

Strategic Plan 2019



Kosciusko School District

Message from Leadership



Billy Ellzey, Superintendent
Brad Love, Board Secretary
Allison Schuler, Board Member
Farrah Robinson, Board Member
Randy Fuller, Board Vice-President
Dr. Kenneth Quick, Board President
(left to right)



We are so fortunate to live in a community with great schools that have the vision to achieve excellence together, one student at a time. The Kosciusko School District, working together with our families and community, has developed a strategic plan to shape our district over the next five years. This plan identifies our mission, goals, and beliefs and serves as our guide to intentionally and purposefully make decisions to together reach our vision of excellence.

We have worked with our teachers, parents, students, and community members to develop a plan that will serve as our guide to the exciting and limitless possibilities of the Kosciusko School District. Our plan focuses on building relationships among students, teachers, parents, and the community to prepare students for a purpose driven life. We must use this focus to provide a quality education that empowers our students to become productive citizens that lead our community in the years to come.

Education in our state and country continues to undergo significant changes as a result of changing state and federal priorities as well as the technology that has thrust us into the global world of competition. Our plan for the next five years and beyond must embrace these changes and prepare our students for the world they will enter upon graduation. Our children will shape the future of our community, and we must prepare them for the new challenges they will face on the horizon.

We want to thank all the students, educators, families, and community members who played a vital role in our planning process. We invite all of you to take this journey with us as we celebrate accomplishments and overcome challenges to empower our students to lead purpose driven lives and become productive citizens.

Billy Ellzey
Superintendent



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About Our District



Kosciusko Lower Elementary

Pre-Kindergarten to 1st Grade

Enrollment - 455

@KLEprodigies

Kosciusko Middle Elementary

2nd Grade to 3rd Grade

Enrollment - 340

@KosyMiddle

Kosciusko Upper Elementary

4th Grade to 5th Grade

Enrollment - 386

@KosyUpper

Kosciusko Junior High School

6th Grade to 8th Grade

Enrollment - 531

@KJHSwhippets

Kosciusko Senior High School

9th Grade to 12th Grade

Enrollment - 599

@KosyHighSchool

District Accountability Grade - B

Math

44.5%

Math Proficiency

60.3%

Math Growth

51.5%

Math Growth
Lowest 25%

English

43.2%

English Proficiency

59.6%

English Growth

63.5%

English Growth
Lowest 25%

Other

45.9%

U. S. History
Proficiency

68.2%

Science
Proficiency

81.7%

Graduation
Rate

Beliefs

- We believe the education process includes schools, families, and community.
- We believe our schools will prepare students for a purpose driven life.
- We believe a safe, positive school culture will instill pride in our community.
- We believe everyone is a teacher.
- We believe relationships matter.
- We believe highly effective teachers are essential to student success.
- We believe every student deserves a quality education.

Mission

The Kosciusko School District, in partnership with families and community, will build relationships and provide a quality education to empower students to become productive citizens.

Goals



Communication

Our district will effectively and actively demonstrate transparent communication to parents, students, staff, and community.



Productive Citizens

Our district will prepare students to be effective, life-long communicators, critical thinkers, problem solvers, and leaders of high character.



Positive Relationships

Our district will ensure a positive school culture that encourages productive relationships among parents, students, staff, and community.



Cultural Understanding

Our district will teach and model cultural understanding that leads to the respect of differences.



Competition

Our district will create an environment where parents, students, staff, and community will clearly see our schools are the best choice.

Our district will effectively and actively demonstrate transparent communication to parents, students, staff, and community.

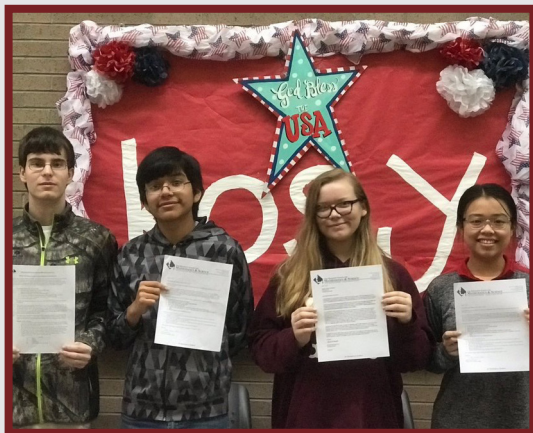
Strategy #1 Two Way Communication and Input

Action Plans:

- Provide incentives to increase parent participation
- Organize parent nights
- Utilize social media and technology applications

Measures of Success:

- Responses to input mechanisms
- Parental communication
- Social media connections



Strategy #2 Connecting with Students

Action Plans:

- Deliver personalized communication to students
- Staff participation at school functions
- Participation in home visits
- Recognize student achievements

Measures of Success:

- Student attendance
- Staff participation

Strategy #3 Transparent Communication

Action Plans:

- Celebrate staff accomplishments
- Continue in-house communication activities
- Recognize business and community sponsors
- Deliver communications to businesses and organizations
- Send thank you communications to staff

Measures of Success:

- Business involvement
- Staff attendance

"You can always amend a big plan, but you can never expand a little one. I don't believe in little plans. I believe in plans big enough to meet a situation which we can't possibly foresee now."

Harry Truman



Our district will prepare students to be effective, life-long communicators, critical thinkers, problem solvers, and leaders of high character.

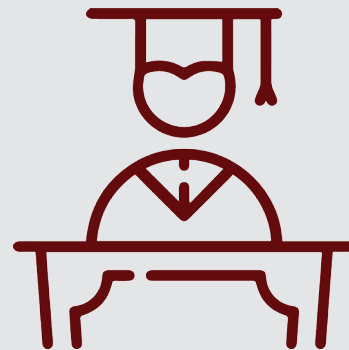
Strategy #1 Social Skills

Action Plans:

- Implement teacher training on social skills training
- Provide social emotional learning opportunities for students
- Empower students in reinforcing social skills
- Communicate expectations to students

Measures of Success:

- Student discipline data



Strategy #2 High Level Thinking Skills

Action Plans:

- Provide high level thinking skills training for staff
- Teach high level thinking skills daily
- Utilize assessments that develop high level thinking skills

Measures of Success:

- Student assessment results
- Dual credit course enrollment
- Advanced placement course participation



Strategy #3 Career Readiness

Action Plans:

- Expand a system for obtaining completer data
- Provide advanced opportunities for students
- Provide field trips for employment/career/economic opportunities
- Create alumni relations program

Measures of Success:

- Completer exit data on education and employment
- Local economic data

"Setting a goal is not the main thing. It is deciding how you will go about achieving it and staying with that plan."

Tom Landry



Our district will ensure a positive school culture that encourages productive relationships among parents, students, staff, and community.

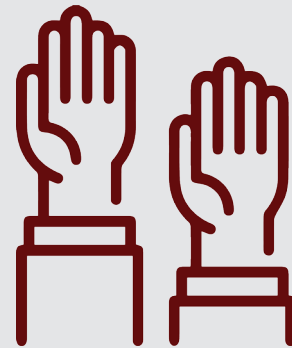
Strategy #1 Parent-Friendly Schools

Action Plans:

- Improve campus beautification
- Provide professional development on parental involvement
- Increase opportunities for parents to open lunch / policy
- Expand open house events

Measures of Success:

- Parental participation



Strategy #2 Teacher/Parent Interaction

Action Plans:

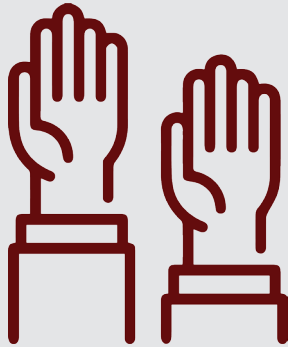
- Conduct parent field trips
- Provide staff training on communication and interaction
- Facilitate student transition between schools
- Allow time for parent communication activities
- Expand beginning of school year activities
- Continue and expand usage of SchoolStatus communication platform

Measures of Success:

- Parental participation
- Student attendance



Strategy #3 Student Recognition and Mentoring



Action Plans:

- Establish alumni scholarships
- Increase student recognition
- Expand mentoring and volunteer opportunities by students
- Maximize the Kosciusko Foundation for Excellence in Education partnership
- Provide mentoring and volunteer opportunities for students

Measures of Success:

- Amount of scholarships
- Mentor participation

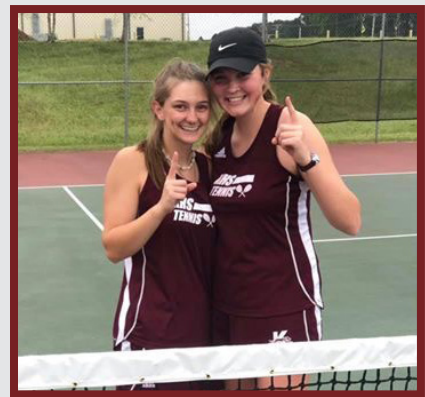
Strategy #4 Community Partnerships

Action Plans:

- Expand business partnerships and adopters
- Establish community business discount opportunities
- Participate in community outreach efforts
- Seek philanthropic grant opportunities

Measures of Success:

- Community donations
- Grant awards
- Event participation



Our district will teach and model cultural understanding that leads to the respect of differences.

Strategy #1 Staff Understanding

Action Plans:

- Increase understanding of student demographics and cultures within the school.
- Provide professional development on multicultural differences
- Conduct cultural studies

Measures of Success:

- Survey results



Strategy #2 Student Education

Action Plans:

- Incorporate instruction on cultural diversity particular to school demographics
- Provide cultural education opportunities utilizing external resources
- Implement classroom guidance through counseling

Measures of Success:

- Student survey results
- Student assessment results

"Before anything else, preparation is the key to success."
Alexander Graham Bell





Strategy #3 Home/Community Education

Action Plans:

- Provide quarterly parent education programs
- Support community based projects
- Include multicultural school activities in external communications

Measures of Success:

- Parent survey results
- Community survey results



Strategy #4 Educator Diversity

Action Plans:

- Establish and train a diverse recruiting team
- Expand relationships with teacher preparation/ higher education programs
- Expand the district's job interview and selection protocols
- Provide transparent communication of district opportunities and activities
- Create community partnerships to connect potential and new employees to community assets and opportunities
- Establish grow your own teacher initiatives

Measures of Success:

- Qualified Applicants
- Newly Hired Employees



Our district will create an environment where parents, students, staff, and community will clearly see our schools are the best choice.

Strategy #1 Community Outreach

Action Plans:

- Invite the community into our schools
- Provide positive advertising to promote school events
- Promote positive expectations of staff

Measures of Success:

- Community participation
- Parental involvement



Strategy #2 Student Opportunities

Action Plans:

- Expand course offerings, dual credit courses, advanced placement courses, and career opportunities
- Offer additional student clubs and student interest programs
- Expand music and fine arts programs

Measures of Success:

- Student involvement



Strategy #3 Teacher Hospitality

Action Plans:

- Connect new employees with mentors
- Provide mentor appreciation opportunities
- Train mentors on effective practices
- Expand unified cohesive aligned non-competitive district purpose

Measures of Success:

- Teacher retention
- Availability of qualified candidates

Strategy #4 Teacher Retention

Action Plans:

- Raise the expectation of excellence
- Focus on employee morale and support
- Build staff relationships

Measures of Success:

- Teacher retention
- Staff turnover



Kosciusko School District

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@KosySchools