



Kimberly School District Long Range Plan

Document Control

This document is available in two forms: controlled and uncontrolled. The controlled master copy is maintained electronically and accessed using the district website (www.kimberly.edu). Uncontrolled versions are all other electronic and printed copies of this document.

Long Range Committee Members (2024):

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Revision History

Rev. #	Description of what changed	Revised By	Date (MM/DD/YY)
N	Pre-pandemic revisions	LRPC	
01	Post-pandemic revisions, added revision history starting with version 01	Casey Paulk on behalf of LRPC	06/20/24

Approval History

Rev. #	Description of audience	Approvers	Date (MM/DD/YY)
01	Long Range Planning Committee	Kim, Heidi, Sharee, Emily, Bridget, Luke, Casey	05/06/24
01	KSD Board of Trustees	Chad Allen - Zone One; Curtis Giles - Zone Three; Rex Ward - Zone Four; Leah Meeks - Zone Five	06/20/24

COLLEGE, CAREER, AND LIFE READY

Goal: Kimberly School District will create an exceptional learning environment that engages, challenges, and supports all students. Students will be allowed to maximize their academic potential each year, while preparing to pursue opportunities post-graduation, engaging as global citizens, and becoming lifelong learners.

- Provide continuous learning opportunities, career exploration, and life readiness for students district wide.
 - Key Performance Indicators (KPI): annual career fair for HS (incl. # of businesses participating & other school districts), oppty for MS career exploration, # of career assessments, # of workplace internships, assessment outcomes from Curriculum Adoption Committee (frequency as needed), # of students with a Career Pathway Plan
- Increase the variety of dual credit, Career & Technical Education, fine arts, and life skill courses. These courses will be provided to students through a multitude of modalities to meet the vast array of student learning styles.
 - KPI: # of dual credit classes, # of CTE & Fine Arts, # of life skills courses; how do we track teaching different learning styles?
- Recruit, employ, support, and retain a highly qualified workforce.
 - KPI: # of employees, # of endorsements, yearly turn over, tenure, results from retention surveys, certification type & progress (alternate, traditional, or apprentice)
 - Wellness KPIs: # of wellness days, # of support groups for employees, # of informational workshops (e.g. – financial), flexible contract time
 - Professional Development KPIs: # of cert renewals, # of professional dev classes (from other Univ vs from KSD)
- Provide a variety of activities across a wide range of disciplines that introduce and enhance the interests and abilities of student’s district wide.
 - KPI: follow recommendation from KSD AAC
- Develop partnerships among colleges, community members and staff to initiate and enhance student activities.
 - KPI: # of colleges with existing partnerships, # of students participating in college activities, # of staff acting as advisors, # of univ staff visiting KSD & how often.
 - Community engagement KPIs: # of community committees, community usage of KSD buildings, # of community survey responses, social media metrics (?), attendance for board meetings, # of community events (e.g. – St. Nick festival, Sr. Parade, Community Fair, Homecoming, P.A.C.K. night, etc.), # of student clubs with community service (e.g. – Key Club, NHS, FFA, BPA)
- Demonstrate individual student growth in academic performance through multiple measures including state and district assessments, graduation rates, and college go-on rates.
 - KPI: measurements exist today, continue using existing measurements.
- Offer opportunities for at-risk students that increases the chances of their success. Decrease the district drop-out rate.
 - KPI: # of at-risk students, # of students participating in summer school, KSD dropout rate (annually), # of resources available to at risk students (e.g. – MVHS, resource page, etc.)

Community School Relations

Goal: Kimberly School District will work to enhance community connection by building and maintaining relationships and creating a partnership with all stakeholders including the City of Kimberly, state government, civic and service organizations, the business community, and patrons.

- Kimberly School District will engage the community to ensure its knowledge of and encourage participation in district meetings, school-related organizations, clubs, committees, etc., to elicit input regarding KSD's current and future goals.
- The Kimberly School District understands the ever-evolving nature of communications technology, which can change the way that we are best able to engage the community. We will continue to evaluate our communication practices including focus on increasing proactive community communications.
- The following is a list of existing avenues that Kimberly schools and the district uses to engage the community:
 - district website
 - calendar of events
 - school social media pages
 - school-to-home correspondence (mailers, emails, texts, calls)
 - Surveys
 - Family information/curriculum nights
 - Open houses/Parent-teacher conferences
 - PTSO
 - other communication platforms
- Kimberly School District values and is open to the talents and contributions of patrons. We understand that many of our patrons have an expertise, and we will seek to provide opportunities for patrons to support our schools using their talents including but not limited to:
 - Committees
 - Coaching
 - Classroom volunteering
 - Musical/Theater
 - Chaperoning
 - Job fairs
 - Internships
 - Recess aids
 - Grant writing & submission

Kimberly School District Facilities

Goal: The Kimberly School District will provide safe school environments for students, staff, volunteers, and patrons in well maintained facilities that optimize learning and development while planning for future needs.

- Create a twenty-five-year master facility plan to be reviewed at high level at least annually with a detailed review every 5 years.

- To maintain optimal school sizes do not exceed recommended enrollment per building:
 - elementary schools 450-500 students
 - middle schools 650-750 students
 - high school 900-1000 students
- Build and maintain facilities and equipment that enhance educational opportunities for students in our community.
- Pursue sources of funding to build, maintain and/or improve current facilities.
- Provide facilities that are multi-purpose and will incorporate the current and future needs of all disciplines, programs, content areas, and activities offered by the Kimberly School District.
- Use of facilities should be extended to community activities & patrons as available, subject to KSD availability.
- Refer to Master Building Plan on the KSD website for the most up to date priorities for the district & facilities.

Governance & Re-evaluation

- Plan should be reviewed by KSD board of trustees annually to assess progress; deep dive review should be done at 5 years.
- Key performance indicators to be defined and evaluated annually.