	Goal #1 Student Achievement	Goal #2 Student Development	Goal #3 Community Engagement	Goal #4 Effective Resource Management	Goal #5 Employee Excellence
Our goal is to:	Ensure that all students have the necessary skills and abilities to be college and/or career ready.	Develop healthy, productive and contributing citizens who apply their skills and discover their maximum potential.	Create meaningful, effective two-way communication to foster engagement between the district, parents, and community members to support student achievement.	Maximize and align resources to provide increased access to learning tools and facilities that support student achievement and development.	Continually promote a collaborative environment in which employees strive for excellence to enhance and support student learning.
To do this we will...	• Provide ongoing guidance toward post-secondary college and career opportunities. • Provide a curriculum structure that is aligned to the Iowa Core Standards and 21st Century Skills*. • Implement instructional practices and expectations that continually monitor and adjust to the needs of our students. • Develop a district wide assessment system based upon the Iowa Core Standards and 21st Century Skills*.	• Systems to support positive student development both socially and emotionally. • Use data and progress monitoring to evaluate students' academic, social, and emotional needs with the support of a district wide counseling program. • Communicate high expectations with opportunities for students to reach their maximum potential.	• Increase opportunities for parent and community engagement. • Provide greater communication and transparency through various media outlets. • Promote "K Pride" throughout the district in common branding and promotion. • Increase opportunities for our students to be involved in the community. • Develop a cohesive plan to support and align corporate partnerships.	• Continuous evaluation for existing programs including review of instructional resources and supports. • Ensure alignment between district goals, curricular programs, professional development, and staffing.	• Work collaboratively within professional learning communities. • Articulate and align professional development to data driven student needs. • Provide clear guidance and communication of employee expectations and policies.
Success will be measured by ...	• 80% of KCSD students will be proficient and 20% of KCSD students will be highly proficient as measured by the Iowa Assessments in grades 2-11. • 100% of KCSD students identified in the special education and/or low SES subgroups will achieve a standard score equivalent to 1.5 years growth.	• Increased engagement in student activity data. • Decrease in the number of repeated student discipline referrals. • Increased enrollment in CTE and dual credit courses. • Increase enrollment in AP courses.	• Parent and community participation data. • Increased student enrollment data. • Increased positive coverage by media outlets of KCSD.	• Effective resource management to increase student achievement.	• Increased student achievement and engagement. • Build capacity through increased engagement in professional growth opportunities.