

Priority Outcomes

Performance Objectives

Strategies



Student Success:

Multiple Pathways to Student Success

1. All measures of performance (district and state assessments) show progress toward eliminating the achievement gap.
2. All students will make at least one year's academic growth as measured by federal, state, and/or district assessments.
3. All graduates will have engaged in at least one experience that demonstrates productive workplace skills, qualities, and behaviors and may include a work-based experience: (internships, formal job shadowing, etc.) (TCSD Profile of a Graduate)

- Align evidence based, rigorous curriculum and instruction to meet Kentucky Academic Standard Criteria.
- Embed Profile of a Graduate Indicators into the curriculum.
- Ensure all students master basic competencies in reading, writing, and mathematics.
- Provide learning opportunities in a variety of settings, times, and formats that include opportunities for students to align knowledge, skills, and personal interests with career and high educational opportunities including internships and job shadowing.
- Ensure equity of access and opportunity across all school programs.
- Alignment of extra curricular activities for K-12.



Student and Staff Well-Being:

Healthy, Safe, and Supported Students/Staff

1. Feedback from surveys indicates the implementation of safe, healthy, and supportive learning and work environments.
2. Key findings on student and staff surveys will show a reduction in bullying and discipline (Kentucky Student Voice, Kentucky Incentives for Success (KIP), Staff Mental Health Wellness Survey).
3. All students can identify a school-based adult who supports and encourages their academic and personal growth.
4. Implementation of safety mechanisms to ensure safety of staff and students.

- Stakeholder feedback through surveys, and community organizations & forums.
- Establish and promote a culture of social emotional, physical, and mental wellness.
- Implement a curriculum that focuses on students' physical, social, emotional, and mental health needs and provides interventions when needed through TC and/or community partnerships.
- Staff and student safety is ensured through the hiring of School Resource Officers (SROs), installation of cameras, Meerkat Priority Notification System and metal detectors at TCCHS.



Engaged Workforce:

Recruitment, Retention of High Quality, Diverse Employees

1. Staff will be provided opportunities for professional growth that meets their needs as indicated by Impact Kentucky Survey, Mental Health Staff Wellness Survey.
2. Staff will participate in professional learning that meets or exceeds standards to be professionally skilled and committed educators.
3. Intentionally recruit high quality diverse applicants.

- Recruit, hire, and retain high-quality employees.
- Establish intentional and focused recruitment efforts to bolster a diverse applicant pool.
- Provide growth and leadership opportunities for all staff by providing meaningful, high quality, and relevant professional learning opportunities.
- Strengthen evaluation processes with classified staff.
- Promote employee health, wellness, and engagement with area partners.
- Grow Your Own Programs to support staff and professionally skilled and committed educators.



Operational Excellence:

Teaching, Learning, Finance, School Nutrition, and Facilities

1. Policies and procedures are updated and implemented with fidelity.
2. TCSD Departments (Teaching & Learning, Finance & Management, Facilities & Operations, Federal, State & Local Grants, and Planning & Evaluation) will collaborate to plan innovative ideas, cost effectively, and within budget, to meet student needs through both permanent and temporary facilities, based on 10-year projections .
3. Organizational operations will meet or exceed benchmarks in comparable school divisions. All school and department management plans will clearly articulate the data used to write SMART goals aligned to the strategic plan.
4. Policies will support KDE School Nutrition Guidelines and the National School Lunch Program, Physical and Mental health of all stakeholders.

- Review and adjust policies as necessary by Kentucky Regulatory Statutes.
- Manage available resources and assets efficiently, cost effectively, and equitably.
- Use long-term and systematic processes to ensure organizational capacity to accommodate sustained growth.
- Provide high performance learning and working environments that support Universal Design for Learning standards.
- Audits are "finding Free" with Federal Programs, Finance, Facilities, School Nutrition Program, and Transportation.
- Grants are applied for at Federal and state levels.
- Collaborate with local agencies to promote physical or mental health of all.



Partnerships:

Strong, Mutually Supportive Partnerships

1. Strategic partnerships with areas colleges, businesses, and companies to promote student success.
2. Strong, effective, and meaningful collaboration among and between resources in the community including TCSD programs and services, student, parent, and teacher organizations, County government agencies and programs, non-profit organizations, businesses, and advisory and community groups.
3. The number of partnerships/volunteer opportunities will meet the needs of students, specifically in the areas of internships and job shadowing.

- Build a comprehensive structure for defining strategic partnerships with local colleges, factories.
- Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.
- Strong partnerships with local, state, and national businesses, organizations, and governments to support a variety of learning experiences.
- Partner with local organizations to provide wraparound services to students including healthcare, nutrition, academic, and social and emotional supports.