



Update:
Western Heights
Public Schools

Interim Superintendent,
Mrs. Brayden Savage

“Soaring to New Heights”

HUMAN RESOURCES



- Board Approved Retention and Recruitment Stipends:
 - Retention: \$2,000 certified; \$1,000 support
 - Recruitment: \$750 for Math, Science, and SPED; \$500 all other positions
- Hired Director of ESSER and Extended Learning
- Making Key Personnel Changes
- Hosted 2 jobs fairs in person
- Hosted 1st Virtual Job Fair
- Created an Organizational Chart for 2022/2023
- Adding additional teaching positions to decrease class sizes
- Added 2 Instructional Technology Coaches for 2022 -2023 (ESSER Funded):
 - Support teachers with technology;
 - Support teachers with curriculum/instruction
- Proposed (pending board approval) a Curriculum and Data Support Specialist:
 - Align curriculum; create curriculum maps; support teachers with instruction
- Social Worker at every campus within the district (ESSER Funded)
- Parent Liaison at WHMS; Behavior Interventionist at Bridgestone (ESSER Funded)

COMMUNICATION



- Hosted listening sessions to elicit feedback from internal and external stakeholders
- Building our brand - “Soaring To New Heights”
- Employee Recognition:
 - Weekly “Staff Highlights”
 - Teacher of the Year Ceremony
 - End of the Year Celebration
- Frequent Video Updates to Staff and Community
- Mr. Sean Sweeney, Recipient of KOCO Teacher of the Month (April)
- Ms. Sharon Teague, Recipient of the 104.5 Teacher of the Month (April)
- Surveyed stakeholders to elicit feedback for continuous improvement
- Increased communication in Spanish for all stakeholders
- Host Weekly Administrator Meetings to improve stakeholder communication
- Launched a new website to be state and federally compliant
 - Also user friendly; sites have access to increase communication to stakeholders

OPERATIONS / COMPLIANCE



- Completed walk -throughs of all facilities in the district and created action items to address issues
- Addressing HVAC Issues due to poor maintenance
 - Created a prevention plan to be proactive in response - ongoing maintenance
- Board approved OSSBA to review current policies and recommend policy updates and changes
- RFP out for new child nutrition services
- Ended contract with current custodial services

FINANCE / FEDERAL PROGRAMS



- Searching for new CFO
- Made key personnel changes to the Finance Department
- Working on Finance Department processes and procedures

COMMUNITY



- Received local donation to help improve culture in our district
- Created and disseminated survey to internal and external stakeholders to elicit participation on two committees:
 - District Improvement Team
 - Community Intervention Team
- Hosted Community Meeting - March 8th
 - 2nd Community Meeting - June 6th
- Hosted 1A and 3A State Track Meet
- Planning for FY23 PD incorporating training focused on relationship building, communication, and collaboration

INSTRUCTION/ENROLLMENT



- Increased enrollment in concurrent program
- Increased enrollment in concurrent vocational -tech program
- Created partnership to allow 9th and 10th graders to participate in concurrent beginning the 2022 -2023 school year
- Launched Pre -K Enrollment Push
 - Created a video to showcase our full day PK program
- Full Day Summer School:
 - PK-7th: Boys and Girls Club: 8AM to 6PM
 - Partnership with Regional Food Bank - 3 meals a day/2 snacks
 - Field Trips/Activities
 - 8th / 9th Grade Bridging Leadership Summer Academy
 - 10th-12th Grade Credit Recovery
- Attendance has improved since last year virtual instruction
- Increased enrollment in Indian Education Program
- After School programs for PK-8th Grade with Boys and Girls Club
- Partnership with FAA → students graduate with pilot's license



WORKING ON / NEXT STEPS

- Develop a district strategic plan
 - Specific Goals
 - Specific Vision for the district
- Increase community partnerships
- Launching 2 academies for FY 22 -23; will add more in the future
- MTSS Training in June to reduce suspension numbers
- Trauma Informed PD in June
- Pulled data from 2019 vs 2021 - baseline; next steps
- Audit Findings
- Accreditation Deficiencies
- Certification Issues
- Contract and Payroll Issues
- Continued issues with federal taxes
- Enrollment dropped from 2019
- Combating Reputation
- Lacking policy, processes, and procedures

