

Performed on 6/23/25, 12:57 PM
Performed by Mr. Joshua Kincaid

Professional Growth Plan

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Target Area: Strengthen community trust and internal culture through transparent communication and stakeholder engagement.

Goal

By June 2026, Menifee County Schools will update and begin implementation of a district-wide communication and engagement plan that establishes clear lines of communication, builds stakeholder trust, and incorporates input from students, staff, families, and community members through structured feedback opportunities.

Action Plan:

1. Stakeholder Feedback Collection:
 1. Conduct surveys, focus groups, and listening sessions with students, staff, families, and community members to gather input on current communication strengths, gaps, and preferences.
2. Review and update current communication and engagement practices:
 1. Conduct an audit of current district and school-level communication practices (newsletters, websites, social media, messaging apps, etc.) to assess reach, clarity, and consistency.
3. Update and approve communication and engagement plan:
 1. Develop a revised, district-wide communication and engagement plan based on audit results and stakeholder input; seek board approval.
4. Begin implementation and staff training:
 1. Launch initial components of the plan and provide professional learning for staff on communication expectations, tools, and community engagement strategies.

Indicators of Success - Evidence/Artifacts:

- Completed stakeholder survey results and analysis
- Focus group session summaries
- Final draft of updated communication and engagement plan
- Stakeholder feedback report presented to district leadership and board
- Communication toolkit distributed to staff
- Final draft of updated communication and engagement plan
- School board minutes documenting approval

-no response-

2 Target Area: Developing a Local Accountability Framework: A Blueprint for Student Readiness

Goal:

By August 2026, Menifee County Schools will research and design a local accountability framework that complements the state accountability system. The framework will include a draft of community-identified priorities for student readiness and a plan for how to provide clear, timely progress updates to families and stakeholders.

Action Plan:

1. Form an Accountability System Design Committee (ASDC) composed of district leaders, teachers from various grade levels, parents, and community members.
2. Research other successful local accountability models from districts with similar demographics and priorities.

3. Develop and distribute a survey to families, staff, and students to identify key priorities for student readiness (e.g., critical thinking, social-emotional skills, career readiness).
4. Incorporate state assessment data into the local accountability development.

Indicators of Success - Evidence/Artifacts:

- A summary report detailing the findings from research, including an analysis of best practices and how they could apply to Menifee County.
- The final draft of the framework, which explicitly lists the key priorities.
- A roster of the ASDC members, including their roles (e.g., teacher, parent, district leader), that demonstrates a balanced and representative group.
- Raw survey data, and a summary report of the survey results, that show a substantial response rate and clear trends in community priorities.

-no response-

Superintendent's Signature:

Mr. Joshua Kincaid

(signed electronically)

Date:

Board President's Signature:

Greg Spencer

(signed electronically)

Date:

Please Note:

- *The employee's signature indicates that they have seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.*