

PGP Template for Justin Kaiser

We are learners. We are leaders.



Questions to consider for your Professional Growth:

1. What do I want to change about my practice that will effectively impact student learning?
2. How can I develop a plan of action to address my professional learning?
3. How will I know if I accomplished my objectives?

PROFESSIONAL GOAL AREA BASED ON Supt Standards:

Standard 1: Strategic Leadership: The next 3-Year Strategic Plan

By May 2026, I will use critical stakeholder feedback to develop, implement, and measure the first year of our new 3-year strategic plan, ensuring that stakeholder input directly informs key priorities, measurable actions are established, and progress is tracked using clearly defined benchmarks.

Practice/Indicator 1.A

Communicates the district's vision, mission, and goals clearly and consistently to all stakeholders, ensuring understanding and engagement across the community.

Practice/Indicator 1.B

Ensures that the district's identity—its vision, mission, values, and goals—drives decision-making and reflects the community's culture and aspirations.

Practice/Indicator 1.C

Facilitates the implementation of district strategic priorities informed by data and aligned with the Kentucky Board of Education and local priorities.

Practice/Indicator 1.D

Aligns financial resources with strategic goals to advance student learning and district improvement.

Measurement How will I determine success?	Action Plan - Implementation What needs to be implemented?	Ongoing Reflection of Impact and Evidence Links
1. Measure development: Feedback (Staff Survey early July, Supt Advisory Forum July 7, Board retreat July 8, Cabinet Retreat July 16,17 Admin retreat July 23, 24 - Board Feedback on plan July 28) Product - The plan itself as evidence of development - feedback on final	Action Plan: What is the high-level action plan and essential steps needed to attain this goal? 1. Collect critical feedback (community, staff, board of education) 2. Use feedback to plan with Board and Cabinet to develop a 3 year strategic plan 3. Refine plan with Admin Teams 4. Share draft with Board for feedback and refinement 5. Create final polished draft for production	

product (opening days with Staff survey, board/sbdlm joint session Aug 26) 2. Measure implementation: Supt Advisory in Oct for community feedback, Board Meeting in December on Share out of implementation 3. Measure year 1 implementation of goals within the plan - dashboard shareout to Board, Staff, and Community.....June 2026.	5a. Develop plans for implementation of year 1 with Cabinet and Admin Teams 6. Share plan with Staff Aug 10 7. Share plan with Community and collect feedback October Supt Advisory Forum and share out implementation measures 8. Develop measures for each component of implementation for year 1 9. Develop a dashboard/communication tool in the sharing of data tied to Year 1 of plan	
PROFESSIONAL GOAL AREA #2: By June 2026, Beechwood Independent Schools will increase transparency and communication with all stakeholders by developing and implementing a district-wide communication plan that includes regular updates through multiple platforms (email, website, social media, and community forums), with the majority of surveyed stakeholders reporting they feel informed about district decisions and priorities. Practice/Indicator 3.E Develops and maintains a regular cadence of communication to ensure consistent messaging about district priorities, finances, values, and achievements across all stakeholders.		
Measurement How will I determine success?	Action Plan - Implementation What needs to be implemented?	Ongoing Reflection of Impact and Evidence Links
Completion and board approval of a comprehensive communication plan by May 2026. Weekly and monthly stakeholder emails/newsletters sent by the	Focused and frequent communication and recognition of students and staff. Vertical alignment opportunities Collaborations between Beechwood Elementary, Beechwood High School, and Guardian Angel	

superintendent. Quarterly community engagement forums. Supt Advisory. (June 2026) Annual stakeholder survey (staff, families, community) showing a 10% improvement in perceived transparency from the August 2025 baseline.	Taking advantage of opportunities for for mentorship, EDGE challenges, experiences across buildings and classrooms (cross-content, grade levels) Coordinated staff opportunities and experiences across buildings Cabinet collaboration sessions Staff recognition across areas Beechwood promotion/PR and regional involvement for recruitment New Teacher Support Plan - continued input and refinement	
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