The 2017-18 Kingsport City Schools Strategic Plan

Student Focused ... World Class
The 2017-18 Kingsport City Schools Strategic Plan

**Goals**

1. Deliver world-class curriculum and instruction
   - Provide multiple curricular pathways to ensure college and career readiness for all students.
   - Develop the continuum of student services to meet the academic and social/emotional needs of all students.
   - Cultivate fine arts and co-curricular programming to promote a culture of educational excellence.

2. Provide committed and innovative educators
   - Attract a diverse and highly effective workforce to maintain organizational capacity and capability.
   - Organize, manage, and develop the workforce to utilize its full potential in alignment with the overall organizational needs.
   - Retain and engage the workforce to achieve a high-performance work environment.

3. Furnish safe, appropriate, and well-maintained facilities that support teaching and learning
   - Implement a long-range facility program to expand and enhance the learning environment.
   - Execute operational processes to provide safe, secure, and well-maintained facilities.
   - Develop the technology infrastructure to support the use of transformative tools and innovative practices.

4. Ensure business operations effectively support teaching and learning
   - Demonstrate fiscal efficiency and effectiveness to promote organizational agility.
   - Establish a culture of innovation to manage and improve operational effectiveness.
   - Implement voice-of-the-stakeholder processes to obtain actionable information for improved engagement and long-term market success.

5. Engage families and the community
   - Attract a diverse and highly effective workforce to maintain organizational capacity and capability.
   - Develop the technology infrastructure to support the use of transformative tools and innovative practices.

**Objectives**

- **3rd Grade Reading**
  - Provide committed and innovative educators
  - Furnish safe, appropriate, and well-maintained facilities that support teaching and learning
  - Engage families and the community

- **High School Readiness**
  - Deliver world-class curriculum and instruction
  - Provide committed and innovative educators
  - Furnish safe, appropriate, and well-maintained facilities that support teaching and learning

- **College Readiness**
  - Deliver world-class curriculum and instruction
  - Provide committed and innovative educators
  - Furnish safe, appropriate, and well-maintained facilities that support teaching and learning

- **Career Readiness**
  - Deliver world-class curriculum and instruction
  - Provide committed and innovative educators
  - Furnish safe, appropriate, and well-maintained facilities that support teaching and learning

**Long Term Outcomes:**

- 3rd Grade Reading: 3rd Grade Reading
- High School Readiness: College Readiness
- College Readiness: Career Readiness
- Career Readiness: Engage families and the community

**Long Term Outcomes:**

- College Readiness
  - College Readiness
  - Career Readiness

- Engage families and the community
  - College Readiness
  - Career Readiness

**Objectives**

- 3rd Grade Reading: 3rd Grade Reading
- High School Readiness: College Readiness
- College Readiness: Career Readiness
- Career Readiness: Engage families and the community
Deliver world-class curriculum and instruction

Objectives:
- Provide multiple curricular pathways to ensure college and career readiness for all students.
- Develop the continuum of student services to meet the academic and social/emotional needs of all students.
- Cultivate fine arts, STREAM, and extra-curricular programming to promote a culture of educational excellence.

Strategic Initiatives:
- C& I Vision
- Graduation and Beyond
- STREAM Vision
- Early Foundations and Literacy
- Tomorrow Quest
- Athletics Vision
- Course Expansion and Student Placement
- Special Education Vision
- Fine Arts Vision
- Redefining Ready
- Student Resilience Vision
Provide committed and innovative educators

Objectives

- Attract a diverse and highly effective workforce to maintain organizational capacity and capability
- Organize, manage, and develop the workforce to utilize its full potential in alignment with the overall organizational needs
- Retain and engage the workforce to achieve a high-performance work environment

Strategic Initiatives

- Educator Preparation Provider Partnerships
- Human Capital Alignment
- Teacher Evaluation
- Second Career Teachers
- Professional Learning Vision
- Strategic Compensation
- Recruiting Process
- Leadership Development
- Employee Recognition
- Hiring Process
Furnish safe, appropriate, and well-maintained facilities that support teaching and learning

Operational Goal

Objectives

- Implement a long-range facility program to expand and enhance the learning environment
- Execute operational processes to provide safe, secure, and well maintained facilities.
- Develop the technology infrastructure to support the use of transformative tools and innovative practices.

Strategic Initiatives

- Facility Transition and Zoning
- Safety and Emergency Preparedness
- Regional Science and Technology Center
- Maintenance and Grounds Planning/Needs
- Technology Vision
Ensure business operations effectively support teaching and learning

Operational Goal

Objectives

3rd Grade Reading

High School Readiness

College Readiness

Career Readiness

Long Term Outcomes:

Operational Goal

4. Ensure business operations effectively support teaching and learning

Objectives

Operational Goal

4. Ensure business operations effectively support teaching and learning

Determine fiscal efficiency and effectiveness to promote organizational agility

Establish a culture of innovation to manage and improve operational effectiveness

Systemizing Finance Processes

Innovation Management

Personnel Utilization and Efficiency

Integration and Alignment of Technology Platforms

Strategic Initiatives
The 2017-18 Kingsport City Schools Strategic Plan

Long Term Outcomes: 3rd Grade Reading, High School Readiness, College Readiness, Career Readiness

Strategic Goal: Engage families and the community

Objectives:
- Implement voice-of-the-stakeholder processes to obtain actionable information for improved engagement and long-term market success
- Build relationships to strengthen the system of support for students in academics, attendance, service learning, and social-emotional learning
- Develop communications and marketing mechanisms to support the deployment of information within and outside the organization

Strategic Initiatives:
- Survey Processes
- Community Engagement Vision
- Information/Complaint Management & Resolution System
- Chronic Absenteeism Reduction
- District Communication and Support Plan

Long Term Outcomes:
- 3rd Grade Reading: Career Readiness
- High School Readiness: College Readiness
- College Readiness: Career Readiness

2 2 1
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