

STRATEGIC PLAN 2024-2027



BELONG



BELIEVE



BECOME

CORE COMMITMENTS

The foundation of the work in South Kitsap School District is built upon core commitments to Academics, Wellness, Safety, Stewardship, and Community. These commitments were incorporated into the 2020–2024 Priority Plan and are included in the 2024–2027 Strategic Plan.



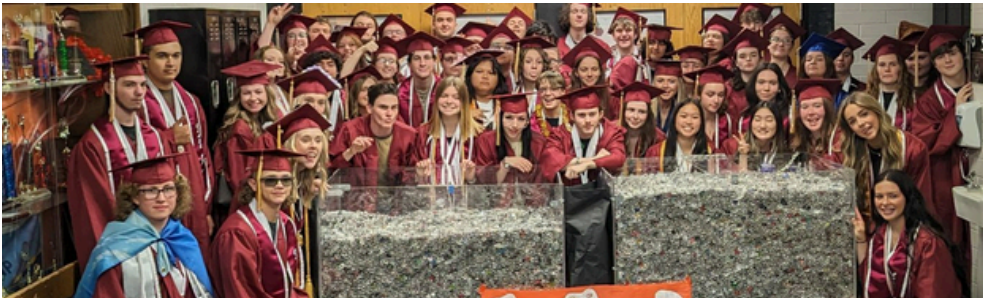
ACADEMICS

Students and staff will be problem solvers, critical thinkers, innovators, and effective communicators.



SAFETY & 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 that promote academic excellence, wellness, and efficient use of resources.



STEWARDSHIP & COMMUNITY PARTNERSHIPS

We will maintain fiscal stability, maximize efficiency of district operations, and align resources to support dynamic teaching and learning. We will be responsible stewards of taxpayer resources and partner with the community to ensure student success.

BELONG, BELIEVE, BECOME

Dear South Kitsap Community,

I'm excited to share the updated South Kitsap School District Strategic Plan, which reflects our renewed vision and focused direction. This plan serves as a guiding framework, aligning our efforts and resources while helping us track progress and make informed decisions to best support our students, staff, families, and community.

Each area of focus in the strategic plan is backed by specific actions and regular checkpoints to ensure consistent progress and success. Although the School Board will highlight priority focus areas each year, we remain committed to advancing every goal outlined in the plan. Our central priority as a district is Academic Achievement.

The proud history and rich traditions of the South Kitsap School District helped shape the original Priority Plan that guided our efforts over the last five years. While we've made strides in several areas, we recognize that we're not yet where we want to be academically. We are committed to improvement and are focusing intentionally on key initiatives like Belonging, Professional Learning Communities (PLCs), and Multi-Tiered Systems of Support (MTSS) for academics, behavior, and attendance. The Board of Directors has committed to champion the district's academic goals, and we are heading in a positive direction.

We deeply value your feedback, open communication, and active engagement in our community. For example, the Parent Partnership Advisory Council was established to amplify the voices of our families on issues such as special education, academic support, communication, and strategic planning. We are excited to continue collaborating with this group and look forward to expanding additional opportunities for community connection.

As we move forward, we know our students **BELONG** in South Kitsap, we **BELIEVE** in the SK way, and we are confident they will **BECOME** the people they dream to be.

Thank you for your partnership, trust, and support as we continue on this journey ahead together.

Sincerely,

Tim Winter
Superintendent





BELONG

Belonging is feeling safe and supported because you're accepted, included, and recognized for who you are. It's about being able to be your true self. When we create genuine feelings of belonging for everyone, we boost engagement and performance.

We All *BELONG* In South Kitsap!



9,224+
STUDENTS
1,500+
EMPLOYEES



16 SCHOOLS
10 – ELEMENTARY SCHOOLS
3 – MIDDLE SCHOOLS
1 – HIGH SCHOOL
1 – ONLINE PARENT/PARTNER SCHOOL
1 – ALTERNATIVE HIGH SCHOOL



30+
LANGUAGES
SPOKEN



663 TEACHERS
14 YEARS AVG.
EXPERIENCE



200+
ARTS, ATHLETICS,
CLUBS & ACTIVITIES
TO ENGAGE STUDENTS



125+ ELECTIVE COURSES
ELECTIVE COURSES FOR
SECONDARY STUDENTS TO EXPLORE



COMMUNITIES IN
SCHOOLS LIAISONS LINK
STUDENTS AND FAMILIES
WITH RESOURCES



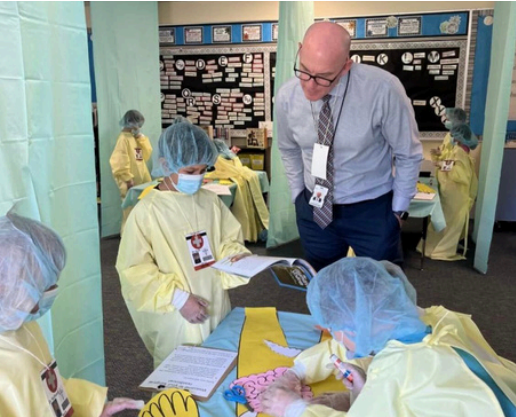
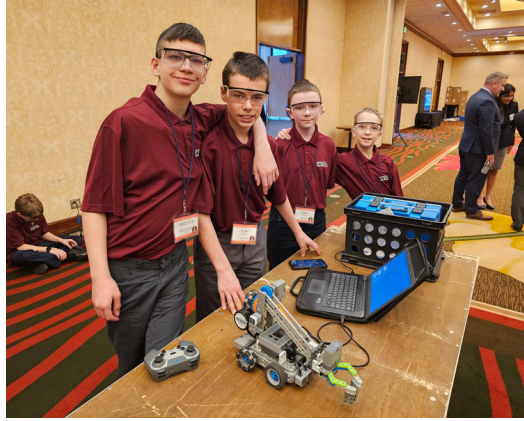
MULTI-TIERED SYSTEMS OF
SUPPORT FOR ACADEMICS,
BEHAVIOR & ATTENDANCE





BELIEVE

Believing is all about having confidence and trust in ourselves and each other. It's about feeling hopeful and knowing that everyone has the potential to achieve great things. When we cultivate belief in our community, we inspire each other to stay motivated and resilient. By believing in ourselves and one another, we create a space where everyone can thrive and reach their full potential.



BELIEVE

Students are encouraged to believe in their dreams and explore their interests throughout their time in South Kitsap. Whether through coursework, clubs, electives, athletics or the visual or performing arts, students have an enormous variety of opportunities to capture their interest and keep them engaged in school.

We are fortunate to have a large number of service organizations and businesses that believe in our students and staff and show their support through volunteer hours, donations, scholarships, and community events.



\$2 MILLION+
**SCHOLARSHIPS FOR
GRADS ANNUALLY**



300+
**STUDENTS EARN COLLEGE
CREDIT EACH YEAR WITH
HIGH SCHOOL COURSES**



3,000+
**VOLUNTEERS DONATE TIME
IN SOUTH KITSAP SCHOOLS**



20+
**LOCAL SERVICE
ORGANIZATIONS SUPPORT
SOUTH KITSAP SCHOOLS**



1,500+
**INDUSTRY CERTIFICATIONS
EARNED BY STUDENTS YEARLY**



BECOME

Becoming is the exciting journey of growth and transformation. It's about developing into our best selves through learning, perseverance, and support. Encouraging each other's continuous development helps us foster a culture of excellence and innovation. When we support one another on our journeys, we create a dynamic and thriving community for everyone.



BECOME
the person you want to be!



BECOME
a critical thinker and
problem solver!



BECOME
a leader and part of a team!



BECOME
a changemaker
for the community!



Math Proficiency

Increase the number of students achieving grade-level proficiency in math as measured by state assessments.



Actions

- Implement a comprehensive math curriculum aligned with state standards and best practices.
- Provide ongoing professional development for math teachers to enhance instructional strategies and content knowledge.
- Utilize data-driven assessments to identify areas of improvement and provide targeted support for students.
- Offer additional math support resources such as tutoring, afterschool programs, and online learning platforms.
- Foster a positive attitude toward math through enrichment activities, competitions, and real-world applications.

Targets:

Percentage of students in the district at 3rd, 7th, and 10th grade will achieve grade-level proficiency in math as measured by state assessment data

	3rd Grade	7th Grade	10th Grade
June 2023 Baseline	51.8% WA State 50.3%	41.8% WA State 36.8%	26.1% WA State 29.9%
By End June 2024	58%	47%	32%
By End June 2025	64%	53%	38%
By End June 2026	70%	59%	44%
By End June 2027	75%	65%	50%



Early Literacy

Increase the number of students in third grade achieving grade-level proficiency in English Language Arts as measured by state assessments.




Actions

- Implement evidence-based literacy instruction in early childhood education programs and elementary schools.
- Provide professional development opportunities for teachers to enhance their literacy instruction skills.
- Implement screening and intervention programs to identify and support students struggling with reading.
- Enhance family and community engagement in promoting literacy through workshops, literacy nights, and community partnerships.
- Provide resources and support for parents to help them foster literacy skills at home.

Targets

Percentage of students in the 3rd grade across the district achieving grade-level proficiency in English Language Arts as measured by state assessments.

	3rd Grade
June 2023 Baseline	47.2% WA State Avg 47.7%
By End June 2024	54%
By End June 2025	60%
By End June 2026	66%
By End June 2027	75%



Graduation Rate

Goal to increase the percentage of high school students graduating on time (4-year cohort) district-wide.




Actions

- Implement personalized learning plans for all students to track progress towards graduation requirements and post secondary goals.
- Expand access to rigorous coursework, career and technical education programs, and dual credit opportunities.
- Provide comprehensive counseling and support services to address academic, social, and emotional needs of students.
- Develop partnerships with local businesses, colleges, and community organizations to provide internships, job shadowing, and mentorship opportunities.
- Expand dropout prevention strategies such as early warning systems, attendance tracking, and targeted intervention for at-risk students.

Target

Increase the percentage of high school students graduating on time (4-year cohort) district-wide.

	2023	2024	2025	2026	2027
South Kitsap School District	82% WA State 83.6%	84%	87%	89%	92%
South Kitsap High School	88%	90%	92%	93%	95%
Discovery High School	50.5%	57%	64%	71%	79%
Explorer Academy	85.9%	86%	87%	88%	89%



Attendance Rate

Increase the number of students with regular attendance (missing less than 17 days of school in a year).



Target

Increase the number of students with regular attendance

Actions

- Measure attendance using tiers (less than 90%, between 90–95%, and better than 95%)
- Stop measuring attendance using daily attendance rate
- Aligning attendance codes and data entry
- Continue community engagement board and to provide support for all students
- Continue attendance awareness campaign
- Expand Tier 2 and 3 interventions

	<p>>90% Attendance or 17 days or fewer absent</p>
<p>June 2023 Baseline</p>	<p>55%</p>
<p>By End June 2024</p>	<p>65%</p>
<p>By End June 2025</p>	<p>75%</p>
<p>By End June 2026</p>	<p>85%</p>
<p>By End June 2027</p>	<p>90%</p>



Belonging

Increase the number of students, staff, and families who feel they belong in the South Kitsap School District.




Target

Increase the number of students, staff, and parents who feel they belong in the South Kitsap School District.

Actions

- Continue the Belonging Team
- Continue the Staff perception survey
- Continue Parent Partnership Advisory Council
- Student conferencing data
- Start student perception survey
- Start parent/guardian perception survey
- Enhance transitions

	Baseline Data	Targets
9th Grade On Track for Graduation	47%	80%
Student Involvement in Activities	54%	75%
Student Survey Data	In 24/25	95%
Family Survey Data	In 24/25	95%
Staff Survey Data Job Satisfaction	72%	95%
Staff Retention	87%	95%

Our Vision

Empowering tomorrow's leaders, today

Our Learner Profile

Problem solvers who synthesize information and explore multiple perspectives to find creative and realistic solutions.

Community contributors who understand that they are members of a global society and feel a sense of responsibility to make a contribution both at the local level and in the wider world.

Confident learners who strive to be their best and recognize their purpose and value both in and outside of school.

Effective communicators who actively listen, strive to understand others, and seek to be understood.

Critical thinkers who actively and skillfully evaluate information as a guide to beliefs and action.

Collaborators who participate effectively in a range of collaborative forums to build understanding of concepts and ideas complete authentic tasks and projects.

Leaders who create a safe environment in which everyone feels valued and inspired to achieve a common goal.

Innovators who don't limit themselves by what is, they seek to create something new and better.



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360-874-7000 www.skschools.org

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, Section 504 Coordinator, and Gender Inclusivity Officer with the responsibility for monitoring, auditing and ensuring compliance with this policy are:

Compliance/ADA/Title IX Coordinator:
Will Sarett,
Executive Director of Human Resources
2689 Hoover Avenue SE,
Port Orchard, WA 98366
360-874-7071, sarett@skschools.org

Section 504 Coordinator:
Kimberly House,
Director of Special Services
2689 Hoover Avenue SE,
Port Orchard, WA 98366
360-443-3648, house@skschools.org

Gender Inclusivity Compliance Officer:
Dr. Tom Edwards, Assistant Superintendent
for Teaching & Learning
2689 Hoover Ave SE,
Port Orchard, WA 98366
360-874-7003, edwards@skschools.org