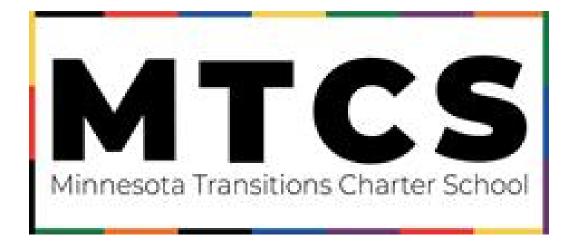# Strategic Plan

Collectively created. Collectively implemented.

Shawn Fondow & Wendy Lorenz-Walraven

05.19.2022

Interim Executive Director & Interim Assistant Executive Director

FOCUS AREAS

The following focus areas and subsequent goals/objectives were pulled together directly from the invaluable feedback we received from our internal and external community. Data was collected from staff, students and families and provided the foundation for the construction of this tool.

● Equity

● Student Achievement

● Student Support

● Staff Support

● Family Partnership

GOALS & OBJECTIVES

Our goals and objectives are broken down into 4 different categories: District level goals/objectives; Building level goals/objectives; Organizational goals/objectives and Marketing Outreach and Communications Goals . The five focus areas are interwoven into goals/objectives at each level, as indicated by the color coded dots in the focus area column.

District Level Goals

Focus Area	Task	Action Items	Evidence of Progress	Who is responsible?
●●	Building Revitalization Cycle	Written calendar, plan of addressing building improvement/repair needs	Yes/No implementation,Perception data, consistent review	Executive Directors/ Building Directors
●●	Improve teacher observation form	Gather feedback and partners - improve wording and areas of measurement on teacher observation form	Perception data, implementation timeline	Executive Directors/ Building Directors / Coaches
●●●	Increase two-way communication between MTCS and families/stakeholders	Explore current paths of communication, look for ways to add - Remind?	Perception data	Executive Directors/ Building Directors/Communications

●●●●	Improve overall culture/climate	Staff spotlight, community building built into calendar, cross program activities(?) (increase sense of value and belonging)	Perception data	Executive Directors/ Cabinet / All staff
●●	Empowering teachers	Mentor/coach program to help teachers grow, coaches collaborate with directors	Staffing, implementation timeline	Coaches/ Building Directors
●●●	Prioritize diversity in leadership positions	Make/prioritize community connections - networking, advertising	Increase year over year	Executive Directors/ Building Directors
●●	"Grow your own" program - elevate from within - come grow with us	Written plan/calendar, plan of addressing need areas, interest survey? Explore grant options if we have staff interest in pursuing teaching specific pathways.	Yes/No implementation,Perception data, consistent review	Executive Directors/ Building Directors
●●●	Increase Extra Curricular Activities	Gather student interest data, recruit coaches/facilitators (training?), provide time/space	Increase year over year	Athletic/Activities Director & Building Director

Equity ● **Student Achievement** ● **Student Support** ● **Staff Support** ● **Family Partnership**

Building Level Goals

Focus Area	Task	Action Items	Evidence of Progress	Who is responsible?
●●● (green/blue/red)	Revitalize Library spaces/ classroom libraries	Gather data about current resources, budget for additions	Cost, timeline, completion	Building Directors
●●●● (green/blue/red/yellow)	College and Career readiness	Evaluate current curriculum, add field trips, guest speakers	Perception data, consistent program/class review	Building Directors / Teachers
●● (green/blue)	K-12 focus on data collection and review (directed PLC work?)	Clear, concise plan of how to gather and use data	Increase teacher comfort level with data, increased student scores	Building Directors / Teachers
●●● (green/blue/red)	Prioritize skill building opportunities/class for students	Implement Academic Success Skills class (time management, SEL, study hall, test taking strategies)	Yes/No implementation	Building Directors / Teachers
●●● (green/blue/red)	Prioritize student leadership and mentorship opportunities	Create a peer mentor program - reading buddies, math mastery time…etc; student council, student representatives on leadership teams.	Yes/No implementation	Building Directors / Teachers

Organizational Goals

Focus Area	Task	Task	Evidence of Progress	Who is responsible?
●●●●	Calendar of set dates and topics for parent engagement events	Partner with liaisons to prioritize topics of importance/interest	Surveys at events, sign in sheets (attendance)	All Administrators / Family Liaisons
●●	Staff Professional Development Plan	Prioritize values, core assumptions, explore organizational identity vs reality	Perception data, implementation timeline	Cabinet, Coaches
●●	Increase community and cultural involvement	Create a volunteer program, guest speakers, "culture week", create a district wide calendar with community events that we can market all year long.	Yes/No implementation, Perception data	All Administrators / Family Liaisons
●●●	Improve enrollment process	Evaluate current process, streamline plan, train staff	Perception data, clearer communication	Building Directors, Family Liaisons, Front Desk Staffs

Marketing Outreach and Communications Goals

Focus Area	Task	Task	Evidence of Progress	Who is responsible?
●●●●	Enhance and grow internal communications	Showcasing staff and students, newsletter, email blasts, website, robocalls, create communications point-person roles in each program/building	Consistent review, Perception data, Yes/No implementation	Building Staff, Communications
●●●	Expand the internal staff website as a collaborative space	Share resources, celebrations, opportunities, and stories, as well as a place to share information, tips and tricks in order to create a culture of sharing and collaboration.	Yes/No implementation, Perception data, consistent review	Building Staff, Communications
●●●	Annual marketing campaigns for new staff	Grow and solidify student success in the schools and to curb teacher/staff turnover	Yes/No implementation, Perception data, consistent review	Communications
●●●●	Enhance and grow external communications	Build connections between teachers and families by investing in state-of-the art systems for easy,	Yes/No implementation, Perception data, consistent review	Communications, Family Liaisons, Teachers, Building

		translatable communications		Directors
● ● ●	Enhance and grow internal and external communications	Sharing and celebrating the cultural identities of our students and staff, highlighting the rich tapestry in our schools, giving the opportunity for all to expand experiences and share, engage in new ways, and bring people in –community knowledgeable people, parents, listening, feeds the circle of learning.	Yes/No implementation, Perception data, consistent review	Communications, Family Liaisons, Teachers, Building Directors