

Core Values & Commitments

1. **Students First**

- Commitment: In all things we do, our Conway Schools' students will be our first priority. Every decision we make will be based on what is in the best interest of our students.

2. **Staff Committed to Excellence**

- Commitment: In all things we do, our Conway Schools' employees will perform their work with distinction, no matter what position they hold or which building they call home. Realizing that excellence does not mean perfection, we will commit to working together and trying new things that may bring progress and professional growth.

3. **Value and Respect Diversity**

- Commitment: In all things we do, our Conway Schools will strive to create an environment where everyone matters. We will seek to build each other up as we learn from one another whether our differences lie in our cultural backgrounds or our learning styles. We will teach our students to embrace our differences as opportunities for growth.

4. **Provide Innovative Educational Opportunities**

- Commitment: In all things we do, our Conway Schools will maximize opportunities to grow progressive learners making them ready for the future. We recognize that a successful future looks different for each student, and distinct academic paths can lead to future success. We will set high expectations for ourselves and all our students.

5. **Cultivate Community Relationships**

- Commitment: In all things we do, our Conway Schools will remember the wealth of resources and support found in our community. We will seek to maximize community input in providing educational experiences and services that will have a lasting impact for our students.

6. **Maintain a Safe and Caring Environment**

- Commitment: In all things we do, our Conway Schools will be vigilant in protecting the students in our care. Our schools will be a place where students feel safe and loved and have their basic needs met because only then can real learning take place.

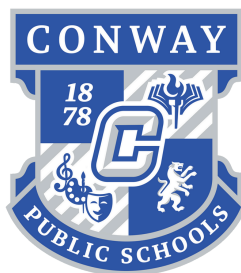
Mission & Vision

Mission

The Mission of Conway Public School District is to empower every student with the knowledge, skills, and abilities to thrive in school, career, and in life.

Vision

By July 1, 2026, Conway Public School District will prepare itself to become a district of choice—attracting top talent, fostering a culture of excellence, and pursuing national distinction for student achievement..



District Priorities

District Priority # 1

Academic Achievement and Student Services: Improve targeted learning outcomes and student services by establishing clarity, focus, and district-wide accountability.

Goal #1

By the end of CY 2026, CPSD will increase student reading achievement from 44% to 51%.

Goal #2

By June 30, 2027, CPSD will increase the proportion of students graduating “with distinction” from 41% to 51% according to State accountability measures.

Goal #3

By the end of CY 2026, CPSD will increase student math achievement from 38% to 43%.

Goal #4

In 2025, CPSD will develop and implement a comprehensive discipline improvement plan aimed at reducing total student suspensions by 10% by the end of calendar year 2026, focusing on proactive strategies, restorative practices, and consistent implementation across all schools.

District Priority # 2

Culture of Excellence: Cultivate and sustain a culture of Communication, Accountability, and Transparency (CAT) where students, staff, and parents feel valued, inspired, and engaged.

Goal #1

In 2025, CPSD will adopt and train District Leadership on the key elements of the Culture of Excellence, to include Leadership, Clarity and Focus, Empowering Communication, Engaged and Committed Teammates, 100% Accountability, and Organizational Agility.

Goal #2

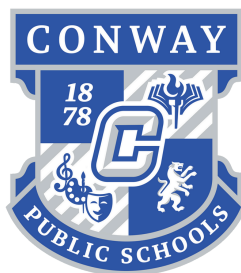
By July 1, 2026, CPSD will increase the average employee engagement score from 68.9% to 75%.

Goal #3

By July 1, 2026, CPSD will increase the average parent satisfaction score from 68.9% to 75%.

Goal #4

In 2025, CPSD will gather baseline Secondary Student engagement data and by July 1, 2026, we will increase the average student engagement score from 64.3% to 75%.



District Priorities

District Priority #3

Transparency and Trustworthiness:

Demonstrate transparency and trustworthiness regarding academic achievement and district management.

Goal #1

In 2025, CPSD will develop, implement, and publicly publish a continuous improvement scorecard of widely accepted educational and operational metrics leading to increased transparency and accountability to all stakeholders.

Goal #2

Beginning in Fall 2025, CPSD will conduct bi-annual stakeholder engagement sessions (e.g. Town Halls) to share updates, and receive feedback on academic performance, budget priorities, and resource alignment.

Goal #3

During the 2025/2026 academic year, the Board and Administration will significantly increase public trust in District Leadership from 37.2% (Employees) and 45.4% (Parents) to at least 60% as measured by the survey question: ***“I trust the decisions made by District Leadership.”***

District Priority #4

Stakeholder-Driven Strategic Plan: Develop a stakeholder-driven, multi-year Strategic Plan that positions Conway Public Schools as a nationally competitive school district.

Goal #1

In 2025, CPSD will populate and launch a Strategic Plan Steering Committee in partnership with the Conway Chamber and Conway Development Corporation.

Goal #2

By June 30, 2026, CPSD will develop and approve a high-quality, stakeholder-driven strategic plan that reflects the needs and aspirations of the community. The Plan will be widely and easily accessible to all stakeholders.

Goal #3

By June 30, 2026 CPSD will develop and implement a process to establish continual dialogue and build strong local employer relationships, ultimately ensuring that the CTE programs are aligned with high-wage, high-growth, military, and high-demand Conway-area jobs.

Goal #4

By June 30, 2026, CPSD will establish an ongoing process to strengthen collaboration and partnerships with area colleges, universities, and military.