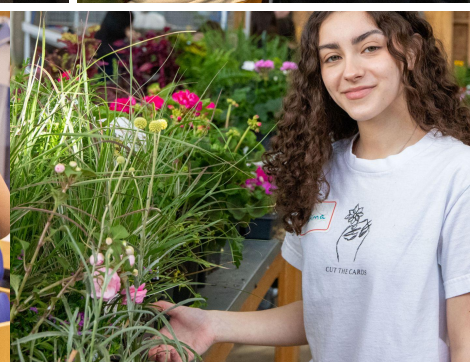
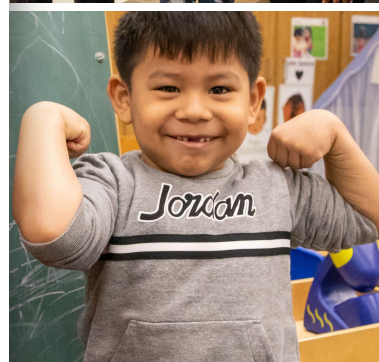
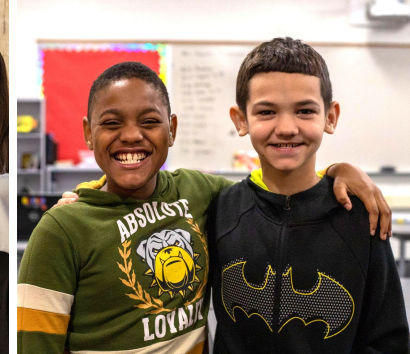


LEAD



Strategic Plan
Progress
Update
8.21.23

Kent ISD



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

Engagement committee researched and identified key elements that impact student engagement to identify “Engagement Essentials”

Progress

Ignite Engagement program has been identified as a Promising Practice by MDE and is being considered by MAISA for statewide implementation

Objective 2

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

Progress

Providing implicit bias training ongoing in professional learning opportunities

Progress

Continue to offer Diversity, Equity & Belonging coaching, consultation, support and/or technical assistance for districts

Progress

Provided specific, targeted threat assessment and disproportionality training focused on alternatives to exclusionary discipline

Progress

Increased participation in restorative practice training by more than 300%

Objective 3

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

Progress

Combined KCTC and KTC to create a continuum of courses increasing options and promoting post-secondary opportunities for all students

Progress

Revised the secondary program enrollment and student placement system and process to improve appropriate placements

Progress

College & Career Readiness team launched Counselor Advisory for Career Readiness

Progress

College & Career Readiness team developing Career Exploration Lessons/Sub plans applicable to all grades and classes

Up Next

Coming soon...

Engagement Committee to draft an “Engagement Essentials” document to serve as a resource for educators

Coming soon...

Review and analyze discipline data, share with local Special Education Directors this fall

Coming soon...

Analysis and fine-tuning of the new student placement system for entry into Kent ISD secondary programs

Coming soon...

Developing a conference focused on K-12 career development outcomes for students, and PD for new counselors



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 continue to use the Envisio platform to track progress ongoing

Progress

Planning more frequent updates to the Board of Education for the 2023-2024 school year

Progress

Developing a format for quarterly LEAD updates to coincide with updates to the Board

Objective 2

Implement a sustainable system to collect & report feedback on services & supports

Progress

Developed and published Partners in Education reports for each of our public school districts to highlight the services and supports provided to each throughout the year

Progress

Continuing overall updates to the Board of Education throughout LEAD

Objective 3

Establish engagement norms for Kent ISD that target LEAD core values

Progress

Leaders provide information to staff and partners regularly and ongoing through *The Leader*, Kent ISD Team meetings, countywide professional meetings - Principals, KHR, KCSA, KTAC, etc.

Progress

Increasing cultivation of student voice through student leadership and advisory committees, Student Perception Survey, Your Dream is Our Dream

Progress

Seeking staff feedback prior to making organizational decisions - ie. facility renovations, remote work parameters

Up Next

Coming soon...

Developing and distributing quarterly LEAD progress updates

Coming soon...

Continue to examine district utilization data and how to best present it to improve upon Partners in Education reports

Coming soon...

Developing surveys for staff and partners to assess whether organizational climate meets/exceeds expectations

Coming soon...

Developing surveys for staff and partners to assess Leadership Team's communication of organizational decisions



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

Completed initial expansion and restructuring of HR team - additional expansion dependent on the ongoing work of Objective 2

Progress

Conducted internal and external surveys of HR partners in May receiving positive results

Progress

Conversion from paper to digital workflows underway - expanded license to 100 forms and now training staff to develop the forms in house

Objective 2

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

Progress

Used review, analysis and needs assessment survey results to significantly redesign the hiring process

Progress

Beta-tested the new hiring process through spring/summer 2023 with greater collaboration between hiring managers and HR team

Up Next

Coming soon...

Debrief and assess the new hiring process with hiring managers to determine how to refine, and if HR can sustain at current staffing level

Coming soon...

Continue efforts to improve onboarding and orientation

Coming soon...

Prepare for changes in PERA laws and impacts to future collective bargaining

Coming soon...

Assess performance and evaluation systems and tools needs



GOAL 4

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

Objective 1

Improve communication of organizational offerings

Progress

Launched the *We Lead Learning* newsletter, published bi-monthly, featuring student and program success and shared with external audiences

Progress

Produced new Kent ISD overview video highlighting and featuring our many programs and services

Progress

Increased social media presence intentionally featuring a variety of programs and services

Objective 2

Advance organizational goals through strategic partnerships

Progress

Established Workforce Development team which partners with local business to provide career exploration, work based learning and other real world experiences for students

Progress

Launched CareerPrep 2030 to increase career and technical education opportunities - co-chaired by business representatives and local district superintendents

Progress

Partnering with Muskegon ISD for grant services to expand and support new opportunities

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 in print, video and audio formats

Progress

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

Up Next

Coming soon...

Re-envision and update
service catalog of offerings
and options

Coming soon...

Multiple video productions
featuring specific service
areas, their offerings and
benefits to utilizing those
services



GOAL 5

Proactively address the evolving needs of the work environment.

Objective 1

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

Progress

Completed focus groups with a variety of teams regarding onboarding needs - compiled data to inform and make recommendations

Progress

Conducted two planning meetings to define strategies for implementing recommendations

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

Created a digital workflow for new hire equipment requests, plus training for users submitting the form

Objective 3

Physical & digital workspaces drive productivity

Progress

Upgraded our Informed K12 License to 100 workflows/digital forms

Progress

33 digital forms currently in use or production

Progress

8 Kent ISD staff trained in August to create digital forms, expanding capacity and decreasing production time

Up Next

Coming soon...

Develop materials to support onboarding including standards for quality resources, on-demand informational/training modules

Coming soon...

Continue development of digital forms and encourage widespread usage of digital resources

Coming soon...

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

Additional Work

Progress towards accomplishing
LEAD goals but not included in work
team objectives

Additional Work

Progress

Statewide implementation of the student perception survey - **MI Student Voice Survey** - with 30,000 students from 58 school districts participating. Results will inform leaders' decisions and help create improvements for all students

Progress

Established the **Student Leadership Community** of 40 high school students (1-2 per district) to cultivate and amplify voices of students ongoing to help inform local education decisions

Progress

Launched **CareerPrep 2030** in partnership with with business and district partners to expand career exploration opportunities and double the number of students participating in CTE by 2030

Additional Work

Progress

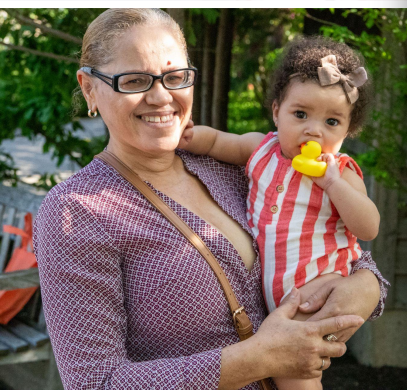
Working collaboratively with Muskegon Area ISD to develop and grow grant services and opportunities for collaboration through our **shared Director of Grants and Strategic Partnerships**

Progress

Added new administrator positions, elevating some longtime staff in several areas to strengthen teams, provide additional leadership and position us to accomplish LEAD goals

Progress

Developing **West Michigan Teacher Collaborative** in partnership with Muskegon and Ottawa Area ISDs, local districts and GVSU, to recruit, train and retain the next generation of excellent teachers



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