



GOAL AREA	Professional Development
GOAL:	The Andes Central School District will develop a three-year professional development plan to address targeted PD in the seven areas identified by a minimum of 63% of staff members.
METRICS:	District initiated survey of the staff in the spring of 2028

IMPLEMENTATION TIMETABLE

ACTION STEPS	Responsible	Start Date	Progress Update
1. The Superintendent and internal staff advisory group will collaborate on decision making on the order of the seven identified areas in need of PD. Outside experts will be hired for training if there are no internal options.	Superintendent and an Internal Advisory Group	Summer 2025	Annually
2. The above PD will be targeted for staff/classified/subs who need this training and spread out over the 2025-2026, 2026-2027, and 2027-2028 school years.	Superintendent and an Internal Advisory Group	Summer 2025	Annually
3. The school board, administration and advisory group will plan in-service time before, during (Fridays), and after the school year to allow for collaborative work on the above PD.	Board/Supt. Advisory Group	Annually	Annually
4. The Counselors will consider small group activities to address the “Bullying” issues. They will explore group activities like “Girls on the Run”.	Counselors	Annually	Annually
5. The district will include “Subs” in relevant PD and have detailed trainings for things like lock downs, etc.	Principals	Annually	Annually
6. Part of the Friday PD time will be spent on teacher-to-teacher time to discuss best practices, curriculum alignment, and to improve instruction.	Advisory Group Principals	Annually	Annually

GOAL AREA	Communication and Public Relations			
GOAL:	The Andes Central School District will work to improve both internal and external communications and district public relations.			
METRICS:	A district initiated internal and external survey to staff and parents in the spring of 2028			
IMPLEMENTATION TIMETABLE				
ACTION STEPS	Responsible	Start Date	Progress Update	
1. The staff will collaborate on how to make the students more present in the community; visit local businesses, clean a ditch, collect for a food bank, speak at the “Lakers” meetings, sidewalk chalk, caroling, etc.	Certified Staff	Fall of 2025 Ongoing	Annually	
2. The district will continue to have all staff be required to write a minimum of one brief story per year to be published in the paper, the Announcer , and online, sharing the successes of the students and the district.	Principals and Staff	Fall of 2025 Ongoing	Annually	
3. The superintendent will consider writing an annual “State of the District” article and sending it out to the parents and community. This will allow the Superintendent to “tell our story”.	Superintendent	Spring of 2026 Annually	Annually	
4. The media class will interview staff and do a highlight section in the paper and post the video on the district website.	Multi-Media Staff Students	2025-2026 Ongoing	Annually	
5. The district will add to the announcements; extra-curricular results, students of the month, etc. The district electronic signage will also be utilized for some of this recognition. Announcements to be emailed out to staff. Consider having students read the announcements.	Admin Assistants Tech Coordinator Principals Students	2025-2026	Annually	
6. The school board will consider live streaming their board meetings and updating the speakers in each classroom to include an external speaker.	School Board	2025-2026	Spring 2026	
7. The superintendent will consider using the Friday staff time to do a monthly update on the board meeting highlights.	Superintendent	2025-2026	Annually	

GOAL AREA	Student Behavior and Student Support			
GOAL:	The Andes Central School District will work to improve both student behavior and student support.			
METRICS:	Survey of students in the spring of 2028.			
IMPLEMENTATION TIMETABLE				
ACTION STEPS	Responsible	Start Date	Progress Update	
1. The district will do a full review of all MS/HS policies, with student representation and determine which rules will stay and go and then the administration and staff will dutifully enforce all rules consistently.	Principals/Staff Student Council	2025-2026 School Year	Annually	
2. The district will email parents all known updates as to how to monitor their child's cell phone usage. All staff will also receive additional PD on more proactively dealing with bullying.	Counselor/Staff Parents/Students	2025-2026	Annually	
3. The district will consider enhancing the personal finance class to include more life skills and utilize local experts as class speakers.	HS Principal PF Teacher	2025-2026	Annually	
4. The district will work on a mentoring program where older students mentor younger students, like big brother and big sister programs.	Principals Staff	2026-2026	Annually	
5. Principals and staff will set criteria for attending high school field trips, this criterion will be shared with parents at the beginning of the school year and parents must sign a document recognizing said criteria.	Principals Staff	2025-2026	Annually	
6. The district will consider "FUN" assemblies occasionally for students and discuss adding back in school dances for MS/HS in addition to prom.	Superintendent Principal/Staff	2025-2026	Annually	
7. The district will consider some kind of garment bags to more effectively control the spread of lice.	School Board Principals	2025-2026	Annually	
8. The district will consider an A/C storefront to offer Andes Central apparel and will consider one T-shirt annually for every student.	School Board Supt/Principals	2025-2026 Ongoing	Annually	