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Our Foundation Mission, Vision, Values, and Commitments

Mission

To ensure all students develop the knowledge, skills, character, and confidence to be successful citizens who are college ready, career ready, and life ready.

Our Vision

We are a community of learners and leaders united to create an environment where every student belongs, learns with purpose, and achieves their potential through our shared commitment to excellence.



Our Core Values: OWLS with GRIT

- Ownership with **G**rowth
- Willingness with **R**esilience
- Leadership with **I**ntensity
- Success with **T**enacity

Our Collective Commitments

These commitments guide our daily decisions and professional practice:

1. **Know Every Student** - Understanding academic, social-emotional, and behavioral needs while maintaining high expectations
 2. **Create Safety** - Maintaining physical and emotional safety where all feel safe to take risks and strive for excellence
 3. **Collaborate Effectively** - Working together with accountability to address challenges and ensure student success
 4. **Engage Community** - Partnering with families and community members in culture development and shared responsibility
 5. **Measure Impact** - Evaluating effectiveness of our systems and practices, adjusting to support excellence
 6. **Celebrate Excellence** - Recognizing growth, positive behavior, and contributions that reflect OWLS with GRIT
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Strategic Framework - Four Pillars of Excellence

Student Belonging

- Creating trauma-informed, restorative learning communities where every student feels safe, valued, and connected.

Intentional Excellence

- Implementing purposeful, transparent instruction where students understand what they're learning and why it matters.

Evidence-Based Decisions

- Using data and collaborative professional learning to continuously improve our practices.

Community Partnership

- Building strong relationships and shared responsibility among students, families, staff, and community.
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Instructional Initiative #1 - Teacher Clarity

What This Means:

Students always know **what** they're learning, **why** it matters, and **how** they'll demonstrate success through Corwin's research-based framework:

- **Gaining Clarity:** Crafting clear learning intentions and success criteria
- **Sharing Clarity:** Co-constructing success criteria with students
- **Assessing with Clarity:** Creating meaningful opportunities to demonstrate learning
- **Feedback with Clarity:** Giving and receiving effective feedback for learning
- **Collaborating with Clarity:** Teachers and students sharing learning and progress

What You'll See in Classrooms:

- Students can answer: *"What am I learning? Why? How will I know I've learned it?"*
- Learning intentions clearly posted and discussed daily
- Success criteria developed WITH students, not just FOR students
- Regular feedback cycles that move learning forward

Professional Development Focus:

- Strategic training on Corwin's Five Essential Practices framework
 - Coaching support for implementing learning intentions and success criteria
 - Collaborative planning for co-constructing clarity with students
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Instructional Initiative #2 - Professional Learning Communities

What This Means:

Staff work collaboratively around **four essential questions** that drive effective instruction:

1. **What do we want students to learn?** (Clear standards and objectives)
2. **How will we know if they learned it?** (Assessment and evidence)
3. **What will we do if they don't learn it?** (Intervention and support)
4. **What will we do if they already know it?** (Enrichment and extension)

What You'll See:

- Teachers meeting weekly to analyze student work and data
- Coordinated instruction across grade levels and subjects
- Targeted interventions for struggling students
- Enrichment opportunities for advanced learners

Professional Development Integration:

- Ongoing PLC facilitation training for teacher leaders
 - Data analysis workshops aligned to the four questions
 - Collaborative protocols for examining student work
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Instructional Initiative #3 - Know Thy Impact

What This Means:

Using **student learning data** to understand and improve our effectiveness as educators:

- Regular analysis of student academic progress
- Adjusting instruction based on what the data tells us
- Measuring our impact on student growth, not just achievement

What You'll See:

- **Regular PLC meetings** where teachers analyze student work samples and assessment results together
- **Flexible instructional groups** that change based on student data rather than fixed ability levels
- **Teachers adjusting Instruction** that target specific students based on assessment gaps
- **Student goal-setting conferences** where students track their own academic growth
- **Resource allocation** directed to classrooms and students showing greatest need

Professional Development Focus:

- Data literacy training for all staff
 - Strategic use of assessment data to drive instruction
 - Technology tools for tracking and analyzing student progress
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Culture & Climate Initiative #1 - Implementation of Belonging Framework

What This Means - The Science of Belonging:

Based on research, belonging is achieved when students experience **four essential elements**:

- **Physical Safety:** Free from harm and threat
- **Psychological Safety:** Safe to take academic and social risks
- **Identity Safety:** Valued for who they are, including their cultural identity
- **Social Safety:** Connected to peers and adults in meaningful relationships

What You'll See in Our Schools:

- **Welcoming environments** that reflect all students' cultures and backgrounds
- **Identity affirmation** where every student's story and heritage is valued
- **Meaningful relationships** between students and caring adults
- **Student voice and choice** in their learning and school experience

Professional Development Integration:

- Belonging framework training for all staff
 - Cultural responsiveness workshops
 - Relationship-building strategies and practices
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Culture & Climate Initiative #2 - Refining PBIS with Restorative Practices

What This Means:

Moving beyond traditional discipline to **teaching and repairing** when problems occur:

- Focus on "What happened? Who was affected? How do we make it right?"
- Students learn from mistakes rather than just receiving punishment
- Maintaining relationships while addressing harmful behavior

PBIS + Restorative Approach:

- **Prevent** problems by teaching OWLS expectations clearly
- **Respond** to issues with learning conversations and repair
- **Build** stronger school community through accountability

Professional Development Focus:

- Restorative practices training and implementation
 - Conflict resolution and mediation skills
 - PBIS system refinement and continuous improvement
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Culture & Climate Initiative #3 - Refining PBIS with Trauma-Informed Practices

What This Means:

Recognizing that **student behavior often reflects underlying needs** and responding with support rather than punishment:

- Understanding how trauma affects learning and behavior
- Creating predictable, safe environments for all students
- Teaching coping strategies and emotional regulation skills

What You'll See:

- **Calm, predictable environments** with consistent routines and quiet regulation spaces for emotional self-management
- **Personal connections** with teachers greeting students by name and checking in on their wellbeing daily
- **Student choice and cultural celebration** through flexible learning options and displays reflecting all backgrounds

Professional Development Integration:

- Trauma-informed practices training for all staff
 - ~~De-escalation techniques and emotional regulation strategies~~
 - Building resilience and coping skills in students
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Moving Forward Together

Our Commitment to Excellence:

Through these **seven strategic initiatives**, we are building a comprehensive foundation for student success:

- **Instructional Excellence** that ensures every student knows what they're learning and why
- **Culture & Climate** where every student feels safe, valued, and connected
- **Systems Improvement** that supports both teaching and learning effectiveness

What This Means for Our Community:

- **Students** who are college ready, career ready, and life ready
- **Families** who are true partners in their children's education
- **Staff** who are equipped with research-based strategies and continuous support
- **Community** that can be proud of our shared commitment to excellence

How We'll Keep You Informed:

- **Monthly board presentations** featuring student and staff recognition aligned with our initiatives
 - **Transparent communication** about both our successes and challenges as we implement these changes
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