



**Kearsarge Regional School District
Strategic Plan
2016-2022**

*Inspiring learners, committing to community, contributing to a
dynamic world*

We are seven towns, seven schools, and one district committed to partnering with families and community, to support and prepare learners who:

- Pursue academic excellence.
- Are caring, compassionate community members who support each other.
- Make positive contributions to the world and value diversity.
- Promote personal responsibility, accountability, and wellness.
- Value the collaborative process while maintaining a sense of self-advocacy.
- Celebrate creativity.
- Are flexible, resilient, and embrace individual growth.

The KRSD Strategic Planning Committee has identified five goal areas, each with specific objectives, for 2016-2022 to focus the work and resources of the school district in achieving the newly revised district vision and mission:

Goal 1: KRSD will deliver an engaging, rigorous, and aligned continuum of learning for all students, pre-K through high school-plus, to achieve college and career readiness upon the completion of their educational program.

Curriculum, Instruction, and Assessment are the very core of why we exist as a school. Six specific areas of focus have been identified as a means to refine and improve the KRSD educational program: Reflection, Curriculum, Instruction, Assessment, Transitions, and Professional Culture.

Objectives identified for Goal 1 are:

Reflection

- Inventory/Assessment of the current status of the KRSD curriculum, instruction, and assessment.
- Identify and use data to inform instruction and curricular decisions.

Curriculum

- Develop and implement a curriculum which is aligned vertically throughout the district (P-12) and is integrated horizontally where appropriate.
- Implement with fidelity an aligned curriculum across the four elementary schools while maintaining the individual character of each school.
- Identify a process and ongoing cycle for curriculum review and adoption.
- Insure that the curriculum is accessible to all KRSD learners through varied pathways and personalized learning.

Instruction

- Identify research-based instructional strategies to support all students and agree upon specific strategies that will be implemented to provide a more consistent student experience P-12 while providing opportunities for personalized learning.
- Introduce, support, and utilize innovative ways of instruction that may extend learning past the physical boundaries of the school facility and allow students to individualize their educational experience as appropriate and feasible.
- Employ instructional strategies which promote a culture of learning and continuous improvement that engages all learners.

Assessment

- Develop a well articulated system of formative, summative, and performance-based assessments which link assessment results to professional development and classroom instructional practice.
- Focus on skills, inquiry-based assessment, and performance tasks that will allow students to demonstrate a deep level of understanding.

Transitions

- Refine communication and collaboration between the levels (PK-EL, EL-MS, MS-HS, HS-Post) to provide students and families with effective transitions and continuity of the learning program throughout the district.

Professional Culture

- Foster a culture of learning and continuous improvement that engages all KRSD employees (faculty, admin., support staff, paraprofessionals, school board, etc.).
- Provide increased academic preparation for paraprofessionals at the secondary levels.
- Rethink and reflect on the role and responsibilities of a professional in an educational institution.

Goal 2: To recruit, develop, and retain staff members who are child-centered, experts in their field, committed to the Vision and Mission of the District, and demonstrate a high degree of professionalism.

Passionate, committed and highly skilled educators are the point of contact between children and learning. Personnel represent a substantial portion of the overall budget and are our greatest investment. Recruiting candidates who support the mission and vision of the district, supporting the continued professional development of contracted personnel, and providing clear expectations and feedback for all district employees will positively impact the student achievement and overall student experience in KRSD schools.

Objectives identified for Goal 2 are:

- Actively recruit and hire educators with skills and training aligned to current and future district initiatives.
- Maintain and strengthen a robust educator induction program to include a strong mentor program.
- Implement the revised evaluation rubrics to support professional growth and development.
- Provide continued professional development that is aligned the needs and goals of the district.

Goal 3: KRSD will, through effective integration and utilization employ technology to improve student learning and communication.

Technology is ubiquitous. Through the use of 21st Century technologies, KRSD will engage, educate, and empower students to take responsibility for their learning, cultivate global perspectives, and acquire technology fluencies to thrive in a dynamic future. Students will use technology to construct and apply knowledge, to collaborate, create and share innovative solutions to challenging real world issues.

Objectives identified for Goal 3 are:

- Provide hardware and infrastructure will allow for safe and reliable connectivity and access to technology resources.
- Plan for technology allocation and purchasing to efficiently and responsibly use resources.
- Develop a process for identifying yearly professional development needs at the building and district level.
- Implement the new Blended Learning and Integration Plan to support the use of technology to improve student learning.
- Provide high quality professional development in the use of technology to support student learning and the development of 21st century skills and technology fluencies.
- Educate students and staff in the responsible use of technology.

Goal 4: The KRSD will involve families, businesses, and community organizations to increase student engagement and personalized learning opportunities.

Increasing communication and partnerships with the greater Kearsarge community provides opportunities for students to engage in authentic learning outside of the classroom. A community that is more involved and aware of the workings of schools is more supportive. Higher levels of student engagement lead to higher levels of student achievement.

Objectives identified for Goal 4 are:

- Form a district level committee to increase and improve community partnerships
- Collaborate with the communication committee to increase community awareness of school programs and achievements.
- Inventory community partnerships currently in place and identify areas to develop new community partnerships.
- Develop new partnerships which increase student engagement and opportunity.

- Create sustainability in all projects through reflection and refinement of offerings to meet student needs.

Goal 5: The KRSD will maintain high quality learning environments.

Adequate financial resources for the maintenance and operation of facilities continue to be a critical challenge facing our educational institutions. KRSD is committed to developing prioritized capital improvement plans, efficiency upgrades and educational needs must meet the requirement of the NH DOE's approval process.

It is essential that facility centered spending decisions will be developed within a context that is consistent with both our education mission and basic building needs. Careful program spending is essential within a changing educational climate where program initiatives may often require facility modifications and upgrades. It is our intent to create school facilities that are a source of pride for students, faculty and community.

Facility Needs: The District continues to maintain and upgrade its facilities, grounds and athletic venues, with an eye toward addressing existing and potential exposures as well developing learning environments that are functional and aesthetically pleasing, this includes:

- Structural integrity of facilities
- Mechanical and plumbing systems reliability
- Electrical service adequacy
- Healthy learning environment (clean air, light and color)
- Energy conservation and environmental impact
- Safety prudence and statutory compliance

Continued work and progress monitoring: The Strategic Planning committee will meet as necessary to update the [KRSD Strategic Action Plan](#). The KRSD Strategic Action Plan is a working document which outlines specific actions to achieve the vision and mission of KRSD and will be utilized to track the work of the various groups in the district, assign responsibilities, and maintain the focus on achieving the outcomes. Progress towards the KRSD Strategic Plan will be updated prior to the Kearsarge Regional School Board goal setting retreat in June of each year.

Strategic Planning Committee Members:

Winfried Feneberg - Superintendent of Schools

Pamela Stiles - Assistant Superintendent (2014 - 2016)

Michael Bessette - Assistant Superintendent (2016 to Present)

Larry Elliott - Director of Student Support Services

Larry LeBoeuf - Business Administrator

Todd Fleury - Director of Facilities

Mark Schaub - Director of Information Technology

Rob Bennett - KRHS Principal

Laura Newman - KRHS Assistant Principal

Steve Paterson - KRMS Principal

Paula Mercier - KRMS Assistant Principal

Rebecca Forestall - KRMS Associate Director of Student Services

Andrew Pinard - KRSD School Board Member

Art Bobruff - KRSD School Board Member

Tom Vannatta - KRSD School Board Member

Alison Mastin - KRSD School Board Member

First Presented to the KRSD School Board on: August 25, 2016

Adopted by the KRSD School Board on: September 8, 2016