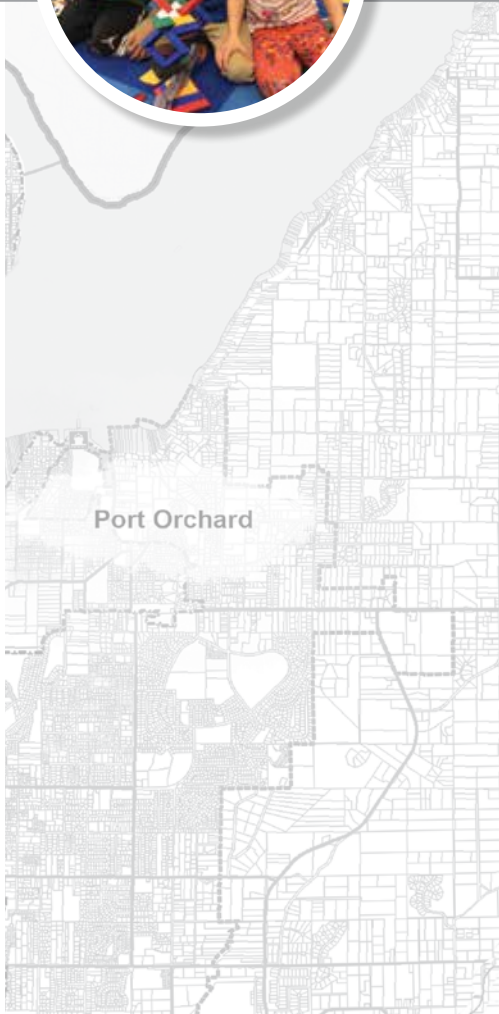




DESTINATION

TOP 5



South Kitsap School District

Priority Plan 2020-2025



DESTINATION

TOP 5

South Kitsap ABC's

Alignment, Beliefs, and Communication

Alignment, beliefs, and communication are what tie us together as a school district and what guides our journey to become a Top 5 district in Washington State.

Results from recent surveys, academic performance data, and feedback from parents, staff, students, and the community helped shape our Priority Plan 2020-2025.

The plan shows who we are, where we want to be, and how we will get there. It is a living document that will evolve over time. Staff will develop and follow action plans to support our priorities.

We have a solid understanding of what we are doing well and what areas need improvement. We will provide frequent updates on our progress at board meetings and in communication with the community.



Port Orchard



1



Port Orchard



Community Partnership



Stewardship



Safety & Security



Wellness



Academic Excellence



ACADEMICS

South Kitsap School District students and staff will be problem solvers, critical thinkers, innovators, and effective communicators.



WELLNESS

We believe students and staff must be safe and feel a sense of belonging if they are to succeed. It is our responsibility to create safe, inclusive learning communities in every school across the district.



SAFETY

South Kitsap School District will create and maintain safe learning and working environments that promote academic excellence, wellness, and efficient use of resources.



STEWARDSHIP

Our district will be fiscally responsible and use resources effectively and equitably. We will maintain fiscal stability, maximize efficiency of district operations, and align resources to support dynamic teaching and learning.



COMMUNITY

South Kitsap School District will partner with the community to ensure student success. Strong communities build strong schools, and strong schools build strong communities.

2

DESTINATION

We Believe in:

- Valuing and developing the gifts, talents, and abilities of all our students and staff through caring and devoted partnerships with our community.
- Fostering a dynamic, responsive, and nurturing learning environment that empowers our students to achieve their full potential through academic success, productive citizenship, and personal responsibility.
- Focusing on student learning by embracing diversity, encouraging creativity and real-world experience, and ensuring mutual respect and equal opportunities.
- Producing graduates who are highly-skilled and motivated citizens, ready to thrive and contribute to the world community.
- Holding ourselves accountable to our community by maintaining a tradition of excellence through high expectations and high levels of support.

Profile of a South Kitsap Student:



Problem Solver

Contributing Community Member

Confident Learner

Effective Communicator

Critical Thinker

Innovator

Collaborator

Leader



3

Our Vision

Nurturing Growth
Inspiring Achievement
Building Community

Our Mission

Graduates from South Kitsap School District will be prepared for college or career, ready to be global citizens, and equipped for personal success.

Board of Director Goals:

- Academics and Innovation
- Citizenship and Personal Success
- Stewardship
- Community Partnership

Plan Development *Honoring the Past and Moving Toward the Future*

Honor the Past

The history and strong tradition of South Kitsap School District helped shape the foundation of the priority plan. It honors the work done in the past and serves to guide South Kitsap School District into the future.

Connect with the Community

South Kitsap School District is fortunate to have supportive local businesses and industry partners that offer a current perspective on what it means to graduate college and career ready.

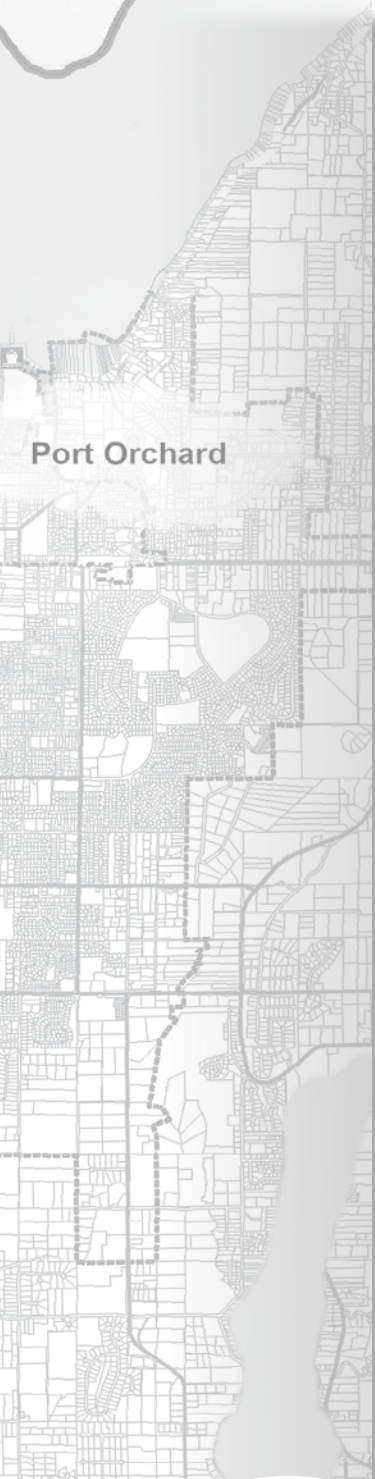
Share Thoughts and Priorities

The priority plan was refined using feedback gathered through traditional meetings and an online survey platform called Thought Exchange. The process allows users to share their thoughts and prioritize the thoughts shared by others. The results show common themes and shared priorities and give a sense for what is most important to our students, staff, families, and community.

Align, Update, and Report on Progress

It is essential that all parts of South Kitsap School District tie back to the plan. It will be periodically updated and frequent reports on progress will be given to the School Board and the community.

4



ACADEMIC EXCELLENCE

South Kitsap School District students and staff will be problem solvers, critical thinkers, innovators, and effective communicators.

STRATEGIC INITIATIVES

High Quality Instruction in all Classrooms

Professional Development

Inclusive, Equitable Teaching and Learning

Professional Learning Communities

Innovative Learning Opportunities

High Quality Instruction in all Classrooms

- Implement curriculum with integrity and fidelity.
- Implement evidence-based instructional strategies to support all students and close the achievement gaps.
- Identify, monitor, and celebrate instructional priorities.
- Enhance course offerings.

Professional Development

- Deliver on-going job-embedded professional learning to staff.
- Ensure a high-quality staff induction program.

Inclusive, Equitable Teaching and Learning

- Implement strategies that support culturally responsive teaching.
- Increase inclusionary practices so all students, including students with disabilities, have access to grade level core curriculum.
- Improve and expand early childhood learning opportunities.



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DESTINATION



Professional Learning Communities

- Leverage professional learning communities in support of student learning and growth.
- Implement multi-tiered systems of support at each school that use evidence-based interventions.

Innovative Learning Opportunities

- Evaluate and align innovative learning experiences.
- Enhance equitable access to opportunities for all students.
- Explore model programs and practices that enhance teaching and learning.
- Expand and enhance comprehensive career and technical course pathways.



checkpoints of progress

%

- ✓ % of students meeting state standards in English Language Arts, Math, and Science
- ✓ % of students who graduate in four years
- ✓ % of 9th grade students on track to graduate in four years

#

- ✓ # of students earning industry certification
- ✓ # of students successfully completing dual credit courses

6

WELLNESS



We believe that all students and staff must be safe and feel a sense of belonging if they are to succeed. It is our responsibility to create safe, inclusive learning communities in every school across the district.

STRATEGIC INITIATIVES

Wellness

Social, Emotional, and Behavioral Support

Enrichment Activities

District / School-wide Equity

Wellness

- Promote Washington State social-emotional learning standards district-wide.
- Build community partnerships to support access to physical and mental health care for staff, students, and families.

Social, Emotional and Behavioral Support

- Implement a social-emotional learning curriculum.
- Align and implement equitable discipline policies.
- Expand and promote evidence-based, trauma-sensitive strategies, and restorative practices.
- Develop and implement multi-tiered systems focused on social, emotional and behavioral support structures, strategies, and teams in every school building.
- Provide targeted professional development on social-emotional health and wellness.



7

DESTINATION



Enrichment Activities

- Expand opportunities for equitable student participation in arts, activities and athletics.

District / Schoolwide Equity

- Establish equity team to review district data.



checkpoints of progress

%

- | | |
|--|-----------------------------|
| ✓ % of student and staff attendance | ✓ Staff retention rate |
| ✓ % increase in positive school safety climate & connectedness | ✓ Healthy Youth Survey data |
| ✓ % of students involved in school activities & athletics in grades 6-12 | |

8



SAFETY

South Kitsap School District will create and maintain safe learning and working environments that promote academic excellence, wellness, and efficient use of resources.

STRATEGIC INITIATIVES

Safe School Culture

Secure Facilities

Emergency Preparedness

Safe School Culture

- Ensure zero tolerance for bullying, harassment, and intimidation.
- Continue proactive intervention, support, and access to resources to ensure student, staff and community safety.
- Provide leadership across the state in Threat Assessment.

Secure Facilities

- Expand security at all district facilities through access control and monitoring practices.
- Improve district facilities to meet 21st century learning standards.
- Enhance accessibility compliance in all district facilities.



DESTINATION



Emergency Preparedness

- Ensure uniform safety and security protocols are established for all buildings.
- Provide consistent, updated training on strategies and systems to support crisis response.
- Educate parents, students, staff, and community on communication plan during emergency situations.
- Collaborate with community leaders and agencies to ensure effective systems of emergency response.



checkpoints of progress

%

- ✓ % positive school safety climate and connectedness survey
- ✓ % of students with behaviors that result in state reported actions

#

- ✓ # of students, parents, and staff satisfied with safe learning environments
- ✓ # of student and staff harassment, bullying, intimidation reports

STEWARDSHIP

Our district will be fiscally responsible and use resources effectively and equitably. We will maintain fiscal stability, maximize efficiency of district operations, and align resources to support dynamic teaching and learning.



STRATEGIC INITIATIVES

Financial Responsibility

Operational Efficiency

High Quality Workforce

Financial Responsibility

- Maintain and communicate a high degree of fiscal stewardship and a strong financial core.
- Maintain compliance with all laws and regulations.
- Research and apply for additional revenue opportunities aligned to priorities and initiatives.
- Align resources to instructional and operational priorities and initiatives.
- Build trust through open and transparent financial planning, reporting, and communication.



DESTINATION

Operational Efficiency

- Provide safe, warm, clean, and dry learning and working environments.
- Utilize long range capital facilities and budget planning process to identify and address current and emergency facility needs.
- Enhance transportation systems to ensure safety, efficiency, and communication.
- Provide cost-effective, healthy meals for students.
- Improve district facilities to support 21st century learning standards.



High Quality Workforce

- Recruit and hire candidates who share the district values and beliefs.
- Develop external and internal programs to actively support, mentor, and retain a diverse, highly skilled staff.
- Provide a high-quality induction program for certificated and classified staff.



checkpoints
of progress

- ✓ Budget aligned with focus on academic success and social-emotional wellness for students and staff
- ✓ Staff retention rate
- ✓ Clean audits
- ✓ Compliance with state and federal laws and regulations
- ✓ Maintenance and capital levy project accountability



COMMUNITY



South Kitsap School District will partner with the community to ensure student success. Strong communities build strong schools, and strong schools build strong communities.

STRATEGIC INITIATIVES

Strategic Partnerships

Family and Community Feedback

Family and Community Communication

Strategic Partnerships

- Connect with community to create an environment that is the model of academic excellence and student and staff wellness.
- Engage community groups and expand partnerships that support district priorities.
- Develop and expand partnerships with community organizations to identify mutually beneficial opportunities to address the needs and priorities of our community.
- Consistently share news and information about South Kitsap School District.

Family and Community Feedback

- Expand traditional and non-traditional methods to gather feedback from families, staff, students, and community members.



DESTINATION



Family and Community Communication

- Raise awareness about South Kitsap schools through extensive outreach with all residents.
- Provide information to our families that is clear and easy to understand.
- Provide access to interpretation and translation services.
- Develop specific strategies to engage families who are new to the district and provide consistent, accessible information and support.
- Enhance community access to resources and support organizations.



checkpoints of progress

#

- ✓ # of cleared volunteers, hours served by volunteers
- ✓ # of service organizations and PTSO groups
- ✓ # of staff involved in community organizations

- ✓ Direct communication with community including residents without connection to South Kitsap Schools
- ✓ Website and social media analytics


DESTINATION **TOP 5**



South Kitsap School District Priority Plan 2020-2025



 **360-874-7000**

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Non-Discrimination Statement

The South Kitsap School District provides equal educational and employment opportunity without regard to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation – including gender expression or identity, marital status, or the presence of any sensory, mental, or physical disability, the use of a trained dog guide or service animal by a person with a disability. Equal access to activities, facilities and program is provided to the Boy Scouts of America and other designated youth groups. District procedure complies with all applicable state and federal laws. The Title IX Officer and Section 504 Coordinator with the responsibility for monitoring, auditing and ensuring compliance with this policy are:

Compliance/ADA/Title IX Coordinator
Jerry Holsten,
Executive Director of Human Resources
2689 Hoover Avenue SE, Port Orchard, WA 98366
Phone: 360-874-7006 Email: holsten@skschools.org

Section 504 Coordinator
Kimberly House,
Director of Special Services
2689 Hoover Avenue SE, Port Orchard, WA 98366
Phone: 360-874-3648 Email: shipp@skschools.org