ROBINSON
Strategic Plan: Annual District-Level Goals & Plans (2023-24)

District Vision: Every student - engaged, empowered, and ready for success
District Mission: To equip students with the skills, knowledge and understanding to be empathetic, successful, and value all people.

Priority Goal: (1) Relevant and Rigorous Curriculum, Instruction, & Programs	
Priority Objective: (1.2) Ensure instructional practices are student-centered and responsive, yielding positive outcomes for all students.	
MSIP Indicator: TL6	Funding Source:

Annual Objectives:

1. **The percent of students meeting/exceeding benchmark on reading assessments will increase by 5% in grade levels currently below 70%, by 3% in grade levels between 70-80%, and by 1% in grade levels at/above 80%, as measured by Spring 2023/2024 Early Reading Composite and aReading assessments.**
   a. Kindergarten Fall '23 Score- '23 Winter Goal Score-   '24 Spring Goal Score
   b. First Grade Cohort '22 Score- 65.1% - current 65.1% - '23 Winter Goal Score- 66.7% '24 Spring Goal Score- 68.4%
   c. Second Grade Cohort '22 Score- 58.7% - current 67.5% - '23 Winter Goal Score- 60.2% '24 Spring Goal Score- 61.6%
   d. Third Grade Cohort '22 Score- 76.1% - current 79.1% - '23 Winter Goal Score- 77.2% '24 Spring Goal Score- 78.4%
   e. Fourth Grade Cohort '22 Score- 72.8% - current 75.8% - '23 Winter Goal Score- 73.9% '24 Spring Goal Score- 75%
   f. Fifth Grade Cohort '22 Score- 75.6% - current 71.8% - '23 Winter Goal Score- 76.7%   '24 Spring Goal Score- 77.9%

2. **The percent of students meeting/exceeding benchmark on math assessments will increase by 5% in grade levels currently below 70%, by 3% in grade levels between 70-80%, and by 1% in grade levels at/above 80%, as measured by Spring 2023/2024 Early Math Composite and aMath assessments.**
   a. Kindergarten Fall '23 Score- '23 Winter Goal Score-   '24 Spring Goal Score
   b. First Grade Cohort '22 Score- 81.9% - current 84.9% - '23 Winter Goal Score- 82%   '24 Spring Goal Score- 82.7%
   c. Second Grade Cohort '22 Score- 60.8% - current 67.5% - '23 Winter Goal Score- 62.32% '24 Spring Goal Score- 63.84%
   d. Third Grade Cohort '22 Score- 74.6% - current 73.1% - '23 Winter Goal Score- 75.7%   '24 Spring Goal Score- 76.8%
   e. Fourth Grade Cohort '22 Score- 68.5% - current 67% - '23 Winter Goal Score- 70.2% '24 Spring Goal Score- 71.9%
   f. Fifth Grade Cohort '22 Score- 67.1% - current 71.3% - '23 Winter Goals Score- 68% '24 Spring Goal Score- 70.35%

3. **The percent of students making typical to aggressive growth in reading will increase by at least 10% over the 2023-24 school year, as measured by Fastbridge Fall to Spring Growth Norms.**
   a. '23 Fall-Spring Kindergarten Growth- 55.4% '23 Winter Goal Score- 58.17%   '24 Spring Goal Score- 60.94%
   b. '23 Fall-Spring First Grade Growth- 58.7%   '23 Winter Goal Score- 61.6%   '24 Spring Goal Score- 64.57%
   c. '23 Fall-Spring Second Growth- 62.7%   '23 Winter Goal Score- 65.8%   '24 Spring Goal Score- 69%

d. '23 Fall-Spring Third Growth- 57.6%   '23 Winter Goal Score- 60.5%   '24 Spring Goal Score- 63.4%
e. '23 Fall-Spring Fourth Growth- 68.3%   '23 Winter Goal Score- 71.7%   '24 Spring Goal Score- 75.13%
f. '23 Fall-Spring Fifth Growth- 45.8%   '23 Winter Goal Score- 48.1%   '24 Spring Goal Score- 50.4%

3b. The percentage of all black or African American students making typical to aggressive growth on reading benchmark assessments will increase 15% as measured by Fall to Spring Growth Norms for Fastbridge Reading Composite.
a. '23 Fall-Spring Kindergarten Growth- 33.3% '23 Winter Goal Score- 35.8% '24 Spring Goal Score- 38.3%
b. '23 Fall-Spring First Grade Growth- 30%   '23 Winter Goal Score- 32.3% '24 Spring Goal Score- 34.5%
c. '23 Fall-Spring Second Growth- 62.7%   '23 Winter Goal Score- 67.4%   '24 Spring Goal Score- 72.1%
d. '23 Fall-Spring Third Growth- 57.6%   '23 Winter Goal Score- 61.9%   '24 Spring Goal Score- 66.2%
e. '23 Fall-Spring Fourth Growth- 68.3%   '23 Winter Goal Score- 73.4%   '24 Spring Goal Score- 78.5%
f. '23 Fall-Spring Fifth Growth- 45.8%   '23 Winter Goal Score- 49.2%   '24 Spring Goal Score- 52.7%

3c. The percentage of all students receiving tiered supports making typical to aggressive growth on reading benchmark assessments will increase from 15% as measured by Fall to Spring Growth Norms for Fastbridge Reading Composite.
g. '23 Fall-Spring Kindergarten Growth- 22.9% '23 Winter Goal Score- 24.6% '24 Spring Goal Score- 26.3%
h. '23 Fall-Spring First Grade Growth- 40%   '23 Winter Goal Score- 43% '24 Spring Goal Score- 46%
i. '23 Fall-Spring Second Growth- 60%   '23 Winter Goal Score- 64.5%   '24 Spring Goal Score- 69%
j. '23 Fall-Spring Third Growth- 75%   '23 Winter Goal Score- 78.8%   '24 Spring Goal Score- 82.5%
k. '23 Fall-Spring Fourth Growth- 83.3%   '23 Winter Goal Score- 85.4%   '24 Spring Goal Score- 87.5%
l. '23 Fall-Spring Fifth Growth- 76.2%   '23 Winter Goal Score- 80%   '24 Spring Goal Score- 83.8%

4. The percent of students making typical to aggressive growth in math will increase by at least 10% over the 2023-24 school year, as measured by Fastbridge Fall to Spring Growth Norms.
a. '23 Fall-Spring Kindergarten Growth- 67.5%   '23 Winter Goal Score- 70.9%   '24 Spring Goal Score- 74.3%
b. '23 Fall-Spring First Grade Growth- 33.8%   '23 Winter Goal Score- 35.5%   '24 Spring Goal Score- 37.2%
c. '23 Fall-Spring Second Growth- 61.2%   '23 Winter Goal Score- 64.3%   '24 Spring Goal Score- 67.3%
d. '23 Fall-Spring Third Growth- 46.7%   '23 Winter Goal Score- 49%   '24 Spring Goal Score- 51.4%
e. '23 Fall-Spring Fourth Growth- 72%   '23 Winter Goal Score- 75.6%   '24 Spring Goal Score- 79.2%
f. '23 Fall-Spring Fifth Growth- 48.8%   '23 Winter Goal Score- 51.2%   '24 Spring Goal Score- 53.7%

4b. The percentage of all black or African American students making typical to aggressive growth on math benchmark assessments will increase 15% as measured by Fall to Spring Growth Norms for Fastbridge MathComposite.
m. '23 Fall-Spring Kindergarten Growth- 66.7% '23 Winter Goal Score- 71.7%   '24 Spring Goal Score- 76.7%
n. '23 Fall-Spring First Grade Growth- 70%   '23 Winter Goal Score- 73.5%   '24 Spring Goal Score- 77%
o. '23 Fall-Spring Second Growth- 53.8%   '23 Winter Goal Score- 57.8%   '24 Spring Goal Score- 61.9%
p. '23 Fall-Spring Third Growth- 50%   '23 Winter Goal Score- 53.75%   '24 Spring Goal Score- 57.5%
q. '23 Fall-Spring Fourth Growth- 46.7%   '23 Winter Goal Score- 50.2%   '24 Spring Goal Score- 53.7%
r. '23 Fall-Spring Fifth Growth- 57.1%   '23 Winter Goal Score- 61.4%   '24 Spring Goal Score- 65.7%

4c. The percentage of all students receiving tiered supports making typical to aggressive growth on math benchmark assessments will increase from 15% as measured by Fall to Spring Growth Norms for Fastbridge Math Composite.
s. '23 Fall-Spring Kindergarten Growth- 77.8% '23 Winter Goal Score- 81.7%   '24 Spring Goal Score- 85.6%
t. '23 Fall-Spring First Grade Growth- 73.3%   '23 Winter Goal Score- 77%   '24 Spring Goal Score- 80.6%

u. '23 Fall-Spring Second Growth- 50%   '23 Winter Goal Score- 53.8%   '24 Spring Goal Score- 57.5%
v. '23 Fall-Spring Third Growth- 37.5%   '23 Winter Goal Score- 40.3%   '24 Spring Goal Score- 43.1%
w. '23 Fall-Spring Fourth Growth- 58.3%   '23 Winter Goal Score- 62.7%   '24 Spring Goal Score - 67%
x. '23 Fall-Spring Fifth Growth- 61.9%   '23 Winter Goal Score- 66.5%   '24 Spring Goal Score- 71.2%

Strategies	Person(s) Responsible	Resources	Timeline (30/60/Long Term)	Intermediate Outcomes or Measures
This will be done/led…	… by this person/team	… with these supports	by….	this will happen…
CEL work - Admin professional development - Admin CEL observations and calibration	Admin Team	CEL PD	Long Term	Calibration of staff feedback with our KSD admin so that teacher performance improves and student achievement increases.
PLCs: ● We will use the PLC corollary questions (4) to guide each week's PLC agenda ● We will Establish a PLC leadership team (Robinson is called a SIP Team for 23-24) or guiding coalition to support the work of collaborative teams ● All teams will use common assessments to measure student mastery of identified essential standards ● Scheduled collaboration time between classroom teachers and interventionists (KSD, SSD, SEB) through the double plan schedule to allow monthly academic and SEB collaboration time	PLC Leadership Team	EdPlus PLC Coach Admin Support PLC team member contributions	30 days 30 days Long Term	PLC Agenda Template PLC Leadership Team Est. by 7/1/23 consisting of 13 members Improved student academic outcomes based on common assessment results and flex grouping to support all students. PLC Dates/Content
3rd year comprehensive lit plan ● Teams will unwrap reading priority (essential) standards by quarter ● Based on these standards we will create common reading formative and summative assessments ● Based on these standards we will create I can statements ● I can statements will be posted and communicated to students daily in the reading mini lesson	PLC Leadership Team & PLC Team Members	Literacy Coach Literacy Link MATT Books Taking Action Book RtI At Work Workbook	Long Term	23-24 Robinson Standards Plan This includes our priority standards that have been unwrapped, I can statements, and the assessment plan for each priority standard, and our SMART Goals

				Long Term	Increased teacher & student clarity around priority standards as measured by PLC Team Survey and student academic data
				Long Term	I can statements will be measured in reading mini lesson walkthroughs & learning walks- we will see an increase from Q2 to Q4. [Objectives Monitoring Data](#)
				Long Term	I can statements will be measured in reading mini lesson walk throughs & learning walks- we will see an increase from Q2 to Q4. [Objectives Monitoring Data](#)

KSD Strategic Plan: Annual District-Level Goals & Plans (2023-24)

One **KIRKWOOD**
A New Frontier

District Vision: Every student - engaged, empowered, and ready for success
District Mission: To equip students with the skills, knowledge and understanding to be empathetic, successful, and value all people.

Priority Goal: (2) Equity, Diversity, & Inclusion	
Priority Objective: (2.1) Improve and implement policies, practices, and procedures to reflect a focus on equity, diversity, and inclusion.	
MSIP Indicator: EA4, TL1	Funding Source:
Annual Objectives:	

1. **By May 2024, the percent of 1st-5th grade students identifying as female who meet/exceed benchmark on Spring math assessments will be no more than 3.6% less than the percent of 1st-5th grade students identifying as male (reduced from 7.3% gap in Spring 2023).**
   a. 1st Grade Cohort - Male/female gap reduced from 12.4% in Spring 2023 (66.7/54.3) to no more than 3.6% in Spring 2024
      i. Fall Score- <mark>85%/84.8%- difference -.02</mark>
      ii. Winter Score-
      iii. Spring Score-
   b. 2nd Grade Cohort - Male/female gap reduced from 8.2% in Spring 2023 (79.3/71.1) to no more than 3.6% in Spring 2024
      i. Fall Score- <mark>77.5%/ 56.8%- difference -20.7%</mark>
      ii. Winter Score-
      iii. Spring Score-
   c. 3rd Grade Cohort - Male/female gap maintained .8% in Spring 2023 (68.9/68.1) in Spring 2024
      i. Fall Score- <mark>69%/ 76.8 difference +7.8%</mark>
      ii. Winter Score-
      iii. Spring Score-
   d. 4th Grade Cohort - Male/female gap maintain from 0.0% in Spring 2023 (65.9/68.4) in Spring 2024
      i. Fall Score- <mark>71.1%/ 63% difference - 8.1%</mark>
      ii. Winter Score-
      iii. Spring Score-
   e. 5th Grade Cohort - Male/female gap maintain from .3% in Spring 2023 (72.1/71.8) in Spring 2024
      i. Fall Score- <mark>72.7%/ 69.4% difference -3.3%</mark>
      ii. Winter Score-
      iii. Spring Score-

Strategies	Person(s) Responsible	Resources	Timeline (30/60/Long Term)	Intermediate Outcomes or Measures
This will be done/led…	… by this person/team	… with these supports	by….	this will happen…
CEL work - Admin professional development - Admin CEL observations and calibration	Admin Team	CEL PD	Long Term	Calibration of staff feedback with our KSD admin so that teacher performance improves and student achievement increases.
PLCs: ● We will use the PLC corollary questions (4) to guide each week's PLC agenda ● We will Establish a PLC leadership team (ours is called a SIP team) or guiding coalition to support	PLC Leadership Team	EdPlus PLC Coach Admin Support PLC team member	30 days 30 days	PLC Agenda Template PLC Leadership Team Est. by 7/1/23 consisting of 13

the work of collaborative teams		contributions		members
• All teams will follow the RtI process within the MTSS framework to identify students in need of enrichment and intervention • We will utilize diagnostic assessments in addition to the benchmark screeners to meet identified student needs.			Long Term	Improved student academic outcomes based on flex grouping to support all students.

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District Vision: **Every student - engaged, empowered, and ready for success**
District Mission: To equip students with the skills, knowledge and understanding to be empathetic, successful, and value all people.

Priority Goal: (3) Student & Staff Social, Mental, & Emotional Health
Priority Objective: (3.1) Foster a climate of belonging and a culture of dignity across all Kirkwood Schools.

MSIP Indicator: CC1, DB3	Funding Source:

Annual Objectives:

1. **The percentage of students, staff, and parents responding favorably to measures of overall school climate will increase by 10% over 2023-24 baseline data, as measured by Fall/Spring Panorama surveys.**
   a. All students (3rd-5th) - Increase from 63% responding favorably in Spring 2023 to 69% responding favorably in Spring 2024
   b. All teachers - Increase from 37% responding favorably in Spring 2023 to 41% responding favorably in Spring 2024
   c. All staff - Increase from 34% responding favorably in Spring 2023 to 37% responding favorably in Spring 2024
   d. All families - Increase from 69% responding favorably in Spring 2023 to 76% responding favorably in Spring 2024

2. **The percentage of students, staff, and parents responding favorably regarding overall measures of belonging will increase 10% over baseline as measured by climate and perception surveys administered in the fall and spring of each school year.**
   How connected do you feel to adults at your school?
      i. All teachers (PK-12) - Increase from 33% responding favorably in Spring 2023 to 36.3% responding favorably in Spring 2024 (10% increase)-
      ii. Fall measures increase from 33% responding favorably to 34.5%
   b. All staff (PK-12) - Increase from 65% responding favorably in Spring 2023 to 71.5% responding favorably in Spring 2024 (10% increase)-
      i. Fall measures increase from 65% responding favorably to 68%

   c. *How well do you feel like you belong at your school?*

         i.   All students (3rd-5th) - Increase from 78% responding favorably in Spring 2023 to 82% responding favorably in Spring 2024 (5% increase)

            1. Fall measures increase from 78% responding favorably to 80%

       ii.   All teachers (PK-12) - Increase from 50% responding favorably in Spring 2023 to 52.5% responding favorably in Spring 2024 (5% increase)

            1. Fall measures increase from 50% responding favorably to 51%

  d. All staff (PK-12) - Increase from 41% responding favorably in Spring 2023 to 43% responding favorably in Spring 2024 (5% increase)-

      i.   Fall measures increase from 41% responding favorably to 42%

Strategies	Person(s) Responsible	Resources	Timeline (30/60/Long Term)	Intermediate Outcomes or Measures
This will be done/led…	… by this person/team	… with these supports	by….	this will happen…
Monthly Family Connection Activity Opportunities ● 8/8- Popsicles on the Playground - K @ 5:00, 1st & 2nd @ 6:00, 3rd-5th @ 7:00 ● 8/15- Back to School Block Party- 4:30-6:00 pm ● 9/12 & 9/14 Intake Conferences In Person at Robinson 4:30-8:00 ● 9/26-9/29 Bike Rodeo ● 10/13- Semester 1 Fun Friday ● 10/27- Halloween Parade & Class Parties ● 11/10- Veteran's Day ● 12/20- Winter Sing Along- Winter Class Parties ● 1/9 & 1/11- Parent/Teacher Conferences In Person at Robinson 4:30-8:00 ● 1/25- One Book One School Event ● 2/14- Friendship Class Parties ● 3/14 Musical ● 3/12- Art Show & Book Fair ● 4/12- S2 Fun Friday & Family Fun Night ● 5/10- 4th grade field trip ● 5/17- Spring Sing ● 5/20- Field Day ● 5/22- 5th Grade Ceremony & Field Trip ● 5/23- Clapout, Kickball Game, Picnic	School Wide Event Committees Admin	PTO Financial Support from building budget	Long Term (every 30 days minimum)	Increased school culture score on Parent Survey from Spring 23- Spring 24 Increased student culture score on Student Survey from Spring 23- Spring 24 Increased staff culture score on staff survey from Spring 23- Spring 24 Increase student & staff sense of belonging on survey from Spring 23- Spring 24
Adjusted Family Conference Dates and Format ● September conference to be proactive and focused on relationship building	Admin Classroom Teachers	Time PD and family support	Long Term	Increase in school culture score on Parent Survey from Spring 23-

● January conference to ensure additional support and communication is in place prior to the end of 3rd quarter when families felt it was too late to make a significant impact that year ● September and January conferences align to the universal screening benchmarks to allow for face to face communication regarding student instructional plans and how families' can support at home	Interventionists	around the screening tool and reports		Spring 24
Wellness time during PD and Wellness Wednesdays	Admin	EAP presenters, KSD funds, time	Long Term	Increased staff sense of belonging & school culture on the staff survey from Spring 23- Spring 24
Establish SEB System of support with a focus on universals in the 23-24 school year and adherence to the RtI process within the MTSS framework for student identification for additional supports. ● Establish universal language around expectations, vision, zones of regulation, wizard lizard brain, big deal little deal, and restorative practices ● Use of the CARE Team Process to problem solve around students ● Use of EduClimber student data for Saebrs, MySaebrs, Support Calls, Minor, Majors collectively within the Early Warning System to trigger students into additional SEB support by tier	SEB Team Counselors SEL Coach Admin	PD Time 2nd Steps Zones of Regulation Super Flex Restorative Practices	Long Term	Increase in staff & student school culture on the survey from Spring 23- Spring 24
Student Goal: ● Purchase student tee shirts for ALL students to be worn at designated days throughout the year. ● Grade level town hall assemblies monthly to focus on the school vision and expectations, classroom and grade level SMART Goals, and attendance goals/recognition ● Boost Student leadership roles(library helper, welcome tour guide, flag folders, special olympics, preschool lunch delivery, yearbook club) and quarterly round tables to give students leadership and voice in the school	Student Leadership Committee SEB Committee Attendance Committee OBOS Committee	Time, PTO and Foundation Funds, Title Funds	Long Term	Increased student sense of belonging & school culture on the student survey from Spring 23- Spring 24

● One Book One School Fall & Spring Book Events				

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District Vision: Every student - engaged, empowered, and ready for success
District Mission: To equip students with the skills, knowledge and understanding to be empathetic, successful, and value all people.

Priority Goal: (4) Communication & Engagement	
Priority Objective: (4.1) Enhance and improve communication and community relations to strengthen trust with constituents.	
MSIP Indicator: CC3, CC4	Funding Source:
Annual Objectives: 1. **Expand existing reach and engagement by 5% across all platforms** 2. **See at least <mark>2 percent</mark> increase in favorable family feedback, specifically in the category of communication as measured by Panorama survey (question- How is the Kirkwood School District doing in regards to communicating with families?)**	

Strategies	Person(s) Responsible	Resources	Timeline (30/60/Long Term)	Intermediate Outcomes or Measures
This will be done/led…	… by this person/team	… with these supports	by….	this will happen…
Smore - Evaluate and redesign newsletter templates to incorporate new software capabilities. - Translation & Accessibility are improved in the updated format	Admin Team	Communications Dept.	30 days	Make the switch
			60 days	Review Analytics
			90 days	See increase in engagement

Facebook - increase school-generated content as compared to previous year			30 days	Implement and train on Class Intercom
			60 days	Set weekly post goals
			90 days	Evaluate post goals and review analytics
Establish a Robinson Instagram feed and promote to the school community			60 days	Initiate and receive training on Instagram account
			90 days	Set weekly post goals
			120 days	Announce to your school community Evaluate analytics long term