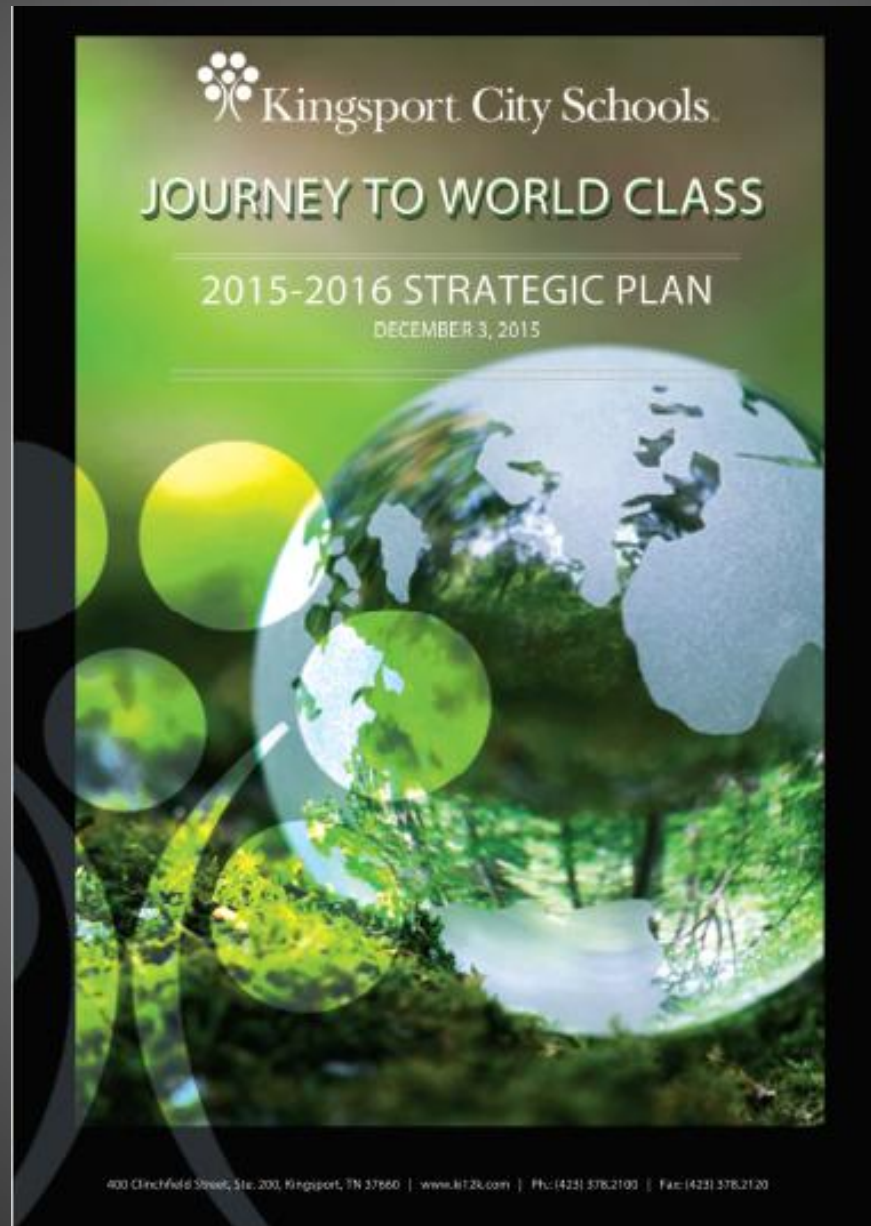


# KCS Goals and Targets



# Goal One: Deliver world-class curriculum and instruction

Short-Term Targets
1. KCS will meet the following AP targets with a special focus on minority and low SES students: <ul style="list-style-type: none"> <li>- Increase participation in AP classes to 850 or more students for enrollment in 2016-17.</li> <li>- Increase the percentage of students who score 3 or higher on AP exams to 75% or higher in 2015-16.</li> <li>- Increase the number of AP exams to 775 or greater by 2015-16.</li> <li>- Increase the number of AP Scholars to 120 or greater by 2015-16.</li> </ul>
2. KCS will attain a one-year TVAAS level of 3 or higher in grades 3-8 and high school math, ELA, science, and social studies by 2015-16.
3. KCS will increase the number of college credits earned to 3100 or more credits by 2015-16.
4. KCS will meet or exceed 70% of high school graduates enrolling in post-secondary education in the fall after their graduation in 2015-16.
5. KCS will maintain or exceed 25% of middle school students completing pre-AP science.
6. KCS will meet or exceed a graduation rate of 94% for the 2015-16 school year.
7. 60% or more of KCS graduates will academically qualify for the Hope Scholarship (21 ACT or 3.0 GPA) by 2015-16.
8. The 1:1 initiative will be expanded to grades 4-5 for the start of the 2016-17 school year with a focus on utilizing technology and transforming instructional practices.
Long-Term Targets
1. KCS will meet or exceed 75% of high school graduates enrolling in post-secondary education in the fall after their graduation by 2017-18.
2. Beginning with the freshman class of 2013-14, 90% of students will complete at least one online course by graduation in 2016-17.
3. KCS will meet the following ACT targets: <ul style="list-style-type: none"> <li>- 40% or more of KCS students will meet all four ACT College Readiness measures by 2016-17.</li> <li>- The mean ACT score will be 24 or higher by 2016-17.</li> </ul>
4. 85% of all graduating students will earn at least one college credit by 2017-18.

## Goal Two: Provide committed and innovative educators

Short-Term Targets
1. KCS will meet or exceed 85% of teachers obtaining an overall TEAM evaluation score of 4 or 5.
2. KCS will rank within the top five in the state on its average salary and on its average salary/health insurance ranking by 2015-16.
3. KCS will continue to maintain a minimum of ten leadership opportunities for KCS employees during the current school year.
4. KCS will utilize the iPD study and focus groups to develop a differentiated professional learning plan for the workforce.
5. KCS will fully develop RTI plans for high school by the end of the school year
6. HR will evaluate and revise the employee application and screening process by the end of the 2015-16 year.
Long-Term Targets
1. KCS will seek to double the percentage of ethnically diverse teachers to 4.4% or higher by 2017-18 to more closely align student to teacher demographic percentages.

## **Goal Three: Furnish safe, appropriate, and well-maintained facilities that support teaching and learning**

<b>Short-Term Targets</b>
1. All KCS schools will score an overall 85% or higher satisfactory rating on the building and grounds maintenance survey by 2015-16.
2. All KCS schools will maintain or exceed an average of 95% or higher satisfactory or outstanding rating on the quality audits.
3. 98% of all current work orders will stay current and be completed within the 2015-16 year.
4. The Maintenance Department will design a new preventative maintenance program by the end of 2015-16 to be implemented into SchoolDude.
5. KCS and each school will annually update and review the Emergency Response Plans and Quick Response Booklet documents with the workforce.
6. KCS will maintain the number of workers' compensation claims to 30 or less by the end of the 2015-16 school year.
7. Each school will update and maintain inspection books.
8. KCS will work with city and county funding bodies to secure funding and initiate design and programming for identified projects resulting from the system's facility study.
<b>Long-Term Targets</b>
1. All schools will participate in a table top exercise within a rolling two-year cycle with the new cycle to be completed by 2016-17.
2. All KCS schools will score an overall 90% or higher satisfactory rating on the building and grounds maintenance survey by 2016-17.

## Goal Four: Ensure business operations effectively support teaching and learning

Short-Term Targets
1. 50% of parents and guardians will utilize InfoSnap by the start of the 2016-17 school year.
2. KCS will continue to maintain a minimum of 75% or more of the general purpose budget on instruction each year.
3. KCS will review and identify a new online employee training system by 2015-16.
4. The ASC teams will meet or exceed 1200 volunteer hours by the end of 2015-16.
5. KCS employees will rate system communications satisfaction at 95% or higher on the annual Employee Satisfaction Survey.
6. KCS will initiate an improvement plan through a TNCPE and Pal's BEI consultation project based on feedback from the 2014 TNCPE Feedback Report.
7. KCS will completely update its new website by 2015-16.
8. KCS will streamline the process in Skyward and SFE for recording absences by the end of the 2015-16.
9. KCS will implement an electronic time sheet for classified staff by the end of 2015-16.
10. KCS will develop the Innovation Planning Tool and share with schools and leadership by the end of the 2015-16 school year.

## Goal Five: Engage families and the community

Short-Term Targets
1. All KCS schools will complete two community service projects and one global service project during the 2015-16 school year.
2. All KCS schools will host a minimum of six family engagement activities for the 2015-16 year.
3. All KCS schools will participate in a minimum of one collaborative activity with their major community partner.
4. KCS will meet or exceed 25,000 volunteer hours by 2015-16.
5. A training tool will be developed to use for training volunteers by the end of 2015-16.
6. The Graduation and Beyond Committee will develop guiding beliefs and documents to define its purpose and begin structuring plans for the system.
7. The family liaisons will conduct one project or learning event in the community.
8. KCS will communicate to parents and the community regarding state assessment changes through multiple venues.
9. KCS will sustain the KCS Insight by providing a program during 2015-16.
10. 80% of schools will meet or exceed target baselines on identified needs from Parent Survey.
Long-Term Targets
1. KCS will develop a minimum of three career exploration opportunities with community sponsors through the D-B EXCEL at Cora Cox Academy and Graduation and Beyond Programs by 2016-17.