



# KUTZTOWN AREA SCHOOL DISTRICT

*Maximize potential, embrace change, create the future*

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## Organizational Goal

Goal Statement - KASD will develop a plan for the ongoing maintenance of facilities and use of physical space.

- Develop a 5 and 10 year projection for maintenance and replacement on buildings and grounds.
- Study the utilization of district buildings and classrooms, making recommendations for next steps and potential options to maximize facility use.

## Student Achievement and Growth

Goal Statement: Students demonstrate growth in subjects measured by standardized assessments.

- Each reported student group will exceed the PA standard of growth (PVAAS) as reported on the Future Ready Index

Goal Statement: Students demonstrate proficiency in subjects measured by state or standardized assessments.

- KASD students will meet or exceed Interim Goals for proficient/advanced achievement on PSSAs and Keystones on the Future Ready Index.

## College and Career Readiness

**Goal Statement:** Provide all students with learning experiences that will prepare them for a successful college and/or post-secondary career.

- Pathways to Graduation
  - Develop a system to ensure all students have a plan for fulfilling new state graduation requirements (Act 158)

## Curriculum, Instruction, and Assessment

**Goal Statement:** Provide all students with a rigorous and standards aligned curriculum, research based best instructional practices, and assessments that will inform and guide our practice.

- Conduct a program evaluation of our Language Instruction Educational Program (LIEP) to result in recommendations for program revision in the 2022/23 school year.
- Establish and implement a district-wide Assessment Map. (Comprehensive Plan)
- Explore and identify district protocols to support data analysis. (Comprehensive Plan)
- Create a Curriculum Council, an advisory committee comprised of internal and external stakeholders, for the purpose of providing input into the selection of curricular assets (textbooks, instructional programs, etc.), new course proposals, and related curricular changes (for implementation in the 2022/23 school year).

## Parent, Staff, and Community Engagement

**Goal Statement:** Involve, engage, and inform the community to maximize partnerships and relationships that support the educational experience of all students.

- Expand Birth-PreK parent and community partnerships
- Study, develop and pilot a Rounding process to increase student, parent, and community engagement. The purpose of Rounding is to develop two-way communication, deepen relationships, gain individual perspective, and monitor progress of KASD.
- Conduct quarterly Superintendent community forums
- Establish the Key Communicator's Network comprised of community leaders representing various regions of the district
- Evaluate the impact of access to early learning on the achievement of KASD students.
- Solicit community feedback regarding district/school needs, priorities, and improvement initiatives through community surveys, forums, and meetings.

- Implement an online registration process to ensure accurate data for all families in KASD.
- Develop a Technology in Education at Kutztown (TEK) Team, consisting of engaged faculty and community members who work to review and further the efforts of the KASD technology department.
- Develop a Technology in Education at Kutztown (TEK) Squad, consisting of KASD students who endeavor to engage in the field of technology.

## Financial, Facility, and Human Resources

**Goal Statement:** Develop a fiscally responsible budget that reflects the values of the community, supports a quality education for all students, sustains the educational program, and is supported by the Board of School Directors and the community.

- Develop and implement a new employee feedback and check-in process that involves 30 day and 90 day interviews and data collection to enhance our hiring and onboarding process.
- Implement identified action steps based on the results of the 2020-2021 Support Staff Compensation Study to close gaps in employee compensation.
- Review updated job descriptions with employees for accuracy and submission to the School Board of Directors for final adoption.
- Develop a 3-to-5 year budget forecast for presentation at the Spring Budget and Finance Committee meeting to inform the school board and community of the budget realities in the future.
- Restructure positions where and when possible, evaluate contract proposals based on quality of service and cost, and pursue additional partnerships to provide efficient services.
- Develop a plan to maximize resources, recruit and retain quality support and professional staff and continuously evaluate the competitiveness
- Develop a guiding operational manual for the Business Office procedures, practices, and responsibilities.
- Develop a comprehensive maintenance and improvement plan for our outdoor athletic fields.
- Perform a line item analysis of all accounts to seek financial efficiencies.

## School Safety

**Goal Statement:** Provide all students, staff, and visitors with a safe and secure environment and ensure preparedness to effectively respond to all situations.

- Implement and maintain the KASD Health and Safety Plan to maximize student access to high-quality instruction and curriculum and adjusting to the growth in understanding of how to manage COVID-19 in school settings.
- Take action on recent building security assessments, planning for a prioritized and phased approach to implementing security recommendations.
- Administer Pennsylvania School Climate Survey at elementary, middle and high school levels.
- Activate a School Climate committee to study survey results and develop action steps.
- Study climate survey results and determine the needs of KASD in the areas of; Social Emotional Learning, Student Support, and Safe and Respectful School Climate.
- Develop a three-year action plan in support of student safety that addresses identified needs of students, staff, and families.