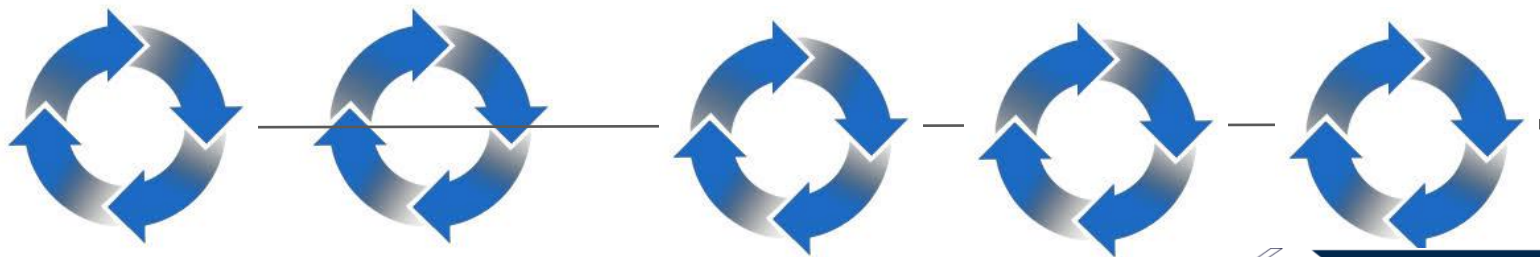
- *Business Manager presents budget at the July board meeting budget hearing*
 - *Known expenditures changes are made from the preliminary budget*
 - *We do not approve the budget at this time, we wait until September*






Connections of all stakeholders

Board, District Support, Principals, Teachers



Project Management Template 2023-2024			
	Task	Assigned	Completed
July 2023			
August 2023			
September 2023			
October 2023			
November 2023			
December 2023			

The screenshot displays a Google Calendar interface for the week of September 16-22, 2023. The calendar is viewed in a weekly layout, showing events across the days of the week. The top navigation bar includes the date 'August 21' and the week range 'September 16 - 22, 2023'. The left sidebar contains navigation options: 'My Calendars' (with 'Calendar' selected), 'Shared Calendars' (with 'United States Holidays', 'Brazil, Colombia - BCC...', and 'Brazil, Colombia - BCC...'), and 'Other Calendars' (with 'Unlinked', 'Unlinked', 'Unlinked', and 'Unlinked'). The main calendar area shows events for each day. Key events include 'Communicate with Catherine' on Monday, 'Professional Reading' on Tuesday, 'Early Morning' on Wednesday, 'Morning Reading' on Thursday, 'Evening Reading' on Friday, 'Night Reading' on Saturday, and 'Early Morning' on Sunday. The bottom of the screen shows a status bar with the time '10:10' and battery level '100%'.



Sample

Project Management Plan
Leading Measures Report

Goal/Focus:

Measurement of Success:

Date- 6- monthly reflection	PROBLEM and/or DATA	PLAN	Prediction Hypothesis	DO	STUDY	ACT
Monthly Reflections	what data or information is concerning? What questions are you thinking about?	What will you try? How will you check?	If _____ occurs, then _____ will happen.	Try "it"	Look at your data What happened? How did it match your prediction?	What will you do next based on what you learned? - Adapt - Adopt - Abandon
9/5/2023	Admin/Coach Reflection Meeting <ul style="list-style-type: none"> • Plus <ul style="list-style-type: none"> ◦ What is going well? • Delta <ul style="list-style-type: none"> ◦ What are our areas for growth? 					
Action Items Key Words at Key Times						

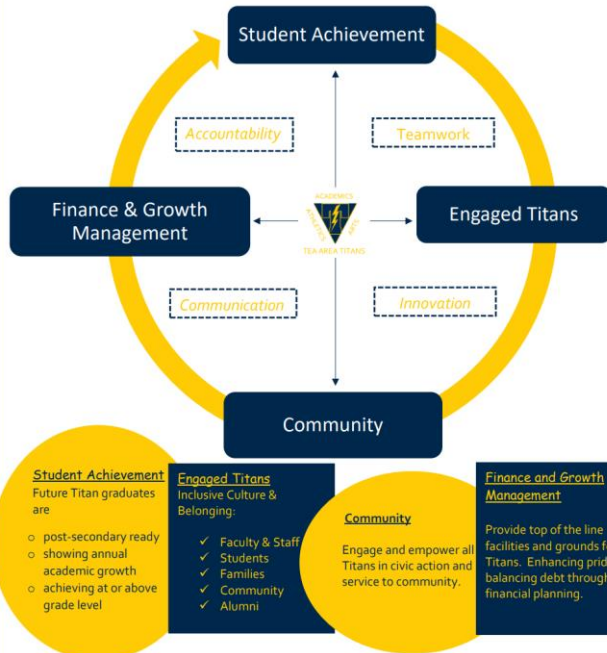
Tools & Strategies - Strategic Plan & Strategic Targets



Tea Area School District

"To Educate and Empower"

Strategic Plan 2026



"Our systems are grounded in continuous improvement"



Tea Area School District - Superintendent Scoreboard 2022-2023

Scale of Expectations: 1 = Well Below Expectation; 2 = Lower Than Expectation; 3 = Met Goal; 4 = Above Expectation; 5 = Well Above Expectation

PILLAR	MEASURE	PAST RESULTS	GOAL	WEIGHT	2022-2023 SCALE	SCALE RATING
					2 = 71% - 79% 1 = 70% or below	5
FINANCE & GROWTH MANAGEMENT	General Fund - Fund Balance	2020-2021: 15.45% 2019-2020: 10.87% 2018-2019: 11.27%	Score in a range of 10% to 18% is our General Fund - Fund Balance Goal	15%	5 = 12% - 15% 4 = 15.01% - 18.00% 3 = 10% - 11.99% 2 = over 18% 1 = 10% or Below	22-23: 17.23% 4
FINANCE & GROWTH MANAGEMENT	Capital Outlay - Fund Balance	2020-2021: 11.20% 2019-2020: 9.16% 2018-2019: 19.52%	Score in a range of 8% to 20% is our Capital Outlay - Fund Balance Goal	5%	5 = 10% - 15% 4 = 15.01% - 20.0% 3 = 8.00% - 9.99% 2 = over 20% 1 = 8% or Below	22-23: 16.09% 4
FINANCE & GROWTH MANAGEMENT	Special Education - Fund Balance	2020-2021: 21.04% 2019-2020: 14.35% 2018-2019: 2.54%	Score in a range of 10% to 24% is our Special Education Fund - Fund Balance Goal	5%	5 = 15% - 20% 4 = 20.01% - 24.00% 3 = 10.00% - 14.99% 2 = over 24% 1 = 10% or Below	22-23: 24.4% 2
FINANCE & GROWTH MANAGEMENT	Tax Levy Neutral	2021-2022: \$-0.412 2020-2021: \$0.142 2019-2020: \$-0.338	Levy in a range of \$-0.05 - \$0.20 is our levy neutral goal	5%	5 = \$ - 0.05 - \$ 0.00 4 = \$0.01 - \$0.10 3 = \$0.11 - \$0.20 2 = \$0.20 - \$0.40 1 = \$0.41 or greater	22-23: \$0.062 4
Overall Total Score						3.4

Overall Scale - Overall Score 2022-2023

0.00 - 1.99	Well below expectations
2.00 - 2.74	Lower than expected
2.75 - 3.74	Met expectations and goals for improvement (good evaluation for solid performance)
3.75 - 4.49	Above expectations and goals (better than expected performance)
4.50 - 5.0	Far beyond expectations

3.4



**CONTINUOUS
SCHOOL IMPROVEMENT**
Tea Area School District

Tools & Strategies - Strategic Plan & Strategic Targets



We teach children, not subjects

We lead people, not projects

Working alongside those we serve, with a commitment to deep listening, shifts relationships, accelerates energy, and ultimately improves the outcomes that matter most.

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Questions?



*Sign up for more Information about Tea Area's Fall
2023 Network of Improvers Professional Development.
November 14th & 15th*