

FOCUS 2026

A SHARED VISION FOR EXCELLENCE





LEADERSHIP

SCHOOL BOARD MEMBERS AND SUPERINTENDENT



Royd Hatt
Board President



James Winn
Vice President



Neal Peacock
Board Member



Kenzi Guymon
Board Member



Todd Huntington
Board Member



Jim Shank
Superintendent

Dear Emery County Parents, Faculty, Staff and Community Partners,

We are pleased to share Focus 2026, a strategic framework designed to articulate our mission, vision, and promise to provide an exceptional educational experience for every student we serve. The goal of Focus 2026 is to clearly express our institutional priorities, particularly those centered on student growth and development. At the heart of this work is the implementation of the Emery Portrait of a Graduate, which defines the knowledge, skills, and character traits we believe every student should possess upon graduation. Each strategic goal within the plan is supported by actionable steps, including a professional blueprint for educator and employee excellence that strengthens our commitment to high-quality instruction and service.

In addition to academic and professional priorities, Focus 2026 incorporates several essential long-range components. These include a 10-year demographics and facilities-use projection to ensure responsible planning for future enrollment and infrastructure needs; a comprehensive safety and emergency plan that reinforces our commitment to secure learning environments; and alignment with recent state literacy goals, ensuring our students build strong foundational skills that support lifelong learning.

This plan represents more than 18 months of collaboration, reflection, and community input through ongoing meetings, surveys, and feedback. We are grateful for the voices of parents, staff, students, and patrons who helped shape a shared vision for the future of our schools. Together, we are building a system that honors our traditions while embracing innovation and continuous improvement.

EMERY COUNTY SCHOOL DISTRICT DEMOGRAPHICS, WHO WE SERVE

The school district serves the families of 6 Emery County communities



367 EMPLOYEES

138 TEACHERS
208 SUPPORT STAFF
21 ADMINISTRATORS



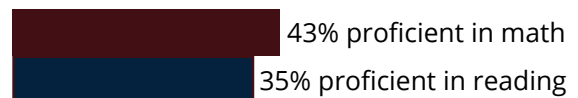
**2,182 STUDENTS
IN 10 SCHOOLS**

In 2025 our graduation rate was 91%

88-89% are White

7-10% are Hispanic/Latino, 1.6% American Indian/Alaska Native, or Black and 0.1% Asian

Student performance on Utah state assessments: Proficiency



VISION

MISSION & CORE VALUES



Our Vision:

Our students will be empowered to become critical thinkers who communicate effectively, take personal responsibility, develop and exemplify resilience, embrace the idea of a strong work ethic, and display the traits of good citizenship.



Our Mission:

- Our mission is to help our students to become:
- Critical Thinkers that work to find the best solution to problems they face.
- Effective Communicators that reach out to improve the world around them.
- Resilient mentally and emotionally.
- Responsible for their actions and live with integrity.
- Capable Workers that have a strong work ethic and strive to succeed and excel in all areas of life.
- Good Citizens that are involved in helping their communities and the world.



Our Core Values:

Integrity: We emphasize the need for students and staff to maintain the highest standards of integrity while showing respect in their interactions.

Cultivating Student Success: All students will be given appropriate opportunities and support to succeed to the best of their abilities.

Self-Discipline: We strive to encourage our students to become critical thinkers who are self-motivated and who engage in a pattern of lifelong learning.

Responsibility: We believe that student learning and success is the result of a combined effort involving students, school staff, parents and family, and the community as a whole. Each stakeholder acts responsibly and in equal partnership to give our students their best chance for success.

Developing Character: We will develop well rounded law-abiding citizens who exemplify the traits of honesty, morality, courtesy, and respect. Students will also develop social and emotional resilience through a safe and nurturing learning environment.

Unity: We are committed to building unity between all stakeholders, by working together to have a clear purpose and direction as we foster collaboration and maximize all resources.



What is Focus 2026?



FOCUS AREA 1:

A framework for strategic goals that align with the Emery Portrait of a Graduate



FOCUS AREA 2:

Student learning Objectives



FOCUS AREA 3:

Strategies and actions for improving performance



FOCUS AREA 4:

Performance indicators and targets



FOCUS AREA 5:

Annual Updates with a vision toward Focus 2027



FOCUS AREA 6:

Metrics for measuring the success of Focus 2026



FOCUS AREA 7:

Commitment to shared vision and maximizing educational opportunity.

To view our Strategic goals that aligns with Emery Portrait of a Graduate SCAN QR CODE Or please visit: <https://tinyurl.com/2nhruymf>



The Emery County School District values unity and the collective strength of our communities and schools. We respect the unique perspectives and experiences of our students, staff, and families. Our unwavering commitment is to provide a nurturing environment where every individual, regardless of their background or circumstances, has the opportunity to succeed based on their abilities and efforts. Our goal is to develop systems that support student achievement by fostering a merit-based approach, which will help every student reach their fullest potential. Our mission is to ensure safe, respectful, and educational working environments free from discrimination while promoting unity and love for our community and country.

It is the policy of the Emery County School District not to discriminate on the basis of race, color, national origin, religion, sex, or disability in programs, activities, and employment. Emery County School District is an Equal Opportunity Employer and complies with all Rules and Regulations of the Americans with Disabilities Act.

OUR GOALS:

The Emery Portrait of a Graduate states that “mastery refers to the attainment of a high level of understanding and proficiency in a subject area, where a student can consistently demonstrate deep knowledge, apply concepts effectively, and solve problems related to that subject, essentially meaning they have fully grasped the material and can use it confidently across different situations; it is often associated with a ‘mastery-based learning’ approach where students must demonstrate mastery of a concept before moving on to the next one.”

We are committed to ensuring that every student meets or exceeds rigorous academic standards through high-quality instruction, targeted supports, and a culture of continuous learning. Therefore, the Focus 2026 goals are established:



1. LITERACY



2. MATH



3. SCIENCE



4. GRADUATION RATE



5. PORTRAIT OF A GRADUATE



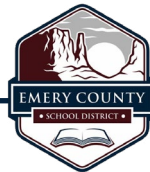
6. MASTERY LEARNING



7. PROFESSIONAL EXCELLENCE BLUEPRINT



8. SAFE LEARNING AND WORKING



LITERACY



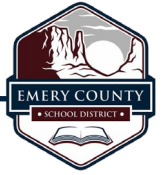
By June 2027, the district will increase the percentage of students meeting or exceeding grade-level expectations in reading by 3-5 percentage points as measured by state ELA assessments and district benchmarks by implementing high-quality literacy instruction, expanding structured literacy interventions, and continuing to provide targeted professional development for teachers.

The overarching literacy goal is to achieve mastery and meet or exceed Utah state performance averages.

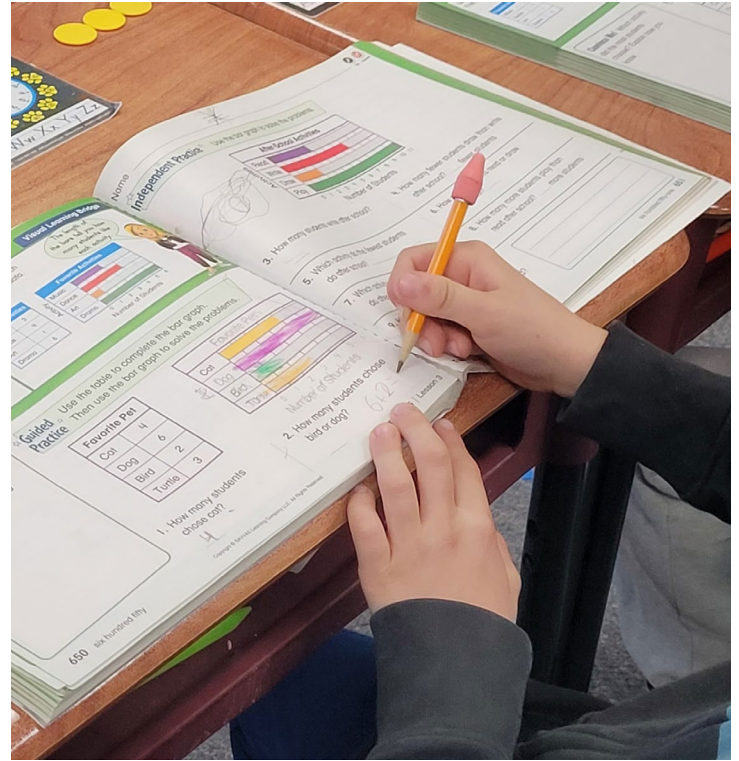
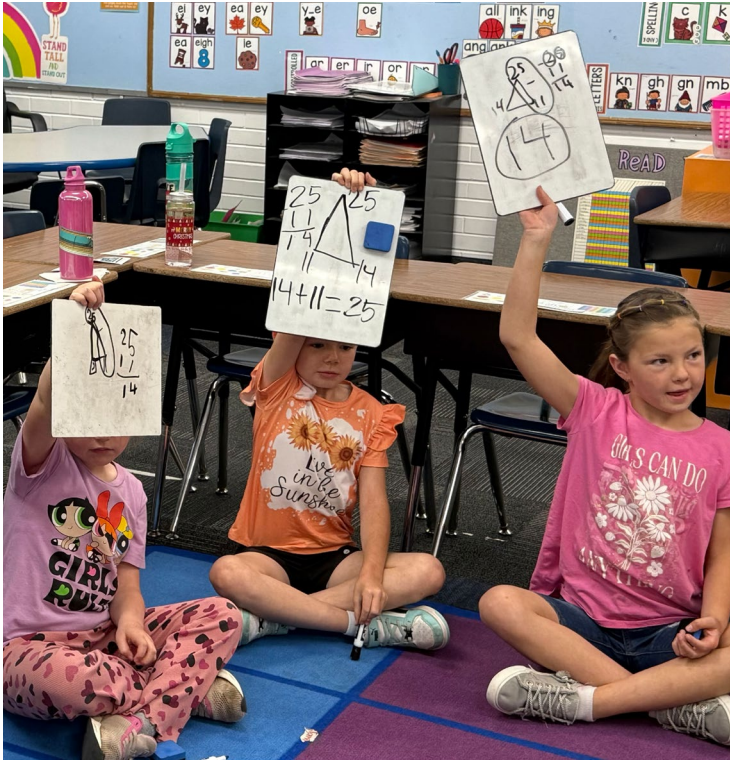


To view UTAH's P-12
Literacy Framework
SCAN QR CODE



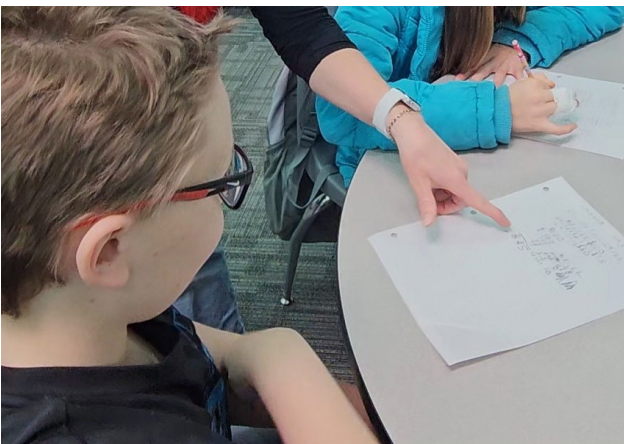


MATH



By June 2027, the district will increase the percentage of students meeting or exceeding grade-level expectations in mathematics by 3-5 percentage points as measured by state math assessments and district benchmarks by implementing high-quality mathematics instruction, expanding targeted interventions, and continuing to provide professional development for teachers.

The overarching math goal is to achieve mastery and meet or exceed Utah state performance averages.



To view Utah's PK -12
Math Framework
SCAN QR CODE



Action Plan
Performance Indicators

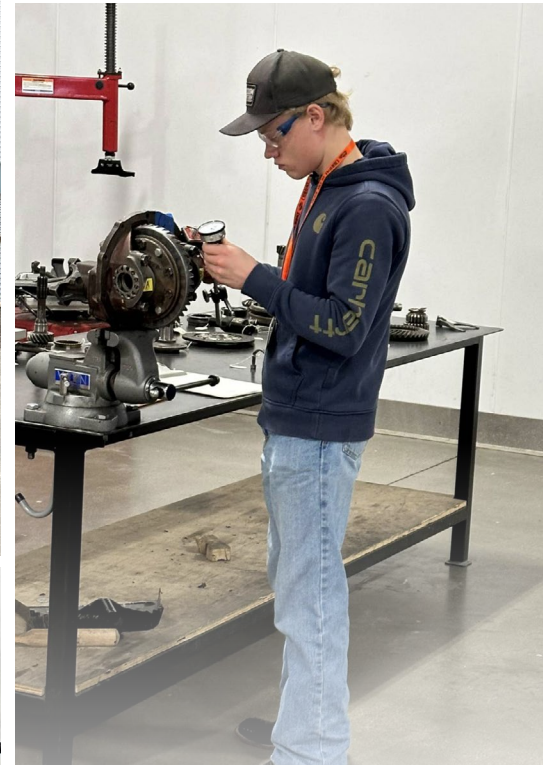
or visit:
<https://tinyurl.com/Utah-PK-12-Math-Framework>



SCIENCE

By June 2027, the district will increase the percentage of students meeting or exceeding expectations on state science assessments by 3-5 percentage points by implementing standards-aligned science instruction and ensuring all teachers receive opportunities for professional growth.

The overarching science goal is to achieve mastery and meet or exceed Utah state performance averages.

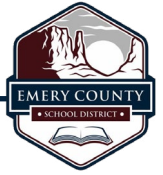


To view Utah Science with Engineering Education (SEEd) Standards SCAN QR CODE



or visit: <https://tinyurl.com/Utah-Science>

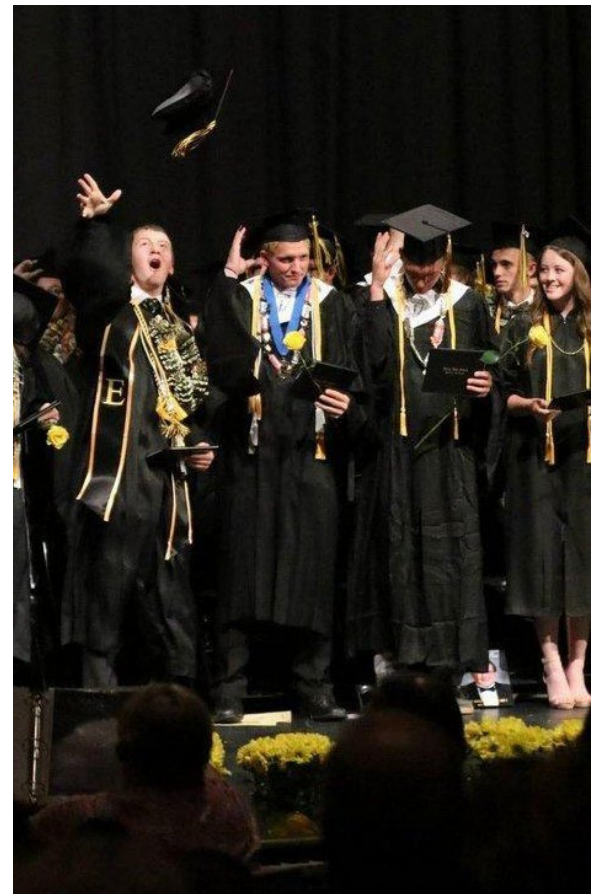
Action Plan
Performance Indicators



GRADUATION RATE

By the end of the 2026–27 school year, the district will increase the four-year cohort graduation rate to at or above state average (92%) by improving credit-recovery options, expanding early warning systems, and strengthening personalized student support services.

The District will include a “cohort retention to graduate” rate in it’s annual assessment and reporting.



To view Graduation Rates
SCAN QR CODE



Action Plan
Performance Indicators

or visit:
<https://tinyurl.com/Graduation-Rates>



PORTRAIT OF A GRADUATE

By September 2026, the district will implement the Portrait of a Graduate (POG) instructional plan in all schools by:

- (1) articulating a district-wide competencies rubric,
- (2) integrating POG competencies into curriculum and instruction in every grade,
- (3) using Panorama software to track and report progress.



To view Graduation Rates
SCAN QR CODE



Action Plan
Performance Indicators

or visit:
<https://tinyurl.com/Portrait-of-a-Graduate>

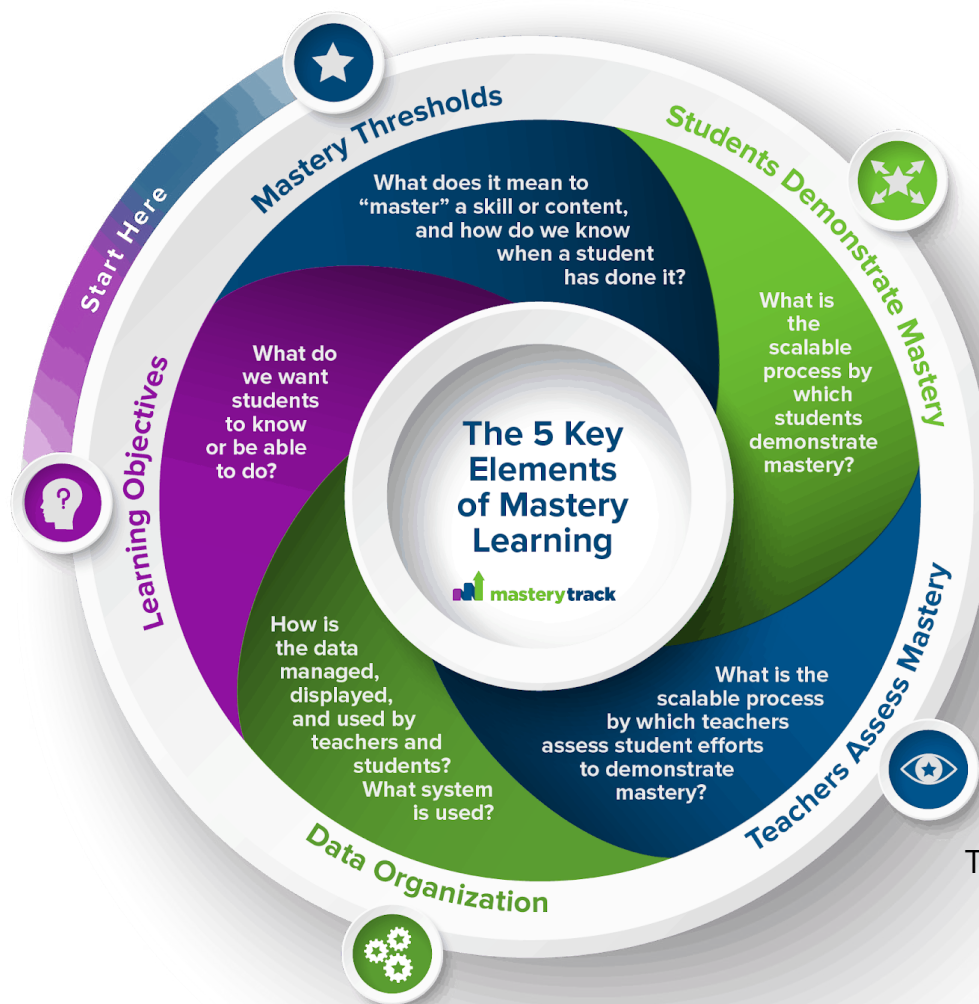


MASTERY LEARNING

By September 2026, the district will implement mastery learning and reporting in grades K-8, with 100% of K-8 teachers using a district-wide aligned curriculum and standardized reporting systems designed for mastery-based grading.

By June 2027, the district will increase the number of students completing CTE pathways by 3-5%.

5 ELEMENTS OF MASTERY-BASED LEARNING



To view Graduation Rates
SCAN QR CODE





PROFESSIONAL EXCELLENCE BLUEPRINT

By June 2027, 100% of instructional staff will engage in a personalized Professional Blueprint that measurably improves teaching efficacy, strengthens collaboration across the district that builds collective capacity, and ensures continuous skill development aligned with rigorous academic standards resulting in increased student growth.

The district seeks to recruit and retain an exceptional, caring workforce that reflects the mission, vision, and values of the communities served.

To view Professional Excellence Blueprint
SCAN QR CODE





SAFE, SUPPORTIVE, COLLABORATIVE LEARNING AND WORKING ENVIRONMENTS

By school year 2027, the district will have incorporated all Utah State required safety requirements as indicated in the School Safety Center's, Utah School Playbook, A Guide for Utah Schools, version 1, 2024.



To view Utah School Safety Playbook - A Guide For Utah Public Schools
SCAN QR CODE



or visit:
<https://tinyurl.com/Utah-School-Safety-Playbook>

THE SIX PILLARS OF THE EMERY COUNTY SCHOOL DISTRICT PORTRAIT OF A GRADUATE



Critical Thinker:

OUR STUDENTS:

- Are able to ask thoughtful questions & seek out answers
- Implement solutions to complex problems
- Apply learning in new and different ways
- Evaluate information for validity, relevance & impact
- Use evidence to support their thinking

Effective Communication:

OUR STUDENTS:

- Articulate thoughts & ideas effectively
- Ask questions to seek understanding
- Speak to inform, influence, motivate or entertain
- Adapts to the needs of the audience
- Actively listen to understand meanings & intentions

Resilient:

OUR STUDENTS:

- Have a well-grounded sense of confidence & respect for others
- Are able to adapt to & overcome challenges
- Have mental toughness & emotional strength
- Are able to set personal & educational goals
- Are able to maintain a positive outlook

Personally Responsible:

OUR STUDENTS:

- Follow through on their commitments
- Display Integrity while making decisions
- Recognize their actions have outcomes
- Manage time, tasks & responsibilities effectively
- Perform kind acts to benefit others

Strong Work Ethic:

OUR STUDENTS:

- Recognize the value of hard work
- Strive for excellence in each task
- Have a dedicated attitude
- Are reliable and responsible
- Are motivated to be successful

Civics/Citizenship:

OUR STUDENTS:

- Are knowledgeable about our Government
- Impact the community responsibly
- Engage in local initiatives
- Perform kind acts to benefit others
- Know how to make responsible decisions