Kent ISD
We Lead Learning

Vision

Building thriving communities through meaningful partnerships and equitable educational opportunities for all learners.

Mission

Kent ISD partners with our schools and communities providing enhanced and equitable opportunities to enrich the experiences and achievements of our learners.

Values

- Relationships
- Learning
- Equity
- Opportunities
- Innovation
- Service
- Excellence

GOAL 1

Position Kent ISD as a leader for student-centered programming and regional educational services.

Objective 1

Increase educator participation in supports & services focused on student engagement

Progress

Established a committee and action plan to increase opportunities for professional learning focused on student engagement

Progress

Launched two lab schools in districts training staff on Ignite Engagement practices for student engagement

LEAD

Objective 2

Prioritize equitable systems that support a positive school climate & wellness for students & staff

Progress

Relaunched the THRIVE! initiative to support educator wellness with offerings Feb-May

Progress

Offering Diversity, Equity & Belonging coaching, consultation, support and/or technical assistance for districts with disproportionate discipline for students of color with disabilities

Progress

Developed a Student Leadership Community (SLC) with participants representing all of our districts

Progress

Creating opportunities for SLC participants to share their stories - radio interviews, news articles, panel discussions

LEAD

Objective 3

Develop & implement program quality measures & student achievement benchmarks for improved outcomes

Progress

Implemented Multi-Tiered System of Supports in each Secondary Program, Center Program and GSRP Classrooms

Progress

Collecting, tracking, analyzing data from multiple sources to enhance and innovate Tech Center programming

Progress

Facilitating multi-grade level team discussions around Career and College Readiness (CCR) implementation in districts, including successes and room for growth

Progress

CCR, Workforce Development and Special Ed Center Program teams coordinating opportunities/transitions for all students

LEAD

Up Next

Coming soon…

Create professional learning opportunities for secondary level educators focused on student engagement

Coming soon…

Improve the student placement system for entry into Kent ISD secondary programs

Coming soon…

Infuse implicit bias training into ongoing professional learning opportunities

LEAD

GOAL 2

Build an organizational culture of transparency and accountability.

Objective 1

Develop & use accountability measures to ensure implementation of LEAD 1.0 with fidelity

Progress

Goal team leaders now use the Envisio platform to track progress ongoing

Progress

Begin regular overall updates to the Board of Education as of 2.20.23

LEAD

Additional Action

Additional activity to regularly communicate with local districts & staff

Progress

Developed local district principal meetings for elementary, middle and high school leaders, convening regularly

Progress

Increased communication to local districts regarding secondary programs including launch of a monthly Secondary Programs enewsletter

Progress

Continuing all staff meetings every other month and the Leader enewsletter every other week

LEAD

Up Next

Coming soon…

Create a system for annual data collection of LEA/PSA participation, engagement and effectiveness of services

Coming soon…

Develop annual reports summarizing data collected

LEAD ◆◆

GOAL 3

Recruit and retain a thriving, diverse and inclusive workforce.

Objective 1

Expansion & restructuring of the Office of Human Resources for effectiveness & efficiency

Progress

Initial expansion plan developed and approved by Leadership Team

Progress

Added an HR Generalist and a Clerk position, while redistributing roles and responsibilities across the department - currently in the implementation phase

Progress

Additional expansion dependent on the current implementation and the ongoing work of Objective 2

Progress

Conversion from paper to digital workflows underway

LEAD

Objective 2

Comprehensive process for organizational staffing resulting in recruitment & selection of top-talent representative of the student population & community

Progress

Conducted review and analysis of current hiring processes and fidelity of implementation across the organization

Progress

Conducted a needs assessment survey and input sessions with leaders to inform HR's role in the hiring process

Progress

Hiring process revisions are under development and will result in a recommendation to Expanded Leadership soon

LEAD

Up Next

Coming soon…

Propose revised hiring process, solicit feedback from leaders, implement changes - expected summer 2023

Coming soon…

Develop and launch satisfaction survey of Kent ISD teams related to quality of service and experience with Human Resources team

Coming soon…

Develop and launch satisfaction survey of local districts related to support, resources and consultation services provided by Human Resources

LEAD

GOAL 4

Demonstrate Kent ISD's value as a trusted community partner.

Objective 1

Improve communication of organizational offerings

Progress

Launched community partner enewsletter to be distributed every other month

LEAD

Objective 3

Develop & promote inspirational stories demonstrating our students are gaining the skills for success

Progress

Growing the library of success stories through Your Dream is Our Dream - features include Sparta, Byron Center, Wyoming, Lowell, Kenowa Hills, Kent ISD

Progress

Continuing partnership with Maranda "Where You Live" to elevate student and program successes

Progress

Ongoing showcase of students, teachers and schools in School News Network

LEAD

Up Next

Coming soon…

Re-envision and update service catalog of offerings and options

Coming soon…

Develop engagement plans to communicate and demonstrate best practices for engaging with our services and programs

Coming soon…

Develop a process or mechanism for cataloging community partnership activity across the organization

LEAD

GOAL 5

Proactively address the evolving needs of the work environment.

Objective 1

Staff will be onboarded & trained on Kent ISD policies & procedures

Progress

Conducted focus groups with Early Childhood, Adult Ed, Center Programs, and Secondary Program to determine onboarding needs - 1 more focus groups planned with other teams

LEAD

Objective 2

Day-one organizational readiness for new staff

Progress

Completed data review with Help Desk, PowerSchool and School Messenger teams of information needed to properly set up new staff accounts

Progress

A workflow and digital form including all required data elements is in development

LEAD

Objective 3

Physical & digital workspaces drive productivity

Progress

Contracted InformedK12 to transition print forms to digital with automated workflow

Progress

5 fully electronic forms launched to date, including publicly available Leading Learning Award Nomination. 5 more forms are in development.

Progress

10 additional forms set to release before the end of June

LEAD

Up Next

Coming soon…

Establish a common onboarding process and checklist

Coming soon…

Develop materials to support onboarding including on-demand informational/training modules

Coming soon…

Establish a process and workflow for ensuring new staff have appropriate workspace available on their first day of work

LEAD

LEAD

Strategic Plan
Progress
Update
2.20.23

Kent ISD