



KCSD | STRATEGIC PLAN

# CORE VALUES

**These six values** inform and help develop the strategies we use to achieve our goals.

*Listed in reverse alphabetical order*

## SAFETY

All students and employees are provided safe and secure buildings and areas to learn and work.



## QUALITY EDUCATION that is MEANINGFUL and VALUABLE

All students shall have access to quality teachers and dynamic and innovative programs that prepare them for a higher education, technical program, or the workplace.



## EMOTIONAL WELL-BEING

All students and employees will work and learn in a supportive, engaging, encouraging and inspiring environment with access to mental health resources.



## EQUITABLE OPPORTUNITIES

All students shall have equal access to quality staff, courses, activities, services, and resources based on their individual needs.



## ORGANIZATIONAL and INDIVIDUAL RESPONSIBILITY

The district and its employees will maintain accountability to students and the public, promoting financial and academic integrity and sustainability.



## BUILDING STRONG RELATIONSHIPS and INVOLVED COMMUNITIES

The district believes collaboration with community partners and teamwork between our schools and their communities benefits students and their overall success.





## ACADEMIC ACHIEVEMENT

### **Inspire curiosity to develop lifelong learners**

- ◆ Full curriculum in elementary: music, art, science, P.E., health, social studies, social/emotional, recess, keyboarding
- ◆ Provide options for all students in an equitable manner to have access to intervention, enrichment, and acceleration opportunities
- ◆ Increase electives in junior high and high school
- ◆ Increase summer and after-school programs

### **Align curriculum to Oregon standards**

- ◆ Offer robust standards-based curriculum
- ◆ Administer formative and summative assessments
- ◆ Analyze student achievement and growth data

### **Provide curriculum differentiation**

- ◆ Utilize response to intervention teams at each school
- ◆ Offer enrichment and advanced learning opportunities
- ◆ Offer intervention and remediation opportunities

### **Incorporate technology to improve learning**

- ◆ Use International Society for Technology in Education Standards
- ◆ Promote digital learning and digital citizenship

### **Explore opportunities to create preschools**

### **Expand the Play 2 Learn program**

## SOCIAL and EMOTIONAL SUPPORTS

### **Improve the social emotional health of all KCSD students**

- ◆ Expand social skills intervention by creating a social emotional learning team that includes full time social skills facilitators at all elementary schools
  - Recruit SEL facilitators

### **Develop and implement trauma-informed practices professional development for staff including parent/community modules**

- ◆ Provide professional development peer groups

### **Research, adapt, and implement annual K-12 social emotional learning curriculum.**

- ◆ Teacher training with new emotional learning curriculum

### **Partner with community agencies to expand on-site therapy, skills building, and mentoring services during the school day**

- ◆ Review and adjust partnership contracts

## COLLEGE, CAREER, and LIFE READINESS

### **Integrate a CTE exploration and life skills curriculum into district junior high programs**

- ◆ Hire CTE teachers using SIA funds with to create and offer a CTE exploration curriculum in each junior high
- ◆ Develop a curriculum with district support
- ◆ Purchase and install necessary equipment
- ◆ Work with building admin to build master and student schedules aligned with this goal.

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**Train high school CTE teachers and guidance office staff about post-high school opportunities in the trades and make this information part of our College and Career for All Program**

- ◆ Curriculum Department needs to seek out knowledgeable people to train school staff on admissions into the trades.
- ◆ PD time needs to be coordinated to allow trades experts to train school staff.
- ◆ Admissions to trades information needs to become part of the district's CC4A curriculum.

**Develop a "district report card" to track multiple measures of success for KCS D student outcomes and post-graduation metrics**

- ◆ Curriculum office needs to form a small team and develop this report card.

**Develop a pre-apprenticeship program for KCS D high school students**

- ◆ Locate tradespeople willing to provide job shadow experiences.
- ◆ Expand Basin Partners Internship Program (BPIP) to include more internships in the trades.
- ◆ Develop in-school recruitment systems to pair students with internships or job shadow experiences.
- ◆ Develop an in-district apprenticeship with the maintenance department.

**Maintain the district's focus and support for College and Careers for All**

**COMMUNITY PARTNERSHIPS**

**Create a standard and user-friendly format community partners can use in order to increase student opportunities**

- ◆ Internship/job shadow
- ◆ Mentorships
- ◆ Volunteering (fire districts, etc.)
  - Create written volunteer position descriptions or standard and user-friendly format for seeking individuals and organizations to help in the schools, and a method to post those.
  - Create a standard and timely method for knowledge transfer to maintain partner relationships when there are staff transitions.
  - Create a standard communication process to disseminate or share opportunities and needs with local agencies, businesses, and organizations that partner with schools: local government, The Klamath Tribes, higher education, state agencies, and community partners.
  - Bring professionals from trades in to talk to students about opportunities
- ◆ Current counselors continue to disseminate opportunities to students
- ◆ Select a person to develop and promote community partnerships

**RECRUITING and RETAINING QUALITY TEACHERS**

**Identify staff recruitment needs and fill those positions with the most highly qualified individuals available.**

- ◆ Recruiting incentives may include:
  - Loan forgiveness
  - Increased stipends for hard-to-fill positions like special education teachers
  - Increase remote location pay

**Address retention of school staff through equitable pay, a supportive work environment, and career pathway opportunities**

- ◆ New teacher professional development onboarding, 10 days
- ◆ Increase counselor work days, 5 days
- ◆ Additional professional development days for paraprofessionals, 2 days

**PROFESSIONAL DEVELOPMENT**

**Increase teacher's knowledge, teaching skills and effectiveness**

- ◆ Provide onboarding and pre-service training for new teachers

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- ◆ Prepare a quality district in-service for classified and certified employees
- ◆ Provide ongoing and job-embedded training throughout the school-year
- ◆ Pursue extending contract days for purposes of delivering professional development

**Align a continuous cycle of professional development with district improvement priorities**

- ◆ Utilize student data
- ◆ Provide Professional Learning Community training
- ◆ Develop survey tools to gather information about training needs
- ◆ Recommend training for staff based on teacher and administrator input
- ◆ Recruit trainers and professional development opportunities
- ◆ Monitor training delivered to staff
- ◆ Report progress and status of district professional development
- ◆ Utilize metrics in assessing the above focus areas
- ◆ Maintain a list of critical district programs that require beginning and ongoing training

**Leverage highly effective teachers as trainers, mentors and professional coaches**

- ◆ Exemplar lessons and communication ideas
- ◆ District supported pilot projects
- ◆ Leading PLCs
- ◆ Reading/math leaders
- ◆ Delivering classes (Skillful Teacher, Positive Discipline, Integrating Technology)

## FACILITIES

**Prepare a capital construction/major maintenance master list and annual priorities**

- ◆ Conduct “building walkthroughs” with superintendent, maintenance director and building administration
- ◆ Prepare a master list of projects including upgrades, renovation, paint, flooring and new projects
- ◆ Review the list with the KCSD Board of Directors to develop annual priorities to be budgeted

**Create a preventative maintenance plan for essential items that cause damage if they fail**

- ◆ Pumps, motors, vehicle parts, tires, pavement

**Establish a maintenance communication and tracking system for emergency and immediate response items**

**Monitor district growth and program development for future growth and immediate classroom needs**

- ◆ Budget requests
- ◆ Bond possibilities

**Inspect facilities and grounds for safety repairs and enhancements**

- ◆ Playgrounds, shops, building access
- ◆ Traffic patterns, signage, vehicles

**Prepare a replacement cycle to budget for items that need to be upgraded or replaced regularly**

- ◆ District vehicles and maintenance equipment (TBD)
- ◆ Bus replacement (10 years)
- ◆ Gym floors
- ◆ Playgrounds, grounds
- ◆ Fencing
- ◆ Technology
  - PA systems/bell system
  - Network equipment (serve, switches, access point, security cameras and phone)
  - Hardware (desktop, laptop and Chromebooks)