

All students will exemplify and make rigorous progress toward the Profile of a Graduate in a safe, nurturing, and student-centered environment.

The next phase of Pillar IV work focuses on embedding the Profile of a Graduate into daily instruction and the overall student experience so that it becomes a consistent, lived framework across the district. This work ensures that the key competencies: Communicator, Collaborator, Critical Thinker, Resilient Learner, and Highly Prepared for the Future are not isolated concepts, but are intentionally integrated into teaching, learning, and student experiences at all levels.

Instructional Integration

We will ensure that the Profile of a Graduate is embedded into daily classroom practices.

- Aligning lesson design to Profile of a Graduate competencies
- Embedding traits into daily learning targets and agenda slides
- Refining curriculum documents to reflect real-world skill connections
- Providing professional learning on integrating competencies into:
 - Instruction, assessment, and feedback
- Ensuring consistency across all grade levels and schools

Culture & Student Experience

We will create a districtwide culture where the Profile language is consistently reinforced.

- Connecting Career Cluster Clubs (elementary) to Profile traits
- Implementing student-led conferences
- Increasing family engagement in showcasing student growth
- Embedding Profile language into:
 - After-school programs, extracurricular activities, and athletics
- Providing training for coaches and sponsors to reinforce competencies
- Creating mentorship opportunities between elementary and secondary students

Career Readiness & Student Ownership

We will strengthen systems that support student ownership of learning and future readiness.

- Launching Career Pathway Expos and showcase nights
- Expanding opportunities for students to demonstrate learning authentically
- Strengthening connections between learning experiences and future goals
- Maximizing student access to certifications and dual credit opportunities

Alignment & System Coherence

We will ensure this work is aligned across all district initiatives and grade levels.

- Aligning Profile of a Graduate work with Leader in Me principles
- Developing a K-12 continuum for skill progression
- Ensuring competencies are developed at every grade level
- Creating a unified focus on:
 - Leadership
 - Goal setting
 - Personal responsibility



All students will perform at grade level in reading and math by their exit from primary.

The next phase of Pillar III work will focus on strengthening system-wide alignment and early intervention structures to ensure all students achieve grade-level proficiency in reading and mathematics. This work emphasizes improving instructional systems, expanding early learning opportunities, and strengthening partnerships to support student success from an early age.

Instructional Systems & PLC Effectiveness

We will continue refining instructional systems to ensure consistent, high-quality teaching across all schools and classrooms.

- Strengthening Professional Learning Communities (PLCs) at both building and district levels
- Refining data analysis protocols to better inform instruction
- Increasing focus on collaborative planning tied to student outcomes
- Ensuring PLC time is consistently used for instructional decision-making
- Aligning PLC structures to Leader in Me structures and goal setting
- Refining master schedules to provide intentional time for:
 - Tier I core instruction
 - Targeted interventions
 - Enrichment opportunities



Early Learning & Kindergarten Readiness

We will expand early learning opportunities and improve transitions into kindergarten to better prepare students and families.

- Expanding preschool access, especially for high-need families
- Enhancing and increasing Kindergarten Readiness events
- Strengthening transitions from preschool to kindergarten
- Increasing family outreach and engagement for early learners
- Providing at-home resources focused on foundational reading and math skills

Early Childhood Community Partnerships

We will strengthen collaboration with community businesses, employers, and early childhood providers to improve school readiness.

- Building partnerships with local childcare providers and daycares
- Providing professional learning on early literacy and numeracy instruction
- Aligning community-based early learning practices with district expectations
- Creating a more cohesive Pre-K to kindergarten system of support

Literacy & Intervention Systems

We will strengthen literacy practices and intervention systems to aid in all students reaching proficiency.

- Refining read-at-home plans and reading intervention plans
- Increasing consistency and accountability in implementation across schools
- Providing ongoing professional learning on high-quality instructional resources
- Ensuring teachers fully utilize all components of district-adopted curriculum

World class, innovative pathways and spaces, will be enhanced for all students to explore passions and talents with attention to efficiency and fiscal responsibility.

Building on current successes, the next phase of Pillar II work will focus on expanding student opportunities, strengthening learning environments, and aligning pathways to both student interests and workforce needs. This work is designed to ensure that all students have access to meaningful, future-ready experiences that connect learning to real-world applications.

Exploratory Learning & Early Access Opportunities

We will continue to expand and refine middle school exploratory experiences to better prepare students for high school pathways and future careers.

- Refining elementary career cluster clubs to include project based experiences.
- Expanding exploratory courses aligned to high-demand career clusters
- Strengthening alignment between middle school experiences and high school pathways
- Increasing access to high school credit-bearing courses at the middle school level
- Supporting earlier pathway awareness and intentional student decision-making

Workforce Alignment & Future Planning

We will maintain a forward-thinking approach to ensure programming reflects evolving workforce needs.

- Regularly analyzing regional workforce trends
- Identifying and developing new or expanded pathways
- Strengthening alignment between YouScience results (strengths/aptitude) and Individual Learning Plans

Learning Environments & Student Experience

We will enhance learning spaces to reflect modern, career-connected instruction and student engagement.

- Upgrading classrooms with flexible and industry-relevant furniture
- Designing spaces that support collaboration, problem-solving, and hands-on learning
- Recognizing the role of extracurriculars in student engagement and well-being
- Expanding opportunities for aligned club experiences for students across all schools
- Exploring funding opportunities to improve athletic complexes and extracurricular spaces

Business & Industry Partnerships

We will expand partnerships that provide authentic, real-world learning experiences for students.

- Increasing opportunities for:
 - Internships, job shadowing, apprenticeships, and mentorships
- Leveraging partnerships to support program funding and resource development
- Strengthening connections between course offerings and workforce expectations

Instructional Alignment & Teacher Capacity

We will ensure consistent, high-quality pathway instruction across all grade levels.

- Providing targeted professional learning for pathway teachers
- Strengthening vertical alignment of pathway courses (elementary to high school)
- Ensuring rigor, relevance, and consistency across programs
- Planning for intentional connections between academic standards and career pathway courses
- Communication continuum will ensure that teachers and families across all schools are prepared to aid students in future planning conversations





Our school community is our biggest asset. We respect, value, and retain students and the highest quality staff.

Building on the strong foundation established through current initiatives, the next phase of work is intentionally aligned to deepen our commitment to the vision pillar that “our school community is our biggest asset.” This work focuses on refining systems, expanding opportunities, and ensuring that both students and staff experience a district that actively invests in their growth, voice, and long-term engagement.

Student Recruitment and Retention

We will strengthen student connection and ownership of learning, we will expand opportunities that allow every student to feel engaged and supported.

- Leader in Me programming implementation will help students assume leadership roles in their school helping them to feel invested and teaching them leadership skills
- Implementing student-led conferences to increase student ownership of learning
- Launching Career Pathway Expos and showcase nights to highlight authentic student experiences
- Increasing strategic communication and promotion of school programs to better attract and retain students
- Expanding club offerings across all schools to increase student involvement
- Refining athletic programming, adding additional opportunities for students.

These efforts will ensure students feel connected, valued, and invested in their school experience.

Staff Recruitment and Retention

We will attract and retain high-quality staff, by continuing to refine systems that support both recruitment and long-term professional growth.

- Conducting ongoing budget reviews to maximize efficiency and remain competitive
- Developing a comprehensive New Teacher Academy focused on onboarding, mentorship, and early career support
- Expanding leadership development opportunities through:
 - Aspiring Administrator Cadre
 - Teacher Leader Cadre
- Leader in Me programming implementation will help staff feel invested in overall school improvement efforts

This work will strengthen staff support systems and create clear pathways for growth within the district.

Instructional Consistency and Professional Growth

We will ensure high-quality instruction across all schools, we will continue to strengthen leadership and instructional systems.

- Continuing district and school-level walkthroughs with a focus on actionable feedback
- Providing targeted administrator training to improve instructional leadership
- Strengthening Professional Learning Communities (PLCs) at both the school and district levels
- Expanding administrator mentorship and ongoing leadership development