



**Preparing our
students for
their future**

Strategic Plan 2025 Update

**Update for Board of Education
August 2025**



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Strategic Plan 2023-2028

Strategic Plan Updates

Community Report Card



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Strategic Plan: 2023-2028

Goal 1: Student Learning and Progress

In Progress: Common District Wide Curriculum PreK-12 and Assessments, Quality Control Process, High Quality Instructional Resources in all schools, Collaboratives, [Multi-Tiered Systems of Support \(MTSS\)- Academic and Behavioral PreK-12](#), [District and HS team working with KDE and SREB to improve CTE department](#), annual PD based on staff and student needs

Not Started: Arts teachers in all schools (*Carnegie works with elementary schools at this time*-Art, Dance, Drama, Music), bully prevention strategies across schools, Drug Free Schools Program at HMS and HHS



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Goal 2: Cultural Agility and Opportunity

In Progress: Reviewing monthly exclusionary data, provide de-escalation strategies for staff, annual district budget reflective of data and high priority needs, professional development across many different events and groups

Not Started: Curriculum audit, train the trainer model



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Goal 3: Organizational Health and Efficiency

In Progress: Master Plan Study completed, Master Facility Plan approved by Board of Ed, raises given to staff on regular basis for 4-5 years, plan for revamped salary schedule by outside source beginning, teacher leadership opportunities, exit interviews with Upbeat completed for all staff leaving- plan to be in all schools next year, staff wellness education and resources for staff, recently celebrated 26 senior mentees, 27 mentors, and 32 mentoring matches, employee assistance program, ensuring students are in extracurriculars, mentors in building, student leadership

Not Started: Teacher surveys during the year (pilot)- this also includes better targeting staff wellness, less stress and creating strategies based on this data



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Goal 4: Leadership and Accountability

In Progress: Continued development of pipeline of future CIPs leaders-5 years, 8 graduates of our leadership academies are now current CIPS principals or APs, teacher leaders in district leadership meetings- and other initiatives, leadership meetings continue monthly, site visits made by principals/teachers to other schools in our district, creation of our outward facing community report card, teacher leaders providing coaching- in schools/and through communication

Not Started: Continue to improve upon creating systems for teacher leaders



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Goal 5: Stakeholder Engagement and Outreach

In Progress: Menu of engagement opportunities for community to be partners in educational success of students; FE event attendance procedures and surveys; new website to house volunteer and engagement opportunities; FE toolkit/action plan and district volunteer manual; district volunteer and partner tracking; PD for effective communication strategies to engage families as partners; district wide Parent University (Parent Cafe piloted at SDE); building alumni engagement (mentoring, 200-year celebration, HHS Alumni Association, etc.)

Not Started: Family Friendly Schools endorsement; speakers bureau of HHS alum



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