

One KIRKWOOD *A New Frontier*

Strategic Plan

2021-2026

SOCIAL,
MENTAL &
EMOTIONAL
HEALTH



CURRICULUM,
INSTRUCTION
& PROGRAMS

EQUITY,
DIVERSITY &
INCLUSION

COMMUNICATION
& ENGAGEMENT



KSD BOARD OF EDUCATION



A MESSAGE FROM OUR SUPERINTENDENT

David Ulrich, Ed.D.

After six months of work, the Kirkwood Schools Strategic Plan is complete! During that time, information was gathered through various means, including focus groups and surveys of parents, staff, students, and the community. The Strategic Planning Committee used this input to create a plan that will provide a roadmap for Kirkwood Schools for the next 5 years. A representative group, including board members, other locally elected officials, former board members, community members, parents and students joined school district employees to engage in a rigorous process to identify the district's Guiding Principles, Vision Statement, Mission Statement, Priority Goal Areas, and Strategic Objectives. The KSD Board of Education and team will use this plan to guide us in our decision making on behalf of our students. Each year of the plan, specific and measurable action steps will be developed to ensure we are living our mission **to equip students with the skills, knowledge and understanding to be empathetic, successful, and to value all people.**



KIRKWOOD SCHOOL DISTRICT

HISTORY



In partnership with its dynamic communities, the Kirkwood School District has built a solid reputation as a district where children and their needs come first.

Kirkwood schools and communities share a proud heritage and respect for tradition as well as a progressive attitude toward education for all children. District staff, parents and community members work together to provide innovative educational programs, which focus on what today's youth must know and learn to become tomorrow's leaders.

The District, chartered in 1865, is among the oldest in St. Louis County and one of the oldest west of the Mississippi River. Located in southwest St. Louis County approximately 15 miles from the city of St. Louis, Kirkwood School District covers an area of 15 square miles and serves all, or portions of, eight suburban communities including Des Peres, Frontenac, Glendale, Huntleigh, Kirkwood, Oakland, Town and Country, and Warson Woods.

With sidewalks and tree-lined streets, many Kirkwood School District neighborhoods are within walking or biking distance of the district's five elementary schools, two middle schools, and one high school. There is also a Kirkwood Early Childhood Center, which is a licensed and fully accredited early education center serving families with children up to age 10. The programs offered include preschool, early childhood special education and Parents As Teachers.

The Kirkwood School District and its surrounding communities reflect a blend of old town charm with new suburban vitality. Residents enjoy beautiful parks and recreation facilities, thriving municipal business districts, large shopping malls, an open-air produce market, and a nationally acclaimed children's science museum. Several parochial schools and a community college are located within the district's boundaries.

Our Vision

**Every student -
engaged, empowered,
and ready for success.**

Our Mission

**To equip students with the skills,
knowledge and understanding to
be empathetic, successful, and
to value all people.**

Guiding Principles



ASPIRATIONAL



COLLABORATIVE



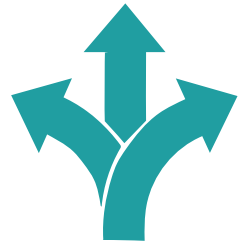
DATA-DRIVEN



EQUITABLE



FINANCIALLY RESPONSIBLE



FLEXIBLE



FREE FROM BIAS



HEALTH-CONSCIOUS



INCLUSIVE



INNOVATIVE



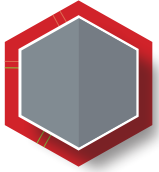
STUDENT-CENTERED



TRANSPARENT

PRIORITY GOAL AREAS

OVERVIEW



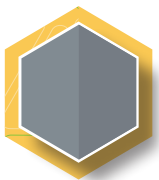
**Relevant and Rigorous
Curriculum, Instruction
and Programs**



**Equity, Diversity and
Inclusion**



**Student and Staff Social,
Emotional and Mental Health**





**Communication and
Engagement**




Relevant & Rigorous Curriculum, Instruction & Programs

Objectives

 Ensure curricula are relevant, inclusive, and challenging, with consistent use and expectations across the system.

 Ensure instructional practices are student-centered and responsive, yielding positive outcomes for all students.



 Provide all students with ample opportunities to explore and pursue a variety of career pathways.



Equity, Diversity & Inclusion

Objectives




-  **Improve and implement policies, practices, and procedures to reflect a focus on equity, diversity, and inclusion.**
-  **Ensure and expand access to educational programs and opportunities to intentionally foster equitable readiness for all students.**
-  **Develop intentional programming to recruit, select, and retain diverse staff in all employee categories.**





Student & Staff Social, Mental & Emotional Health

Objectives


-  Foster a climate of belonging and a culture of dignity across all Kirkwood Schools.
-  Identify, develop, and provide social-emotional and mental health resources and learning for all students.
-  Design a program to discuss, assess, and improve social, mental, and emotional health for all staff.
-  Implement a comprehensive wellness plan.







Communication & Engagement

Objectives

 Enhance and improve communication and community relations to strengthen trust with constituents.

 Establish processes and procedures to ensure each student, parent, guardian, and community member is welcomed, understood, and valued.



 Establish processes and procedures to communicate financial information, including Prop R updates, to the Kirkwood School Community.

Planning Committee

Jean Marie Andrews
Greg Ashley
Angie Bernardi
Jeff Blair
Eric Chrostoski
Adam Crnko
Taneal Davis
Miranda Dix
Kelly Eschenroeder
Laura Havener
Grace Holland
Marie Kelly
Kelly Lauberth
Tamala Merritt
Romona Miller
Dustin Portell
Jordyn Quinn
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Rebecca Rogers
Linda Ross
Adam Scimone
Nikole Shurn
Andrea Sparkling
Anye Stark-Hull
Wallace Ward
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Mike Wilcox