2018-19 BOARD OF EDUCATION GOALS

1. **SCHOOL SAFETY**
   - The District will enhance the safety and security of its schools.

2. **STUDENT ACHIEVEMENT**
   - MPS will improve students’ achievement and continue its progress towards closing the achievement gaps in the content areas.

3. **SCHOOL SUPPORTS**
   - MPS will reach every learner through the Professional Learning Community (PLC) process and Multi-Tiered System of Supports (MTSS).

4. **PROFESSIONAL DEVELOPMENT**
   - With the intention of enhancing classroom instruction and advancing student learning, MPS will offer meaningful professional development opportunities to all staff.

5. **FINANCIAL STABILITY**
   - MPS will prioritize its financial resources, so that it may maintain a positive fund equity for the District.

2018-19 STRATEGIC PLAN

The following plan provides objectives to meet the goals set by the Board of Education.

**STANDARDS**
- MPS will take an integrated and aligned approach to curriculum, assessment, instruction, and professional development. This means MPS will:

**CURRICULUM**
- Align its curriculum with local, state, and Common Core State Standards in content areas where they have been adopted.

**ASSESSMENTS**
- Regularly assess student progress—using formative, interim, or summative assessments—and use this data to improve/drive instruction.

**PROFESSIONAL DEVELOPMENT**
- Effectively target professional development where it is most needed.

**TEACHING**
- Every student deserves an excellent teacher in all subjects, each year. To accomplish this, MPS will ensure that:

**EVALUATION**
- Teachers receive accurate and rigorous evaluations based on high standards for teaching effectiveness and student performance.

**HIRING AND ASSIGNMENT**
- Teachers are hired promptly, purposely assigned to collaborative teams, and supported effectively.

**COLLABORATION**
- All core teachers participate in at least 90 minutes per month of collaborative planning.

**INDIVIDUAL DEVELOPMENT**
- Professional development will be sustainable, intensive, collaborative, job-embedded, data-driven, and classroom-focused.

**SCHOOL DESIGN**
- For MPS to continue to outperform its competitors in the Blue Water Area and beyond, we:

**SCHOOL PORTFOLIO**
- Will actively plan school sizes and configurations, balancing student needs for effective programs with available staff, facility, and funding resources.

**STRATEGIC SCHOOL DESIGN**
- Shall empower each school leader to organize resources to support his or her chosen instructional model and student/staff needs.

**TECHNOLOGY**
- Will maximize student learning, MPS will utilize a wide variety of technologies anytime, anyplace, anywhere and any pace.

**PRESCHOOL**
- Will increase early learning opportunities for the community’s youth.

**LEADERSHIP**
- If we want great schools in MPS, we need great school leaders; consequently:

**EVALUATION**
- The District will closely monitor, measure, and manage school leader effectiveness through rigorous and rigorous evaluations based on clear standards.

**DEVELOPMENT**
- The District will foster a leadership development strategy that promotes growth and retention of high-performing school leaders.

**CAREER PATHWAYS**
- The District’s compensation structure and career paths will provide opportunities for teachers to pursue leadership roles.

**SAFETY**
- The District will provide a School Security/Campus Specialist to assist in keeping general order in and around school grounds.

**FUNDING**
- MPS will equitably distribute its fiscal resources to all schools. This means:

**EQUITY**
- Students with similar needs will receive the same level of resources, regardless of what school they attend.

**TRANSPARENCY**
- District budgets will be reported transparently, in a format that is easy to understand and comparable across schools.

**FLEXIBILITY**
- Principals shall be empowered to make hiring, staffing, and scheduling decisions for their schools.

**EFFICIENCY**
- The District will actively manage/monitor each school’s central costs and service quality.

**SCHOOL SUPPORT**
- MPS will improve its efficiency and effectiveness. As a result:

**SCHOOL EVALUATION**
- The District will set clear and meaningful targets for academic performance growth for all schools.

**SCHOOL SUPPORTS**
- The District’s central office shall promote a supportive culture for schools and differentiate support and resources based on the needs of each school.

**INTERVENTIONS**
- The District will use research-based strategies that best meet the needs of all students.

**INTEGRATED DATA**
- The District will integrate and use multiple measures of data (i.e., demographics, school processes, perceptions, student learning, etc.) to make decisions.

**PARTNERS**
- Our students’ needs don’t begin or end at the schoolhouse door. Thus, the District will:

**PARENTING**
- Hearten families to establish home environments that support children as students.

**COMMUNICATION**
- Design effective forms of school-to-home and home-to-school communications about school programs and children’s progress.

**VOLUNTEERING**
- Recruit and organize parent help/support.

**DECISION MAKING**
- Include parents in school decisions, developing parent leaders and representatives.

**PARTNERSHIPS**
- Integrate community resources and services to strengthen school programs, family practices, and student learning and development.

**OUR VISION**
- Every student will excel, both personally and for the benefit of humanity.

**OUR MISSION**
- Personalize learning for every student through rigor, relevance, and relationships.

**OUR GUIDING PRINCIPLES**
- In every decision that we make and every action that we take, members of the Marysville Public Schools community will be guided by the following principles:

- **Commitment**
  - Honesty
  - Accountability
  - Respect
  - Acceptance
  - Trust
  - Empathy
  - Responsibility