



2023-24 District Needs Assessment

1. Nurture a Cohesive Culture

A frequently mentioned need from stakeholder feedback and employee listening sessions was cohesive district processes. A need to clarify lines of communication, approval, and decision-making authority was identified. And, stakeholders stated a need to create consistent practices between buildings.

- a. A district organizational chart for all district administrators was established and can be [found here](#). New and restructured positions are reflected in the organizational chart and provide clarity for areas of responsibility and ensure a realistic job description for all leadership positions.
- b. A Self-Correcting Feedback loop was established to ensure communication and feedback flows through organized groups, creating better information sharing and improving the systems' overall function as related to communication and data gathering. This loop can be [found here](#). This is an important first step to ensure any training or changes made are effectively communicated to all staff and feedback can be collected about implementation barriers.
- c. In addition, all frequently mentioned needs during the 2022-23 employee superintendent listening sessions and stakeholder feedback meetings were analyzed and organized into a new District Strategic Plan. This document will provide focus to guide district initiatives for 2023 to 2028. A strategic plan summary document can be [found here](#).
- d. Stakeholder advisory team meetings will continue in 2023-24 to assess progress.

2023-24 Recommended Budget Action: This initiative does not yet require additional funds.

2. Attract Expert Educators

Employee pay and benefits was frequently mentioned by staff during the superintendent employee listening sessions and stakeholder feedback meetings.

- a. Three million dollars in the budget was allocated to this identified need for 2023-24, which moved Maize USD 266 compensation closer to Wichita Metro Area districts, improving recruitment and retention of the district's valuable employees. Retention data can be [found here](#).
- b. An insurance benefits committee met throughout the 2022-23 school year to reassess options for decreasing costs of health insurance. The committee selected a new insurance broker to minimize cost increases, resulting in no more than a 5.6 percent increase to health insurance costs for 2023-24.

- c. Employees mentioned frequently the need to expand district vendors for 403(b) plans. As a result, the district is in the process of working with an additional vendor to expand employee 403(b) options in 2023-24.
- d. An additional position was added in 2022-23 for professional learning, which resulted in a cohesive district plan to address teacher-stated needs for enhanced, purposeful professional learning.

2023-24 Recommended Action: Review options for mill levy that maximizes state matching funds and increases district revenue for salary and wage increases.

3. **Elevate Student Learning**

Below are three areas of need outlined in the district strategic plan.

Support for student behavior and social emotional needs was another frequently mentioned need by all stakeholder groups. Through tiered support, schools provide opportunities for flexible and differentiated learning.

- a. To assist with training and developing a systematic process for tiered support, Maize USD 266 has entered a multi-year partnership with the Kansas Technical Assistance System Network (TASN). During the 2022-23 school year, a team of approximately 15 district and building leaders began the planning and structuring phase of this training.
- b. In 2023-24, a new tiered support position and a reorganized student support specialist positions will focus on connecting a cohesive district process for General Education Interventions, 504 plans, and resources to assist staff with behavioral intervention.
- c. TASN will provide professional learning for all building principals and district leadership team members to establish cohesive support processes for student behavior. They will also provide professional learning for all staff to improve tiered support for student social emotional needs.
- d. In 2023-24, a Mental Health Intervention Team (MHIT) grant will expand to provide one mental health professional in each school grades 5 through 12.
- e. In 2023-24, The Pando Initiative will be implemented to provide one social work professional in each elementary school.
- f. In 2023-24, an additional counselor will be added at Maize Intermediate School and Maize Middle School.

2023-24 Recommended Budget Action: Monitor effectiveness of added and reorganized positions. Assess progress and consider the need for additional positions with increased At Risk funds.

The district chronic absenteeism rate for the 2021-22 school year was 23.9 percent and for the 2022-23 school year was 18.46 percent. (Calculations are not final at this time). Initial efforts in 2022-23 made some progress, however, more growth is needed in the area.

It is important for Maize students to be in attendance to learn. As a district, efforts must be made to encourage attendance.

- g. The 2022-23 attendance data and trainings can be [found here](#).
- h. A principal committee reviewed policy and handbook and recommended changes regarding attendance. Their recommendations can be [found here](#).
- i. In May, the Maize Board of Education approved EnCOR as a credit course required for graduation. An incentive program for attendance and tardies will be incorporated into this course for the 2023-24 school year.
- j. District attendance letters will be automatically generated in Skyward and sent when absences reach 5 and then again at 7. These letters will outline policy and offer resources to parents. In addition, principals/counselors/social workers are encouraged to call parents individually when absences reach 7 to ensure resources to increase attendance are available to anyone that needs them.
- k. The district will continue to track attendance and tardy data to determine if the incentive program has had positive effects.

2023-24 Recommended Budget Action: This initiative does not yet require additional funds.

Academic data trends indicate academic performance on both formative and summative assessments have improved from the 2021-22 school year to the 2022-23 school year. Maize students consistently performed above state averages on the 2023 Kansas Assessments.

A complete review of academic performance data for 2022-23 can be [found here](#). This presentation was shared at the June 2023 Maize Board of Education meeting. During stakeholder feedback sessions, there was not a mention of concern for academic performance. However, the district will continue to assess patterns and identify areas where further enhancement of the district's academic opportunities for students is needed. One particular area that the district will review closely is the 8th grade science scores that showed a steady decline between 2109 and 2023. The Maize Board of Education requested a report on potential solutions to this decline.

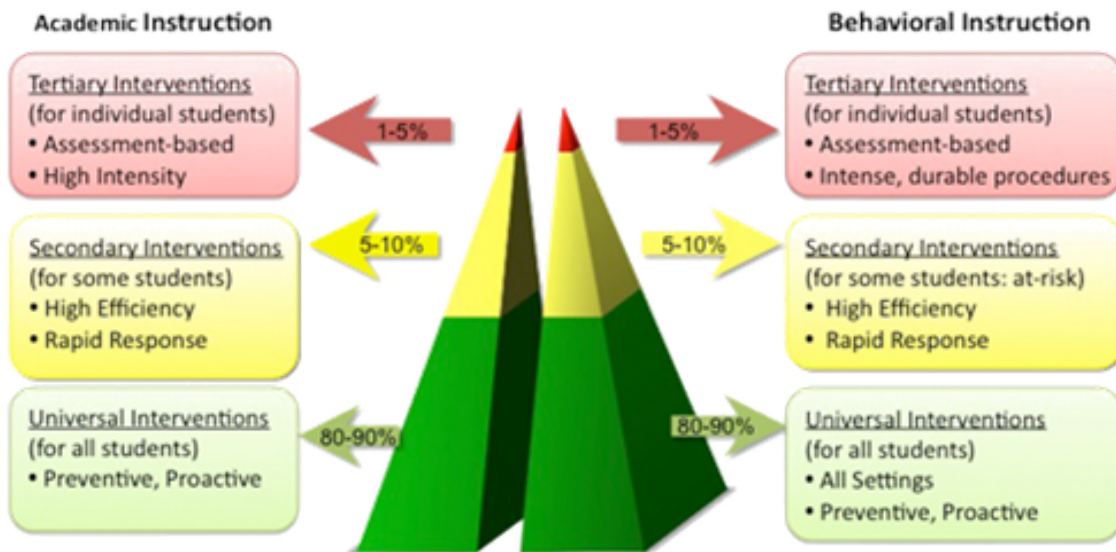
Estimated Time for Students to Achieve Grade Level Proficiency on State Assessments: The 2023-28 district strategic plan outlines academic goals for reading and math proficiency on Kansas State Assessments, shown below:

By 2028, the math proficiency rate will increase from 77 percent to 85 percent on the Kansas State Assessment.

By 2028, the reading proficiency rate will increase from 73 percent to 80 percent on the Kansas State Assessment.

These goals reflect proficiency levels that would place Maize students' academic performance at or above the ideal rates for student achievement. Students who score at or above the level of proficiency are indicated by the green level in the pyramid below.

Designing Schoolwide Systems for Student Success



4. Build for the Future

District planning for future growth is also needed, as the city of Maize has more than 1,900 homes plotted and approved for construction. This will significantly impact district enrollment.

- A demographic study was started during the spring and will be finalized next fall to provide accurate data when predicting enrollment trends.
- Homeland Security completed a facility threat assessment in March 2023.
- Facility capacities are currently being tracked to determine timelines for needed additional classroom spaces.

2022-23 Recommended Budget Action: A team of stakeholders will meet during the 2023-24 school year to assess facility capacity and create a long-term facility

plan for growth and improved safety. This plan will include long-term budget options.