### District Goal #1:

Foster a greater sense of community with our three towns both socially and academically by engaging the students and families from the feeder districts and within our own district to encourage a long-term affiliation with King Philip.

### Key Actions for Goal #1:

- a. Review the last community survey to see what the communities response was, who were the responders, and compose a revised community survey to gather data. Create a follow-up community survey.

- b. Create a Community Working Group with the goal of fostering a greater sense of community with our three towns by engaging the students, families, and residents from each of the communities.

- c. Address with the three elementary districts the need to open up communication from King Philip about programs and opportunities that are provided to the district’s students.

- d. Individual members will work toward the promotion of King Philip at various community events that they attend in the community.
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<tr>
<th>District Goal #2:</th>
<th>Continually review data and to evaluate programs that affect students, teachers and administrators to ensure continuous growth and learning.</th>
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<td><strong>Key Actions for Goal #2:</strong></td>
<td>a. Annual review of data presented on programs being evaluated for the fiscal year. Use evaluated data to determine budgetary changes to support a change in programs as needed.</td>
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<td><strong>Benchmarks for Goal #2:</strong></td>
<td>b. The School Committee will respond to recommendations about programs to be reviewed by the first school committee meeting in October.</td>
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<td>a. Reports will be placed on the school committee agenda by the chair at appropriate reporting periods throughout the year, with a discussion at these meetings about the data/information presented.</td>
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<td>– Year 1- Science/Math (2016-2017)</td>
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<td>– Year 2- ELA/Fine and Performing Arts / Safety and Security (2017-2018)</td>
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<td>– Year 3-History/World Language/Tech/ Mentoring (2018-2019)</td>
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<td>– Year 4- Guidance/Physical Education/ Business (2019-2020)</td>
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<td>Special Education Review - Follows the cycle of the Coordinated Program Reviews.</td>
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e. Quarterly King Philip promotional materials will be approved by the School Committee for distribution. The committee will consider creating a stipend for a PR person.

**Benchmarks for Goal #1:**

a. The Committee will review current data from the last community survey and with the help of the Community Working Group, create a new community survey to be distributed no later than July 2018.

b. The elementary representatives of the KP school committee will create a common message to seek a more open communication stream between KP and their respective communities by September 2018.

c. The Working Group will present to the full committee potential promotional materials as well as a proposal for consideration of a PR stipend by December 2018.
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<th>District Goal #3:</th>
<th>Continually develop a professional and creative culture that is student centered, focuses on the whole child, and supports students’ diverse talents and social, emotional and intellectual needs.</th>
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| **Key Actions for Goal #3:** | a. Continue to develop and support staff, administrative and community initiatives which demonstrates the District's willingness to be a state and national education innovator.  
  b. Continue to develop and support high quality, diverse, and rigorous program offerings that provide ongoing challenges and opportunities to students throughout their learning careers.  
  c. Foster access to existing programs that support the social/emotional needs of all district students and continue to enhance and develop programs to address those changing needs.  
  d. Create a district-wide climate that encourages inclusion and promotes tolerance. |
| **Benchmark for Goal #3:** | a. The School Committee will include students and staff who will be highlighted at School Committee meetings at least monthly.  
  b. The School Committee will take the opportunities to visit the District's programs on invited walkthroughs during the 2017-2018 school year.  
  c. Ensure that programs which support student social/emotional growth are considered in the budget process for FY 2019.  
  d. Engage teachers, students, administrators, and community (including elementary districts) to develop an action plan to improve cultural proficiency and develop protocols for responding to bias incidents. |
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<tr>
<th><strong>District Goal #4:</strong></th>
<th>Continually evaluate and develop policies, procedures and systems that exemplify transparency, demonstrate fiscal responsibility and foster public confidence in the District’s business operations.</th>
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</table>
| **Key Actions for Goal #4:** | a. Include an executive summary when uploading all financial reports onto the KP website in a timely manner.  
b. Continue to invite member town administrators, finance committee members and elementary district leadership to all budget discussions and share information on a regular basis.  
c. Prepare financial reports for public consumption in a way that is easily digestible for constituents that are not familiar with the budget process.  
d. Continuing to improve the budgeting process from initial requests through town meeting when seeking approval-work with a “no surprise” attitude.  
e. Develop, publish and advocate for a rolling strategic five-year plan for capital needs as well as major long-term financial requirements.  
f. Goals for student achievement should drive budget process.  
g. The District should promote the budget rather than defend it. To be fiscally responsible. Promote the fine programs that the District has in place and promote them along with extracurricular activities. Start off with what we have done and what we want to do as a marketing plan as a different approach. |
| **Benchmarks for Goal #4:** | a. Check website for financial data posting and executive summary on a quarterly basis, beginning in September for Q1.  
b. Continue to review financial subcommittee meeting minutes on a monthly basis.  
c. Set calendar for public budget meetings and distribute to member town officials.  
d. Hold agenda item space for budget review at each School Committee meeting throughout the budget season.  
e. Invite selectmen and members of the finance committee from the three towns to the King Philip Finance Subcommittee meetings.  
f. Involve community working group members to budget meetings and encourage them to attend budget meetings In the three towns (include elementary schools).  
g. To engage in thorough advance planning with staff and administration to develop budgets and guide expenditures. |
**District Goal #5:** To recruit and hire King Philip’s next Superintendent of Schools, effective July 1, 2018. King Philip’s next Superintendent will possess the optimal mix of leadership, administrative, and management skills that are best suited to both the district's near-terms needs/challenges and long-term vision for becoming one of the premier high-performing districts in the state.

**Key Actions for Goal #5:**

- a) Review and consider all data-findings and survey-findings provided by the Community Working Groups (CWG's) and King Philip Regional School Committee (KPRSC) to develop a rich target-candidate profile.

- b) Actively engage our chosen consultant to lead and guide the KPRSC in its search and selection process.

- c) Form a dedicated Search team made up of members of our 3 town communities, administration, parents, students, elementary-district leaders, and KPRSC members to conduct comprehensive exploratory interviews with target-candidates.

- d) Ensure that the compensation and benefits package offered to our target candidates is fully sufficient and commensurate with the kind of candidates King Philip is seeking to attract and ultimately hire, to lead the district in its evolution to becoming one of the premier high-performing districts in the state.

**Benchmarks for Goal #5:**

- a) Review multiple search-consultants to lead/assist the KPRSC in the search-process; choose consultant by mid-Fall, 2017.

- b) Establish Search Committee by end of year, 2017.

- c) Actively recruit, interview, and narrow list to top 2-4 candidates by end of January 2018. To be subsequently interviewed and reviewed by the KPRSC.

- d) Tender offer and secure acceptance from candidate by February 26, 2018, with a start date of July 2, 2018 or as soon as possible.

- On December 18, 2017, the School Committee reached consensus on Goals 1 through 5.