

# **KMS Public Schools**

## **Strategic Plan – 2021-2026**

### **BELIEF STATEMENTS**

The KMS Public Schools Believe:

- Parent involvement is crucial to student success.
- Positive relationships allow for high-quality learning in a safe, nurturing, and respectful environment.
- In a positive school environment where class sizes are small.
- In building partnerships between students, teachers, parents, and the community.
- High expectations are essential to educational excellence.
- In providing a comprehensive educational program where all students can learn and grow.

### **MISSION STATEMENT**

Working as one in the pursuit of excellence.

### **VISION STATEMENT**

Inspiring excellence in education and character for today and tomorrow.



**“Working as One in the Pursuit of Excellence.”**

FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	1. Achieve the goals of the World's Best Workforce (WBWF) for all students in the school district.	1. Annually meet the targets as stated in the SMART goals of the district's WBWF plan. <ul style="list-style-type: none"> <li>▪ All students are kindergarten ready;</li> <li>▪ All students reading at grade level by third grade;</li> <li>▪ Closing the achievement gap for identified student groups;</li> <li>▪ All students graduating career and/or technical college or college ready; and</li> <li>▪ All students graduating on time as responsible, respectful, well-formed citizens.</li> </ul>
	2. Impact continual academic growth for each student.	2a. By November 2021, the baseline will be re-established in fall 2021 using MCA spring 2021 data. 2b. Annually evaluate state assessment data to ensure student growth and implement strategies for continued growth.
STUDENT SUPPORT	3. Implement sustainable and well-defined support systems for all students.	3a. By November 2022, identify existing support programs available to students, determine any gaps that exist in supporting students. 3b. By February 2022, bring forward for Board approval plans to address the identified gaps. 3c. By fall 2021 and 2022, reintroduce students and families to school-based activities. 3d. By fall 2022, identify the number of unduplicated students participating in school activities that occur outside the normal school day. Establish new baseline. 3e. By 2026, increase the number of unduplicated students participating in school activities that occur outside the normal school day to 90%.
COMMUNICATION AND OUTREACH	4. Effectively engage parents, community members, and educators to build awareness of all students' educational journey and the programs and operations of the school district.	4a. By August 2021, conduct an audit of current communication practices to identify which audience (internal and external) each method is reaching. 4b. By May 2022, implement a plan to ensure that all district stakeholders receive information about the district through multiple methods of communication. 4c. By August 2021, implement a plan to ensure that all students and families receive information about the district through multiple methods of communication. 4d. By August 2021, provide multiple opportunities to invite families and community into our schools. 4e. By fall 2022, provide training to all staff members in conducting effective parent/teacher conferences and the effective use of the Parent Portal. 4f. By fall 2024, achieve greater than 95% elementary parent/guardian attendance and participation at parent/teacher conferences and 90% for high school parents/guardians attending a conference during the school year.
FINANCE	5. Continue the district's strong financial standing while supporting programs and services at maximum efficiency.	5a. By July 2023, develop and adopt a multiyear budget expenditure plan to support the school district's strategic plan. 5b. Annually update a three-year budget projection. 5c. Annually review the five-year facility plan.
PERSONNEL	6. Ensure that there is a great teacher, administrator, and staff member in every position in the school district through recruiting, developing, and retaining talented individuals.	6a. By fall 2022, implement a comprehensive system to provide in-person and virtual professional development for all staff members. 6b. By June 2022, measure the effectiveness of recruiting, hiring, and retaining a diverse staff, including measurements for: annual retention, completion of employee evaluations. Focus on recruiting more extra and co-curricular coaches/advisors.