

KERKHOVEN MURDOCK SUNBURG PUBLIC SCHOOLS

STRATEGIC PLAN 2026—2031



CORE VALUES

- **Academic Achievement** - Fostered through rigorous curriculum and future focused learning
- **Accountability** - Accepting responsibility for our individual and collective actions, decisions, and outcomes
- **Integrity** - Consistently doing what is right
- **Fiscal Responsibility** - Sound financial management is fundamental to achieving the District's vision

BELIEF STATEMENTS

We believe:

- **In building partnerships between students, teachers, parents, and the community**
- **Students excel when held to high academic and character expectations**
- **In a positive school environment where class sizes are small**
- **Student critical/ethical thinking are skills that form the foundation of strong communities**
- **Trust between students, families and schools, built through accountability and integrity, drives academic achievement**

MISSION STATEMENT

Working as one in the pursuit of excellence

VISION STATEMENT

Inspiring students to achieve their personal best

PORTRAIT OF A GRADUATE TRAITS

Respectful • Critical Thinker • Accountable • Resilient • Inspired

STRATEGIC PLAN FOCUS AREAS

Student Growth and Achievement	Student Success	Family and Community Engagement	Resource Management	Employee Engagement and Effectiveness
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FOCUS AREAS	GOALS	OBJECTIVES
Student Growth and Achievement	Goal 1: We will achieve the goals of Striving for Comprehensive Achievement and Civic Readiness (CACR), formerly named World's Best Workforce (WBWF) for all students in the school district. (Minn. Stat. § 120B.11)	Objective 1.1: Annually evaluate the success and development of meeting the five goals of the CACR (formerly WBWF) plan: • All students are ready for school. • All racial and economic achievement gaps between students are closed. • All students are ready for career and college. • All students graduate from high school. • All students are prepared to be lifelong learners.
	Goal 2: We will achieve the goals of the Minnesota Reading to Ensure Academic Development (READ) Act for all students in the school district. (Minn. Stat. § 120B.118)	Objective 2.1: Annually evaluate the success of meeting the goals of the READ Act. • Every student reading at or above grade level every year, beginning in kindergarten. • Support multilingual learner and students receiving special education services in achieving their individualized reading goals.
	Goal 3: Ensure students engage in meaningful learning experiences that help them understand the purpose and real-world application of their learning through student and teacher clarity	Objective 3.1: Annually review the number of work-based learning and career connected pathways through strategic partnerships with local employers Objective 3.2: Develop system that identifies the necessary courses to build a career/college pathway for each student
Student Success	Goal 4: Design and implement cohesive, responsive programs that help students succeed	Objective 4.1: Annually review a comprehensive list of academic support programs available to students to ensure continuity of service Objective 4.2: By Summer 2027 establish building/tier level MTSS (Multi-Tiered System of Supports) leadership teams
	Goal 5: Foster an environment where students consistently feel supported, safe, and connected	Objective 5.1: During the 2028-29 school year fully implement data-informed practices across all schools Objective 5.2: Each fall set student engagement targets measured by the number of students having access to rigorous content and participation in extra-curricular activities Objective 5.3: Annually conduct safety audits to provide and improve safe, supportive, and welcoming learning environments across all buildings

FOCUS AREAS	GOALS	OBJECTIVES
Family and Community Engagement	Goal 6: Communicate clearly, consistently, and proactively with all stakeholders	Objective 6.1: During the 2027-28 School year implement one common district communication platform for schools, families, staff, and activities to promote safety, consistency, and ease of access Objective 6.2: Annually review the consistency in staff-to-family communication, including in-person, phone calls, emails, and Learning Management System (LMS) updates
	Goal 7: Build trust and foster engagement through collaborative partnerships with families and community stakeholders	Objective 7.1: Each Fall Open House provide clear communication of supports, available to families, including mental health, academic services, extracurriculars, and family activities Objective 7.2: By 2028-29 add 4 school-based and community events hosted by the schools that bring stakeholders into all buildings
Resource Management	Goal 8: Manage financial resources with transparency and efficiency	Objective 8.1: Annually develop and adopt a multi-year budget expenditure plan that supports the District's Vision Objective 8.2: Annually evaluate balance of facility use, class size alignment, and effective utilization of taxpayer dollars
	Goal 9: Strategically plan and provide safe, modernized, accessible learning environments	Objective 9.1: Each fall ensure school meal programs offer nutritious and appealing options that support the health of all students Objective 9.2: By Spring 2027 assess options to improve access and parking at the high school Objective 9.3: Annually review a 5-10 year facilities, security, and technology plan
Employee Engagement and Effectiveness	Goal 10: Ensure that there is highly qualified staff in each role, across all buildings	Objective 10.1: Each fall provide enhanced professional development and training through high performing Professional Learning Communities (PLC's) Objective 10.2: Continue to deliver a teacher growth and development model to ensure every student experience high quality, rigorous, and engaging instruction Objective 10.3: During the 2028-29 school year fully implement a comprehensive, district wide MTSS (Multi-Tiered System of Supports) to strengthen and align District, Building, Department level goals