



# Knox Schools 2020

**Goal 2: Invest in Our People**

# Our Strategy – Four Objectives

Build & Support our  
Community of Learners

Build & Support our  
Community of Leaders

**Invest in Our  
People**

Incent, Appreciate, and  
Reward our People

Ensure all new  
employees meet our  
standards of excellence



# Build & Support our Community of Learners



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## What are some ways KCS could achieve this?

- Create real-time, on-demand regional support structures to provide more intense and timely support to our schools' staffs.
- Build professional development opportunities for all employees that are personalized, high-quality, timely, and relevant.
- Develop cultural competence through all levels of our organization
- Provide our educators the necessary supports to personalize learning for all students.



# Build & Support our Community of Leaders





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**What does that mean?** We want to continually build the capacity of our workforce and, as a result, want to provide opportunities for them to learn and lead.

# Build & Support our Community of Leaders



## What are some ways KCS could achieve this?

- Create a mid-career Principals' Academy.
- Innovative “exchange” model to professional develop Assistant Principals for the Principal role
- More formally define, strengthen and broaden career pathways for instructional and non-instructional positions.

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# Incent, Appreciate and Reward Our People



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**What does that mean?** Achieving excellence is neither easy nor convenient and it should be recognized and celebrated achieved!

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## What are some ways KCS could achieve this?

- Strive to secure competitive wages for all of our employees
- Develop and implement a strategic staffing model that spotlights “innovation champions”
- Redesign strategic compensation model

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# All New Employees Meet Our Standards of Excellence





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**What does that mean?** We must ensure that every new member of the KCS team is aligned to our culture of excellence



# All New Employees Meet Our Standards of Excellence



## What are some ways KCS could achieve this?

- District-level recruitment and selection process
- Select and partner with teacher preparation programs aligned with our instructional philosophy
- Develop competencies, set expectations and “ways of being” for all KCS staff

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