



2022-2027 KPBSD STRATEGIC PLAN UPDATE

FEBRUARY 7, 2022



TIMELINE

- 7/26/21 Hanover Partnership Set Up and Resources
- 8/23/21 Hanover and KPBSD Strategic Plan Initial Next Steps
- 8/26/21 Hanover KPBSD Data Request
- 9/15/21 KPBSD Consultation #1
- 9/29/21 Strategic Priorities Diagnostic Survey delivered to Admin at Admin Meeting
- 10/8/21 KPBSD Strategic Priorities Diagnostic Survey provided to KPBSD Staff and Strategic Planning Committee
- 10/20/21 KPBSD Strategic Planning Committee Workshop #1
- 1/11/22 KPBSD Strategic Planning Committee Consultation #2
- 1/19/22 KPBSD Strategic Planning Committee Workshop #2
- 2/17/22 KPBSD Strategic Planning Committee Consultation #3
- TBD KPBSD Strategic Planning Committee Workshop #3

CORE VALUES: PLANNING COMMITTEE AND ADMINISTRATORS

Community	7
Perseverance	6
Growth	5
Character	4
Compassion	4
Critical thinking	4
Integrity	4
Contribution	3
Excellence	3
Accountability	2
Engagement	2
Opportunity	2
Belonging	1
Culture	1
Diversity	1
Initiative	1
Respect	1
Safety	1
Teamwork	1
Trust	1

DRAFT MISSION STATEMENT

Every KPBSD student will be a lifelong learner who will graduate with the knowledge, skills, habits, agency, and community connections needed to pursue their passions and desired post-secondary opportunities.

HANOVER RECOMMENDATIONS

- **Include goals and key performance indicators related to developing, recruiting, and retaining talent in the district strategic plan.** Respondents suggest this is KPBSD's area of highest priority and lowest performance, particularly as it relates to recruitment and retainment of high-quality teachers. Developing district and school leaders also rates low in terms of current district performance and maintaining optimum staffing levels is the only subdomain garnering more than half of respondents' support for prioritization.
- **Use a variety of data sources to further prioritize amongst the strategic areas explored in this diagnostic.** KPBSD's strategic planning core team indicates that nearly all strategic areas are medium or high priority, and school and district staff rate KPBSD's performance in all strategic areas as below expectations. In developing strategic goals and key performance indicators, KPBSD should leverage other data, such as student and family survey data along with student outcomes and participation data, in order to more clearly prioritize amongst the needs identified in this diagnostic.

STRATEGIC PRIORITIES DIAGNOSTIC RESULTS

District Leadership

- Developing effective school leaders
- Developing effective district leaders

Teaching and Learning: Ensuring College and Career Readiness

- Fostering development of 21st century skills
- Offering career and technical education that aligns with projected labor market trends

Teaching and Learning: Evaluating Programs

- Assessing program impact on student behavior
- Assessing program impact on student academic achievement

District Culture: Building Safe and Supportive Environments

- Fostering a positive district culture and climate
- Developing students' social-emotional skills

District Culture: Engaging Families and Communities

- Encouraging parents to engage with their child's school
- Partnering with the community to provide supports and services to students

Resources and Operations: Recruiting, Developing, and Retaining Talent

- Retaining high-quality teachers
- Recruiting high-quality teachers

Resources and Operations: Improving Operations

- Maintaining optimal staffing levels
- Expanding and/or updating facilities

LONGITUDINAL SURVEY CAPSTONE REPORT

School Climate and Mindset Survey

Areas of Strength

- Students largely feel connected, safe, and welcome in their school environment.
- Students' current mindsets and their ability to reflect on current skills and improvement areas

Areas for Improvement

- Student relationships with adults and peers are areas of need, with half or fewer students responding favorable to these items.
- Instructional depth presents an opportunity for improvement.
- Seeking out sources that go against their current knowledge or opinion;
- Considering multiple sources of information before making their own opinion;
- Comparing different ways of solving the same problem.

LONGITUDINAL SURVEY CAPSTONE REPORT

Senior and Alumni Survey

Areas of Strength

- Seniors strongly agree that KPBSD prepares them with the academic knowledge needed for post-graduation.
- Seniors are fairly satisfied with preparation in most non-academic skill areas and abilities.

Areas for Improvement

- Seniors and alumni both express low satisfaction with KPBSD's Career and Technical Education (CTE)
- Seniors and alumni indicate low satisfaction with college planning and preparation support.
- Seniors and alumni express low satisfaction with KPBSD's personal finance preparation.

LONGITUDINAL SURVEY CAPSTONE REPORT

Personalized Learning Survey

Areas of Strength

- Over three-quarters of students and parents are aware of KPBSD's emphasis on personalized learning.

Areas for Improvement

- Perceptions of personalized learning implementation are less positive among students and parents than among staff.
- Implementation of goal-oriented and data-based teaching practices demonstrations additional areas of improvement.
- Student, parent and staff responses indicate that data-driven practices are less common than other personalized learning strategies.

NEXT STEPS

- Mission Statement
- Vision Statement
- SMARTIE Goals
- Solicit input from stakeholders
- Final Draft and Approval June 2022