

STRATEGIC PLANNING

Sub-committee Report
Expectations for

Educators

**KALAMAZOO PUBLIC SCHOOLS
STRATEGIC PLANNING**

EDUCATOR EXPECTATIONS

	Academics	Social/Emotional	Communication	Professionalism
Overall (all grades)	Believe that ALL children can learn and assist all students in meeting or exceeding grade level expectations.	Instruct, model, and reinforce daily procedures, routines, and socially accepted manners. Reinforce positive student behaviors.	Communicate effectively with students, parents, colleagues, and the community by creating a community of learners and collaborating with others; keep communication open with parents and developing partnerships.	Model professional behavior by being prepared for instruction, current in the practice of teaching and learning, and dressed professionally. Be culturally aware and use that knowledge in instructional planning.
	Base instructional and behavioral decisions on data.	Promote positive relationships with others (inform students of bullying, sexual harassment and other social behaviors).	Affirm and encourage parental involvement at conferences and school events. Communicate with parents/guardians on a regular basis (i.e. parent letters, newsletters, written notes, website, telephone calls, and e-mails making sure to be responsive to the individual needs of students and parents).	Participate in relevant, effective ongoing professional development and implement learning into practice.
	Teach and model effective classroom strategies, organizational skills, and work habits. Use culturally relevant teaching strategies and differentiated lessons.	Promote a healthy lifestyle through exercise, nutrition, and sleep.		Continue to develop leadership skills.
		Greet students in a positive manner daily and use their names.		Build a culture of teamwork and collaboration in the classroom and school.
		Encourage cultural competence and skills.		
Pre-School	Teach grade level content expectations with the intent that all students will achieve at grade level or higher.	Model and teach: sharing, respecting personal space, communicating feelings verbally, using manners (please, thank you), and a love of learning.	Introduce themselves and welcome parents and students before the students enter school. Provide the social and academic expectations for pre-school, a school schedule and a school handbook.	Teach and model the acceptance of diversity through similarities and differences between people.
	Begin the day with a calming routine and teach procedures and routines for all activities throughout the day.	Convey a sense of nurturing and trust to students and parents.		
	Teach the acceptance of diversity through similarities and differences between people (physical characteristics, likes and dislikes).			
Kindergarten			Welcome prospective parents and students at Kindergarten Orientation. Provide the social and academic expectations for kindergarten, a school schedule for fall and a school handbook.	

**KALAMAZOO PUBLIC SCHOOLS
STRATEGIC PLANNING**

EDUCATOR EXPECTATIONS

1st			Introduce themselves and welcome students and parents to their classroom within the first 2 weeks of school. Convey a positive outlook for the school year.	
2nd	Teach the acceptance of diversity in terms of similarities and differences among people (physical characteristics, likes and dislikes, cultural practices, family history).			
3rd	Model or instruct the use of a planner or homework folder.	Demonstrate working together for the common good of the classroom.		
		Foster awareness of cultural diversity within the classroom.		
4th	Model use of and expect students to use a daily planner.	Facilitate learning the cultural diversity of the community.		
5th	Review use of and expect students to use a daily planner.	Facilitate working together for the common good of the school.		Foster awareness of neighborhood interests (concerns & celebrations) and cultural diversity including extra-curricular and co-curricular activities for students (arts, sports & clubs).
6th	Expect independent use of a planner by students.	Prepare students academically and socially for the transition from elementary school to middle school.	Assist in the transition of students from elementary to middle school (i.e. campus tours, class schedules, planners and student ID's.) Provide opportunities to meet teachers, support staff and administrative staff during the school year as well as the summer.	
		Facilitate community action projects in the community.		
		Teach about environmental responsibilities.		
7th	Identify student strengths and challenges in order to design the best learning experiences for all students.	Model, practice, re-teach, and reinforce social behaviors expected of students (integrity, curiosity, responsibility, creativity and respect for all persons).	Communicate with parents on the expectations of 7th grade compared to 6th grade).	Empower students intellectually by using cultural experiences and knowledge of all students.
	Help children to develop study skills to manage time, daily assignments and homework.	Acclimate students to middle school life (changing of classes, steer them to electives which engage interest in special academic and social interests).	Assist in the transition of students from elementary to middle school (i.e. campus tours, class schedules, planners and student ID's.) Provide opportunities to meet teachers, support staff and administrative staff during the school year as well as the summer.	

**KALAMAZOO PUBLIC SCHOOLS
STRATEGIC PLANNING**

EDUCATOR EXPECTATIONS

	Provide classroom experiences that stimulate interest in career options and foster development of interests.		Communicate and emphasize the importance of standardized tests on future educational opportunities.	
8th		Prepare students for the transition from middle school to high school academically and socially.	Familiarize students with resources and opportunities available in high school.	
		Encourage students to pursue academic, volunteer, and recreational opportunities available during summer months.	Introduce students to resources and programs available outside of KPS.	
			Familiarize students with colleges, entrance expectations, and requirements.	
9th	Teach high school content expectations with the intent that all students will achieve at grade level or higher.	Re-teach, reinforce and maintain high expectations for appropriate social skills.	Assist in transitioning students from middle school to high school.	Keep current on employment trends and the changing global society and integrate into teaching.
	Develop critical-thinking and problem-solving skills in all students.			
	Teach procedures, routines, and strategies necessary for a successful high school experience for all students.			
	Assist students in preparing for the PLAN Test or any other preparation for standardized assessments.			
	Teach organizational, time management, and employability skills to all students.			
10th	Expect high levels of skills in debate, problem solving, critical thinking, and persuasive writing.	Reinforce the use of cooperative learning, working in group situations, and team building.		
	Integrate preparation for standardized testing into teaching.			
	Explore career choices as it relates to the curriculum and relevance to student lives.			
	Continue developing critical thinking and problem solving skills in all students.			
	Reinforce procedures, routines and strategies necessary for a successful high school experience for all students.			
	Improve organizational, time management and employability skills of all students.			

**KALAMAZOO PUBLIC SCHOOLS
STRATEGIC PLANNING**

EDUCATOR EXPECTATIONS

11th	Teach and empower students to use their critical-thinking and problem-solving skills in new situations.	Maintain the use of cooperative learning, working in group situations, and team building.		
	Teach strategies necessary for a successful post-secondary experience for all students.			
	Implement a culture of post-high school readiness including employability and college preparedness.			
12th	Identify student strengths and challenges in order to design the best learning experiences for all students.			
	Hold high expectations for student engagement.			
	Maintain and re-enforce a culture of post-high school readiness including employability and college preparedness.			
Post Secondary	Reteach when necessary organizational, time management, and employability skills.		Prepare students to utilize community services as needed in relation to self-advocacy, education, employment, housing, and recreation.	
	Maintain the use of cooperative learning, working in group situations, and team building.			
	Provide a transition program for students moving to post secondary.			