

Midland School District Strategic Plan

Approved 8/15/18

Focus Area 1

Student, Growth and Academic Achievement.

Prepare students for the rigors of postsecondary education and 21st century careers in an increasing technical and global society.

1. Establish indicators and goals for **Academics, Student Growth, Social and Emotional learning and Closing the Achievement Gap**.
2. Provide a challenging and competitive **curriculum for the 21st century student** and ensure alignment between buildings and by grade in areas of Math, Science and English.
3. Foster a culture that **encourages and recognizes student growth** in soft skills necessary for career success. (e.g. leadership, team building, persistence, grit, collaboration, and ability to learn from mistakes)

Goal 1: 100% of students/cohorts in the Midland District will demonstrate linear growth as indicated by indicators as outlined by ESSA as appropriate. Measurement tools can include MAP testing, SAT scores or other standardized testing determined by district Administration.

Goal 2: All Midland buildings will meet to conduct an annual review of curriculum, assessments, and instructional strategies to ensure progressive practices and 21st century skills from PreK-12. Administrators shall report out results of review and any improvement plans to the school board at the March board meeting.

Goal 3: In 2019, 80% of Seniors will graduate Midland with successful completion of Algebra 2 with a C or better. The district will increase this goal by 1% every year until 90% of graduating seniors graduate Midland meet this benchmark.

Goal 4: Each building will perform 2 benchmarking visits of nearby school districts to identify best practices that can be implemented at Midland. Focus areas, attendees, and locations will be determined by building administration. Administrators shall report out results of benchmarking to school board.

Focus Area 2

Community Engagement and Partnerships to Support Student Learning

Enhance a healthy, collaborative and productive relationship with the Midland district and community stakeholders

1. Maintain a **district communication plan** to ensure parents, students and community are well informed of district news and events in a timely manner.
2. Strengthen/Improve **Parent and Student engagement**.
3. Establish and **strengthen partnerships with the community** to foster community and school pride.

Goal 1: Establish/improve district communication plan which utilizes multiple avenues of communication to ensure parents, students and the community are informed of needed information and events in a timely manner. Implement feedback mechanisms when necessary. Due February 2019

Goal 2: Each building shall monitor student and parent participation of building activities measured by attendance. Utilize surveys, when appropriate, after the events to gauge parent/student satisfaction. Building leadership shall periodically review data and implement improvements as necessary to increase participation.

Goal 3: Each building will conduct career exploration activities to allow students to learn about and explore career options available to them. Efforts should be made to engage Midland Parents and businesses located in Midland School District. Principals shall report out to school board on these activities during monthly updates. Each building will conduct a minimum amount of career exploration activities as follows: Elementary: 5, Middle School: 7, High School: 20.

Focus Area 3

Facilities and Resources that Support Student Learning

Ensure that our facilities create a safe and effective learning environment. Ensure that our resources support current education needs and allow for flexibility to support long-term future needs.

1. **Evaluate resource utilization and gaps to excellence.** This will determine technology needs, ways to optimize existing resources, and identification of resources that are not being used.
2. Ensure and evaluate level of **safety and security for all schools** including fostering partnerships with local civic agencies.
3. Implement plans for **well-maintained buildings and grounds** on a scheduled basis. Engage school board to ensure high cost projects are funded appropriately.

Goal 1: Each building will conduct annual meeting and reviews with law enforcement and fire departments to ensure compliance and safety of all staff and students.

Goal 2: The district will conduct an annual review of each building maintenance needs. This will include a building walk through with the grounds committee, administration, and head custodian to highlight the areas of need.

Goal 3: The district will maintain a list of needed maintenance for the district's buildings. This list will include estimated costs and will be used to prioritize and schedule repairs within the constraints of the district budget.

Goal 4: All teachers and director of information technology will conduct a yearly audit of the supplies and tools used in each classroom. Data from the audit will be used to identify outdated materials, needed training to fully utilize tools, and facilitate discussion for suggested updates.

Focus Area 4

Dedicated and Talented Staff Committed to Excellence in Student Learning

Recruit, support and encourage retention of employees at all levels. Foster a positive work environment that encourages staff learning, growth, and collaboration.

1. Establish a **rewards and recognition** program to spotlight staff for going above and beyond.
2. Develop strategies to ensure teachers have necessary skills for 21st century learning. This includes **improving knowledge transfer** among staff, administration and among buildings.
3. Establish plans to **strengthen team building**, both internally and district wide.

Goal 1: The district will conduct staff meetings three times per year, with all three buildings, that showcases in-house professional practices with regards to student achievement.

Goal 2: Superintendent will conduct a review of Midland's staff retention rate and compare Midland to nearby districts with similar demographics. The superintendent will provide suggestions to the School Board for ways to improve staff retention at Midland.

Goal 3: Each building will maintain a committee that regularly meets to support the health and wellness of the staff and foster a collaborative environment of growth for the staff.

Focus area 5

School Board Stewardship

Employ a Superintendent who is responsible to the Board for the management of the school district in accordance with state law and school board policy. The board will provide guidance and oversight to pursue long-term objectives to achieve the district's vision, support proven strategies to increase achievement for all students, ensure fiscal responsibility and stability and increase communication & community engagement.

1. Establish and **monitor district strategic plan**. Specific and measurable working goals will be established that strive for continuous improvement at Midland.
2. Demonstrate effective business operations that **ensure excellent stewardship of public money**. Fiscal spending shall be monitored to ensure taxpayers contributions are supporting the vision of Midland.
3. Establish **resources for new board members** that outline board member responsibilities, communication protocols, and best practices.
4. **Improve communication and transparency** about board decisions and actions to the teachers and community.

Goal 1: Develop a new board member guide that includes following: Board member roles and responsibilities, Budget 101, board agreements, contact information, and best practices for interaction and communication with the public. (Completion date February 2019)

Goal 2: Establish a yearly board calendar to outline budget milestones and establish rotating agenda items. Perform review of meeting agendas to verify guidelines of IASB are met, as necessary. Rotating agenda topics to consider include: Status of Strategic plan goals, Transportation, Building maintenance/condition, Food service, curriculum. (Due November 2018)

Goal 3: Board members to work with administration and Director of Information Technology to better utilize and improve user friendliness of School Board website page. (Due December 2018)