

Goal:By December 2010 study the staffing needs of the District and make appropriate changes

SUB GOAL: Explore options for kindergarten students including all day, every day kindergarten programs, half day Partnerships with Keystone/other agencies and consider additional options for a full day educational program

ACTION PLAN: Research and conduct surveys on these options. Also, work with the facilities and finance committees on this goal.

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Research Programs	KES Principal and Curriculum Director	University Partnership / Access to current research	2 year study	Programs have been researched and implemented as possible
Interest Survey	University Partnership	Development of survey to find the greatest need	2 year study	Programs have been researched and implemented as possible
Staffing Recommendations	Parent/Teacher Committee	Access to other districts' configurations	2 year study	Programs have been researched and implemented as possible

SUB GOAL: To add a guidance counselor so that all buildings will have counseling services

ACTION PLAN: Review steps that are needed to add a guidance counselor so that all buildings receive services

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Review/modify KES building counselor's job expectations	Elementary Principal	Access to other schools' job expectations for counselors	2 year study	Counseling services offered at all three buildings
Create an office space for an elementary counselor	Superintendent	Information from Finance and facility committees	2 year study	

SUB GOAL: Expand gifted services to third and fourth grade students

ACTION PLAN: Offer programs, enrichments services, and additional methods to help challenge students. Also, review the feasibility of broadening current services for grades five through seven to reach more subject areas.

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Investigate existing programs in other districts	KES and KMS Principal	Access to other districts' gifted programs & configurations	2 year study	Identification of students receiving gifted services
Develop process for student identification	Curriculum Director	Coordination with ESC	2 year study	Identification of students receiving gifted services
Staffing Recommendations	Parent/Teacher Committee	Coordination with ESC	2 year study	Identification of students receiving gifted services
Resolve scheduling & location concerns	ESC Gifted Coordinator and Administration	Access to other districts' gifted programs & configurations	2 year study	Identification of students receiving gifted services

SUB GOAL: To enrich KMS students in the area of computer education

ACTION PLAN: To review the feasibility of adding a computer teacher and of offering computer tech classes before or after school.

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Examine schedules to determine feasibility	KMS Scheduling Committee	Release time for scheduling committee	2 year study	Position is filled
Establish a job description	KES & KMS Principals	Computer labs are currently available	2 year study	N/A

SUB GOAL: Expand course offerings at KHS

ACTION PLAN: To review the feasibility of expanding elective options for KHS students

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Explore possible elective classes and materials necessary	KHS Principal, Curriculum Director, and Staff	Time to review surrounding districts' elective offerings	2 year study	Implementation of electives
Survey teachers to see interest levels of electives	Curriculum Director	Develop survey to determine staff & student interest level	2 year study	Implementation of electives
Examine schedule to determine staff and student responsibility	KHS Principal, Curriculum Director, and Staff	Release time for scheduling committee	2 year study	Implementation of electives

SUB GOAL: To offer KHS students additional college credit classes and Advanced Placement courses

ACTION PLAN: In order to offer an array of college credit and AP courses, certified/qualified teachers must be on staff. After reviewing current teacher qualifications, appropriate additions to the teaching staff will be made if needed.

Steps to accomplish this action	Person most responsible	Resources needed	Timeline	Evaluation
Investigate teacher requirements	Curriculum Director and High School principal	University Liaisons / AP Handbooks	2 year study	Implementation of courses
Investigate class requirements	High School principal and teachers from each dept	AP Handbooks	2 year study	Implementation of courses
Meet with Departments	Teachers, principal, Curr. Dir.	Release time for staff	2 year study	Implementation of courses
Write class descriptions	Teachers/Administrators	Textbook Representatives / AP Handbooks	2 year study	Implementation of courses
Determine what's available through university partnerships	LCCC, ODE, JVS, Curr. Dir.	University liaisons	2 year study	Implementation of courses