



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









Build & Support our Community of Learners



What does that mean? Every Knox County Schools' employee is supported to engage in professional growth and innovation







Build & Support our Community of Learners



What does that mean? Every Knox County Schools' employee is supported to engage in professional growth and innovation

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









Build & Support our Community of Leaders



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 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.

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.





Incent, Appreciate and Reward Our People





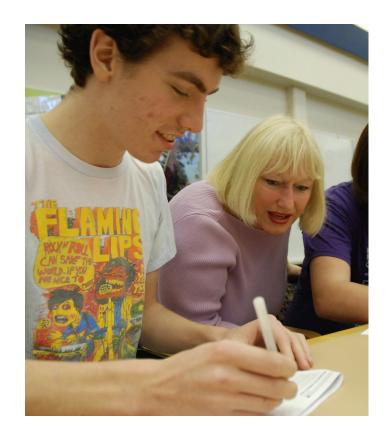




Incent, Appreciate and Reward Our People



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





Incent, Appreciate and Reward Our People



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

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





All New Employees Meet Our Standards of Excellence







All New Employees Meet Our Standards of Excellence

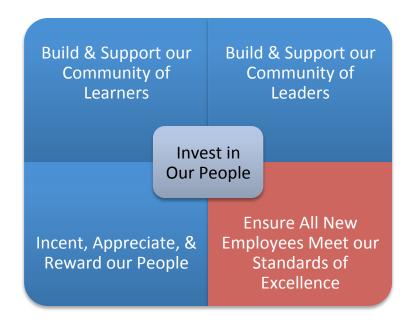


What does that mean? We must ensure that every new member of the KCS team is aligned to our culture of excellence





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

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