



Strategic Improvement Plan 2023-2028

Student Experience

Create an environment where students reach their full potential in their chosen pathway through rigorous, student-centered teaching and learning.

Employee Experience

Provide a positive work culture that offers an elevated level of support and professional growth, while fostering good relationships and shared communication.

Family & Community Experience

Support student success through collaboration, communication & partnering with families & the community to ensure students graduate with their peers, prepared for their chosen pathway.

Organizational Excellence

Sustain safe learning environments while ensuring initiative-taking operational structures that are aligned directly to priorities that assure the success of all students.

Ringgold School District



Strategic Plan Pillars	Strategic Plan Outcomes	Ringgold School District Strategic Plan Priority Statements & Areas of Focus
<p style="text-align: center;">Student Experience</p> <p><i>Create an environment where students reach their full potential in their chosen pathway through rigorous, student-centered teaching and learning.</i></p>	<ul style="list-style-type: none"> • Students perform at or above grade level and re ready for post-secondary success. <ul style="list-style-type: none"> ○ Meet or exceed the Statewide Average Achievement Score and Growth Score in ELA/Literature/Reading, Mathematics and Science. ○ Advanced Placement Participation and Scores. ○ Number of dual credits earned. ○ High school cohort graduation rate. ○ Number of Industry Certifications earned. ○ Number of work-based learning students. • Students show growth in social-emotional learning, character development, and a sense of belonging. <ul style="list-style-type: none"> ○ Meet or exceed the Pennsylvania State Average for regular attendance. ○ A 30% reduction in discipline referrals in three years. ○ Results from the Leader in Me Measurable Results Assessment. ○ Number of students engaged in co-curricular and extra-curricular activities. ○ Huron Studer Education Student Experience Survey responses. 	<ul style="list-style-type: none"> • Health & Well-Being: Encourage healthy personal habits, social-learning, character development, and promote a sense of belonging. <ul style="list-style-type: none"> ○ <i>Implement a safe environment of support and well-being for students to develop and demonstrate a sense of personal responsibility.</i> ○ <i>Establish a connectedness where students feel accepted, respected, included, and supported by others in the school social environment.</i> ○ <i>Cultivate a culture of belongingness by building relationships and providing opportunities for all students to feel valued.</i> ○ <i>Recognize and celebrate group and individual student successes in meaningful ways, both formally and informally, as a district/school, by leaders, and peer-to-peer.</i> • Learning & Engagement: Empower students through a student-centered learning approach to increase student learning and engagement. <ul style="list-style-type: none"> ○ <i>Create an environment where students reach their full potential in their chosen pathway through rigorous, student-centered teaching and learning while feeling challenged, excited, and responsible for expanding their knowledge through:</i> <ul style="list-style-type: none"> ▪ <i>Academic Strategies for each Pathway,</i> ▪ <i>Communication,</i> ▪ <i>Co-Curricular,</i> ▪ <i>Extra-curricular, and</i> ▪ <i>Personalization.</i> • Career Development & Future Readiness: Provide intentional activities for students to explore which career field is the best fit, and how to get there. <ul style="list-style-type: none"> ○ <i>Inspire students to be good citizens and active participants in pursuing their pathway for post-high school success through opportunities to be enrolled in post-secondary education either at college, a vocational technical school, employed in the workforce, or enlisted in the military.</i> ○ <i>Develop personal interests through career exploration K-12.</i> ○ <i>Awareness of community helpers and careers within the community.</i>



Strategic Plan Pillars	Strategic Plan Outcomes	Ringgold School District Strategic Plan Priority Statements & Areas of Focus
<p style="text-align: center;">Employee Experience</p> <p>Provide a positive work culture that offers an elevated level of support and professional growth, while fostering good relationships and shared communication.</p>	<ul style="list-style-type: none"> • A positive workplace culture. <ul style="list-style-type: none"> ○ Percent of staff present 95% of the school year. ○ Huron Studer Education Employee Experience Survey to determine employee perception of a positive workplace culture. • Effective employees choose to stay in Ringgold School District. <ul style="list-style-type: none"> ○ Employee Retention Rates. • Employee access meaningful development opportunities. <ul style="list-style-type: none"> ○ Professional Development participation. ○ Huron Studer Education Employee Experience Survey to determine employee perception of access to meaningful development opportunities. 	<ul style="list-style-type: none"> • Professionalism, Respect, and a Sense of Belonging: Provide a collegial environment, develop relationships, cultivate collaboration, provide opportunities for open communication, and enhance a sense of community through shared values. <ul style="list-style-type: none"> ○ Provide a collegial environment where individuals feel respected and included while cultivating opportunities for collaboration and open, two-way communication. ○ Celebrate team and individual employee successes in meaningful ways, both formally and informally, as a district/school, by supervisors, and peer-to-peer. ○ Provide employee health and wellness programs to improve productivity, effectiveness, attendance, and job satisfaction. • Recruitment & Retention: Recruit qualified applicants and retain effective teachers, leaders, and staff who exhibit pride in being a Ringgold School District employee. <ul style="list-style-type: none"> ○ Recruit, develop, and retain high quality staff focused on District initiatives and reflective of our students. • Professional Development & Growth: Develop aligned and relevant professional learning for all employees that improves knowledge, collaboration, and effectiveness while supporting educational and operational excellence. <ul style="list-style-type: none"> ○ Develop aligned and relevant professional learning for all employees that improves their knowledge, collaboration, and effectiveness while supporting educational and organizational excellence through systemic processes. ○ Provide opportunities for professional growth and career advancement by offering aspiring leadership programs and increased responsibilities.



Strategic Plan Pillars	Strategic Plan Outcomes	Strategic Plan Priorities
<p style="text-align: center;">Family & Community Experience</p> <p><i>Support student success through collaboration, communication & partnering with families & the community to ensure students graduate with their peers, prepared for their chosen pathway.</i></p>	<ul style="list-style-type: none"> • Families engage in partnerships with Ringgold School District. <ul style="list-style-type: none"> ○ Participation in parent networking groups. ○ Number of Volunteers. ○ Huron Studer Education Parent Experience Survey. • Our business, community, and alumni partners support student learning experiences. <ul style="list-style-type: none"> ○ Number of Volunteers. ○ Mentorships with students. ○ Number of work-based learning experiences. ○ Number of student scholarships received. ○ Registered alumni. ○ Huron Studer Education Student Experience Survey. 	<ul style="list-style-type: none"> • Family Involvement: Encourage, educate, and provide avenues for each students' family to be actively involved with their child's education. <ul style="list-style-type: none"> ○ Encourage the value of education and partnering with families in all aspects of school life during their student's education experience. ○ Empower families to support their students' educational journeys through training and direct learning opportunities. ○ Provide consistent, positive, and constructive communication with parents about their child(ren). • Community Outreach & Partnerships: Nurture strong, mutually complementary partnerships among the district, businesses, and the community to support student learning experiences. <ul style="list-style-type: none"> ○ Participation in advisory groups. ○ Mentorships with students. ○ Student engagement. ○ Nurture a unified community system of support to ensure student success through collaboration and two-way communication with families and the community. ○ Nurture partnerships with local and state government agencies. • Alumni Engagement: Partner effectively with our alumni. <ul style="list-style-type: none"> ○ Communicate the successes of former Ringgold graduates. ○ Mentorships with students. ○ Student engagement.



Strategic Plan Pillars	Strategic Plan Outcomes	Strategic Plan Priorities
<p>Organizational Excellence</p> <p><i>Sustain safe learning environments while ensuring initiative-taking operational structures that are aligned directly to priorities that assure the success of all students.</i></p>	<ul style="list-style-type: none"> • A framework for district operations focused on improving processes, conserving resources, and positively impacting student achievement. <ul style="list-style-type: none"> ○ Annual Approved Budget. ○ Annual Financial Audit. ○ Annual benchmarking comparison reports. ○ Annual year-end undesignated fund balance and grant funding total. ○ Average number of days to complete workorders. ○ Cybersecurity: Percentage of phishing emails prevented on network. ○ Average use of kilowatt hours/square foot. ○ Average use of natural gas BTU/square foot. ○ Percentage of on-time delivery of students. ○ Huron Studer Education District Service Excellence Survey. ○ Huron Studer Education Student, Family, and Employee Experience Surveys. 	<ul style="list-style-type: none"> • School Safety, Security, & Support <ul style="list-style-type: none"> ○ Promote a secure learning environment where students and staff feel safe, respected, and valued. ○ Provide Transitional strategies and support for students & families. • Consistent Communication <ul style="list-style-type: none"> ○ Advance a shared vision for the District and cultivate two-way communication between the District, students, employees, families, and community. ○ Improve staff and community understanding of the district's work by developing and implementing a comprehensive, multi-faceted communication plan. • Fiscal Stewardship <ul style="list-style-type: none"> ○ Invest in district priorities, balancing the focus on student and staff success with fiscal responsibility. ○ Communicate budget process, priorities, and timeline to all stakeholders. • Continuous Improvement <ul style="list-style-type: none"> ○ Fully implement the submitted district educational Comprehensive Plan and Special Education Plan. ○ Develop a district facilities plan, identify funding, and timeline. ○ Explore actions, both inside and outside the district, to expand opportunities for the district, students, and employees. ○ Establish a premier school district by enhancing stakeholder pride and engagement in being a Ringgold Ram.



Student Experience	Health & Well-Being Action Steps
Strategy 1: <i>Implement a safe environment of support and well-being for students to develop and demonstrate a sense of personal responsibility.</i>	
Actions	<ul style="list-style-type: none">• Provide learning experiences and services to improve student health and well-being.• Monitor the implementation of the district student Code of Conduct.• Utilize evidence-based instructional practices that empower students to lead their own learning.• Implement, with fidelity, a district-wide character education/SEL program.• Develop Lighthouse Teams in each school.• Establish student leadership notebooks.• Incorporate the language/traits of Leader in Me to connect the framework of Positive Behavioral Intervention and Supports (PBIS) to improve student outcomes.• Ensure Guidance Departments facilitate posting appointment times for availability.• Provide a suggestion box within the school building.



Student Experience	Health & Well-Being Action Steps
<p>Strategy 2: <i>Establish a connectedness where students feel accepted, respected, and supported by others in the school social environment resulting in a culture of belongingness where all students feel valued.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Cultivate a culture of belongingness by building relationships and providing opportunities for all students to feel valued. • Conduct Student Rounding sessions to seek input on opportunities for student voice to be incorporated into problem solving. • Introduce school-related activities where students and staff can participate and increase a sense of belonging for all. • Create opportunities for students K-12 to connect with other students and schools, example: K-12 “Ram Pound” areas. • Establish a system that assists every student with finding their purpose to connect with individuals and/or teams in the school environment either through co-curricular and/or extra-curricular activities. • Identify a caring adult in the building for each student in the district. • Create advisory groups supported by adult mentors. • Form a student mentor program for students transitioning buildings. • Provide opportunities for outside agencies to speak with students about activities in which they can participate. • Share student successes obtained in outside organizations. • Implement Club Fair/Club Days. • Incorporate student recognition and a tiered reward system through peer-to-peer, school, district, community, and outside organizations. • Coordinate pen pals between elementary schools to enhance a unified sense of community.

Student Experience	Health & Well-Being Action Steps
<p>Strategy 3: <i>Recognize and celebrate group and individual student successes in meaningful ways, both formally and informally, as a district/school, by leaders, and peer-to-peer.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Establish K-12 district and community recognition events for students. • Organize multiple K-12 pep rallies during the year; example: fall, winter, spring. • Revitalize Senior walks through elementary, middle, and high school buildings.



Student Experience	Learning & Engagement Action Steps
<p>Strategy 1: <i>Create an environment where students reach their full potential in their chosen pathway through rigorous, student-centered teaching and learning while feeling challenged, excited, and responsible for expanding their knowledge through: Academic strategies for each Pathway, Communication, Personalization.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Create and implement a system that continuously assesses the learning progress of all students and uses that data to drive academic programming. • Develop a 30-minute daily reading intervention program block for grades K-6. • Implement a standards-based aligned Mathematics curriculum. • Conduct weekly walk-throughs focused on identified strategies. • Execute regular grade level, departmental and data team meetings. • Incorporate Project-Based (Hands On) Learning strategies across content areas with Science being the first area of implementation; with Social Studies and itinerants following. • Re-examine alternative course pathways; example: Organic chemistry.

Student Experience	Career Development & Future Readiness Action Steps
<p>Strategy 1: <i>Inspire students to be good citizens and active participants in pursuing their pathway for post-high school success through opportunities to be enrolled in post-secondary education either at college, a vocational technical school, employed in the workforce, or enlisted in the military. *Develop personal interests through career exploration K-12. *Awareness of community helpers and careers within the community.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Introduce K-12 exposure to Career Pathways. • Advocate for each student to develop a digital portfolio of career artifacts. • Conduct Career Days/Fairs at each of the schools. • Explore a relationship with Junior Achievement. • Investigate establishing an elementary National Jr. Honor Society. • Provide opportunities for community service through the school district K-12. • Explore the option of varsity sports receiving physical education (PE) credit.



Employee Experience	Professionalism, Respect, and a Sense of Belonging Action Steps
Strategy 1: <i>Provide a collegial environment where individuals feel respected and included while cultivating opportunities for collaboration and open, two-way communication.</i>	
Actions	<ul style="list-style-type: none"> • Assemble advisory groups to broaden employee engagement and input beyond union representatives to expand opportunities for leadership and empowerment. • Provide opportunities for employee to help develop processes; example: Building-level Instructional Leadership Teams, Discipline Committee.

Employee Experience	Professionalism, Respect, and a Sense of Belonging Action Steps
Strategy 2: <i>Recognize and celebrate team and individual employee successes in meaningful ways, both formally and informally, as a district/school, by supervisors, and peer-to-peer.</i>	
Actions	<ul style="list-style-type: none"> • Execute Leader Rounding with employees seeking input on ways they would like to be recognized. • Create building level celebration teams. • Expand opportunities for employee reward and recognition during events to include recognition tickets for random drawings for gift cards, candy, parking passes, and other ideas. • Rebrand the employee picnic to be an Employee Appreciation Day where administrators can recognize their staff for their great strides during the year. • Develop a peer-to-peer nomination of employees that exemplifies the Leader in Me traits with monthly and annual recognitions. • Compel each senior to select a “Teacher of Impact” and write a “Thank You” note to the teacher. Recognition will occur during Senior Walks at each school. • Encourage senior class members to select a teacher of the year for each school in the district.



Employee Experience	Professionalism, Respect, and a Sense of Belonging Action Steps
<p>Strategy 3: <i>Provide employee health and wellness programs to improve productivity, effectiveness, attendance, and job satisfaction.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Establish a Health & Wellness program through ACSHC; example: multiple locations or after-school classes in each school building. • Facilitate a Health & Wellness Professional Development Day for staff both in-person and virtually; example: nutrition, financial wellness, different classes. • Explore opening the fitness center after school for use by RSD employees.

Employee Experience	Recruitment & Retention Action Steps
<p>Strategy 1: <i>Recruit, develop, and retain high quality staff focused on District initiatives and reflective of our students.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Develop outlets for two-way communication; example: listening session, coffee chats, meetings in the community. • Determine consistent expectations for Leader Rounding and conducting Stay Interviews. • Conduct Exit Interviews and utilize the information gathered to adjust as needed. • Provide open office hours with the superintendent and school board members. • Incentivize good attendance; example: if present M-Th you can wear jeans on Friday, drawing at the end of the month for those with good attendance. • Initiate a Teacher Appreciation recognition; example: led by District Foundation or PTA, donations from local businesses, and acknowledgments for class coverage. • Create Employee “testimonial” recordings from a peer’s voice to be utilized at job fairs and during interviews with potential new hires.

Employee Experience	Professional Development & Growth Action Steps
<p>Strategy 1: <i>Develop aligned and relevant professional learning for all employees that improves their knowledge, collaboration, and effectiveness while supporting educational and organizational excellence through systemic processes.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Obtain input from teachers and staff on departmental needs for professional learning. • Utilize Professional Development schedules to provide training and time for collaboration. • Identify teacher “experts in the field” to provide training sessions. • Ensure K-12 department collaboration. • Survey classified staff for professional development needs.



Employee Experience	Professional Development & Growth Action Steps
Strategy 2: <i>Provide opportunities for professional growth and career advancement by offering aspiring leadership programs and increased responsibilities.</i>	
Actions	<ul style="list-style-type: none">• Encourage teachers to grow beyond the Professional Development provided by the district; example: professional organizations, competitions, and other opportunities.• Facilitate teachers applying to attend a conference aligned with district initiatives to become professional development trainers.• Implement a district-wide Teacher Initiative or Plan/Do/Study/Act Poster session for teachers to share effective classroom strategies.



Family & Community Experience	Family Involvement Action Steps
Strategy 1: <i>Encourage the value of education and partnering with families in all aspects of school life during their student's education experience.</i>	
Actions	<ul style="list-style-type: none"> • Introduce opportunities for parents to be involved with their student's school life/education experience; example: health and well-being activities, transitioning, STEM night, family game night, battle of the books, or informative meetings. • Distribute new student registration welcome packets for elementary, middle, and high schools. • Inspire each school to become a "hub" for community interaction. • Facilitate events that bring North and South elementary students together; example: STREAM camps.

Family & Community Experience	Family Involvement Action Steps
Strategy 2: <i>Empower families to support their students' educational journeys through training and direct learning opportunities.</i>	
Actions	<ul style="list-style-type: none"> • Develop family programmatic offerings to acclimate families to the educational and scheduling processes. • Launch parent networking groups; example: "Class of 20__ Parent Mentor Groups" to support through transitions and other challenges. • Publicize a reference resource of "Frequently Asked Questions" (FAQ) section within the parent portal.

Family & Community Experience	Family Involvement Action Steps
Strategy 3: <i>Provide consistent, positive, and constructive communication with families about their child(ren).</i>	
Actions	<ul style="list-style-type: none"> • Craft intentional, positive communication with families. • Design positive student recognitions/celebrations that incorporate families; example: Families join "Rock Star" and "Good Citizenship" awardees.



<p>Family & Community Experience</p>	<p align="center">Community Outreach & Partnerships Action Steps</p>
<p align="center">Strategy 1: <i>Nurture a unified community system of support to ensure student success through collaboration and two-way communication with families and the community.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Coordinate collaborative events in neutral locations to unify the community; example: local libraries and/or other community facilities. • Deliver consistent positive messages for the community by announcing “shoutouts” during athletic event timeouts. • Continue implementing graduation parades. • Establish communication outlets with community members that do not have children in the school; example: senior citizen groups, clubs, and church meetings. Ringgold personnel can spearhead the events while parents and community members plan them. • Utilize the public relations firm to rebrand the elementary schools. • Facilitate a North and South elementary swap day. • Encourage art students to paint store windows in town.

<p>Family & Community Experience</p>	<p align="center">Community Outreach & Partnerships Action Steps</p>
<p align="center">Strategy 2: <i>Nurture partnerships with local and state government agencies.</i></p>	
<p>Actions</p>	<ul style="list-style-type: none"> • Invite local and state government representatives to board and committee meetings, and other student events. • Persuade local and state government representatives to assist in student recognitions.



Family & Community Experience	Alumni Engagement Action Steps
Strategy 1: <i>Communicate the successes of former Ringgold graduates.</i>	
Actions	<ul style="list-style-type: none">• Build partnerships with former students to share their chosen career field.• Re-establish the Alumni Homecoming Bonfire/Parade and Community Day.• Appoint an alumni committee to follow-up and obtain contact information from graduating seniors.• Advocate recent graduates to return for events to increase engagement and relevance for current students.• Engineer an alumni section on the Ringgold School District website and LinkedIn.• Draft Ringgold High School graduates to serve as mentors for current students.



Organizational Excellence	School Safety, Security & Support Action Steps
Strategy 1: <i>Promote a secure learning environment where students and staff feel safe, respected, and valued.</i>	
Actions	<ul style="list-style-type: none"> • Review policies with staff to ensure everyone is aware of the district, school, and classroom protocols. • Ensure consistent implementation of expectations outlined in the Student Handbook. • Monitor the Swis database for data accuracy. • Develop shared language, expectations, and recognitions for aligned behaviors through Positive Behavior Intervention Support (PBIS), Leader in Me traits, and Travis M. Foundation. • Publicize a district-wide calendar of kindness to implement with Leader in Me. • Streamline behavior plans and implementation during monthly events; example: pep rallies.

Organizational Excellence	School Safety, Security & Support Action Steps
Strategy 2: <i>Provide Transitional strategies and support for students & families.</i>	
Actions	<ul style="list-style-type: none"> • Implement a Welcome Committee for new teachers, new students, new families, fourth grade families going to fifth grade, and those entering high school. • Integrate peer mentoring for new fifth grade and ninth grade students. • Generate a graduation tour in caps and gowns walking through RSD schools.

Organizational Excellence	Consistent Communication Action Steps
Strategy 1: <i>Advance a shared vision for the District and cultivate two-way communication between the district, students, employees, families, and community.</i>	
Actions	<ul style="list-style-type: none"> • Introduce informal, monthly chats with district representatives of all groups where stakeholders can share opinions, and ideas with Administrators, teachers, board members, and students and have questions answered. • Conduct Family Nights, in the spring in preparation for the upcoming year, to encourage families and students to sign up for participation with groups. • Formulate a district-wide calendar of events. • Encourage transparent communication by identifying a means for capturing school board meetings and making them accessible for the community.



Organizational Excellence	Consistent Communication Action Steps
Strategy 2: <i>Improve staff and community understanding of the district's work by developing and implementing a comprehensive, multi-faceted communication plan.</i>	
Actions	<ul style="list-style-type: none"> • Initiate consistent tiered policies, procedures, and protocols regarding response time for emails and phone calls. • Generate protocols and placement for website material(s). • Improve protocols for phone and email tree regarding emergencies.

Organizational Excellence	Fiscal Stewardship Action Steps
Strategy 1: <i>Invest in district priorities, balancing the focus on student and staff success with fiscal responsibility.</i>	
Actions	<ul style="list-style-type: none"> • Align resources with strategic plan priorities to include curriculum materials, professional development, and technology equipment for students, staff, and classrooms. • Investigate high school credit cards. • Communicate departmentally for orders/priorities. • Distribute athletic funds equally among all sport activities.

Organizational Excellence	Fiscal Stewardship Action Steps
Strategy 2: <i>Communicate budget process, priorities, and timeline to all stakeholders.</i>	
Actions	<ul style="list-style-type: none"> • Utilize PR company to communicate the biggest changes in the budget from year to year and create an annual budget video to explain the budget in terms that all stakeholders can understand. • Establish a co-op and hold quarterly meetings to provide updates on open positions. • Communicate with MVCTC.



Organizational Excellence	Continuous Improvement Action Steps
Strategy 1: <i>Fully implement the submitted district educational Comprehensive Plan, Special Education Plan, and the District Strategic Improvement Plan.</i>	
Actions	<ul style="list-style-type: none"> • Complete quarterly school plan reports. • Conduct quarterly review sessions to progress monitor the plans, actions taken, and results observed. Adjust the plans as needed.

Organizational Excellence	Continuous Improvement Action Steps
Strategy 2: <i>Develop a district facilities plan, identify funding, and timeline.</i>	
Actions	<ul style="list-style-type: none"> • Develop a district facilities plan, identify funding and timelines. • Ensure that facility questions are asked during open forum meetings to obtain stakeholder input. • Inform taxpayers on funding updates regarding facilities, future needs, and facility plans.

Organizational Excellence	Continuous Improvement Action Steps
Strategy 3: <i>Explore actions, both inside and outside the district, to expand opportunities for the district, students, and employees.</i>	
Actions	<ul style="list-style-type: none"> • Explore regional partnerships with companies and corporations to support students’ opportunities for internships and externships. • Expand Career Days to allow speakers to come into the middle and high schools to share their career along with preparation requirements. • Partner with organizations to host meeting forums outlined in the strategic improvement plan. • Transition into two separate events for College Day and Career Day. • Invite local businesses to provide relevant, direct instruction connected with curriculum content to demonstrate to students the “why, what, and how.” • Encourage businesses to submit a “problem of practice” to the school for students to solve.



Organizational Excellence	Continuous Improvement Action Steps
Strategy 4: <i>Establish a premier school district by enhancing stakeholder pride and engagement in being a Ringgold Ram.</i>	
<ul style="list-style-type: none">• Actions	<ul style="list-style-type: none">• Conduct district-wide events that combine K-12 students, staffs, and families.• Provide positive acknowledgments during athletic events to reach a broader audience with “good news.”• Encourage parent involvement during meetings by offering activities for younger children.• Develop and share mid-year and year-end videos of the achievements that occurred in the district during the school year.