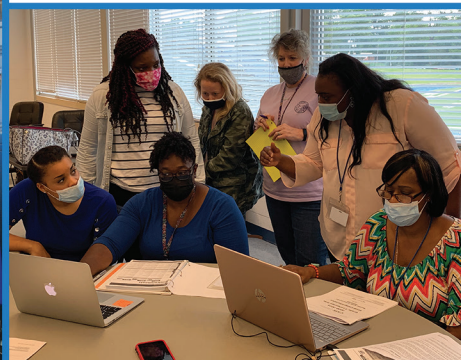




2021-2025 Strategic Plan



DISTRICT MISSION

The mission of Meridian Public School District is to develop excellence in each student in a safe, innovative learning environment supported by teachers, parents, and the community.

DISTRICT VISION

MPSD prepares all students, in a parent and community partnership, to be literate, self-directed learners with the confidence and character to compete in a complex and ever-changing world.

DISTRICT MOTTO

Meridian Public School District: Where Learners Become Leaders

DISTRICT GOALS

- **All schools will provide high-quality instruction that prepares all students for college and career readiness while achieving a successful or higher rating.**
- **All schools will maintain safe, attractive, and healthy learning environments.**
- **All schools will recruit and retain high-quality teachers and staff.**
- **All schools will create strong relationships with parents and the community.**
- **All schools will maintain a sound financial balance.**

CORE VALUES

The Meridian Public School District strives to:

- **Maintain safe and orderly environments that model respect, integrity, and accountability**
- **Relentlessly pursue reading and math literacy to enhance academic excellence**
- **Use college and career standards to guide inquiry into innovative learning and teaching**
- **Foster citizenship and promote strong moral values through quality educational programs**
- **Actively create learner-centered classrooms that foster ownership of student learning**
- **Empower families to join their students in goal-setting and reviewing progress toward their goals**

Goal 1: All schools will provide quality instruction that prepares all students for college and career readiness while achieving a successful or higher rating.

- **Outcome 1:** Increase the percentage of schools rated C or higher
- **Outcome 2:** Increase the percentage of students who pass the grade 3 reading assessment and the percentage of students proficient (level 3 or above) on statewide assessment
- **Outcome 3:** Increase the percentage of students demonstrating growth on statewide assessments
- **Outcome 4:** Increase the percentage of students graduating from high school
- **Outcome 5:** Increase the district's ACT composite score
- **Outcome 6:** Increase the percentage of students participating in career and technical courses, gifted program, and dual enrollment
- **Outcome 7:** Expand pre-kindergarten program
- **Outcome 8:** Increase percentage of pre-kindergarten and kindergarten students meeting state readiness targets on the MS Readiness Assessment

Objective 1: Increase student academic performance through quality instruction

Action Steps:

- K-3 Provide literacy professional development and literacy resources for all Pre-K-3 teachers, administrators, coaches, non-certified staff, paraprofessionals
- Create an environment that fosters a love for reading and writing
- Provide an early literacy specialist to assist teachers with identified deficiencies in literacy skills
- Provide extensive support to address student learning needs through interventions, summer learning, and afterschool programs
- Provide district support through content specialists and building level academic coaches to improve teachers instructional practices that align standards

- Implement a professional development calendar for teachers to master content standards through a variety of delivery methods
- Monitor and evaluate the effectiveness of instructional support (e.g. district support, curriculum, professional development, consultants, etc.)

Objective 2: Increase innovative learning opportunities

Action Steps:

- Provide additional technology training for teachers to improve instructional practices in a variety of settings
- Continue to utilize technology integration to enhance student learning and exposure to 21st century technological advancements
- Establish opportunities for student internships, work based learning, and apprenticeship programs
- Create opportunities for students to increase leadership experiences through the use of technology (e.g. E-sports club, Leader in Me, Technology Clubs, Coding, STEAM).
- Provide opportunities for online learning through Grade Results, Edgenuity, Canvas and Google Learning platforms
- Provide more opportunities for students to participate in career and technical education
- Continue to foster an environment where the arts is integrated through our partnership with Any Given Child and the Community Arts Team

Objective 3: Prepare students with skills to be college and career ready

Action Steps:

- Create PreK-12 learning environments that expose students to careers and professionals in our community
- Implement college and career curriculum at high school (life skills curriculum)
- Implement programs that assist students in improving their ACT composite (ACT prep course, GEAR Up grant, ASPIRE for middle school, etc.)
- Increase opportunities for more students to earn national certifications and increase the number of students that earn silver or higher on the ACT Work Keys.
- Provide students with multiple opportunities to take advantage of ACT assessment and provide financial support through sponsorship and waivers
- Implement the adopted PreK-12 curriculum that supports mastery of MS college and career readiness standards
- Communicate to students, staff, and community the variety of graduation pathways options available
- Continue to provide support to students, counselors, educators, and administrators with the implementation of Project Graduation

- Provide resources to support students with disabilities in earning a traditional high school diploma
- Ensure that each student has an active individual student plan (ISP) beginning in seventh grade
- Host collaborative planning meetings between career and technical educators and general education teachers at the high school level to begin a focus on career academies

Objective 4: Empower educators with support to increase teacher effectiveness

Action Steps:

- Establish clear and specific expectations for highly effective instructional strategies
- Provide professional development sessions for educators on item development, diagnostic assessment, formative and summative assessment, and screening and benchmark data results
- Continue to train educators on the professional growth system
- Develop student focused classrooms that provide students with multiple opportunities to connect to content
- Continue to utilize MDE instructional resources (exemplar lessons, videos, professional development supports, guides, etc.)
- Conduct vertical and horizontal alignment sessions for the MS College and Career Readiness Standards (pacing guide)

Objective 5: Meet the diverse needs of students

Action Steps:

- Continue to explore the need for early childhood partnerships and opportunities for enrollment growth
- Expand professional learning for educators on MTSS (multi-tiered systems of support) that includes early warning systems, dyslexia screener, school wide behavior system
- Increase district level support for effective implementation of MTSS in grades K-12 with the dyslexia screener and interventions.
- Train teachers in evidence based and co-teaching practices in instruction related to supporting students with disabilities.
- Expand resources and support for families of students with disabilities, ELL, and gifted through parent education
- Expand opportunities for students with disabilities to participate in career and technical programs and work based learning
- Conduct informational and training meetings for staff and parents in identified gifted in diverse populations

- Implement a second universal screener for gifted at the beginning of third grade
- Review and analyze data from the gifted program of the number of students that are referred and enrolled in the program
- Publicize the services available to students to meet the diverse needs of students

Goal 2: All schools will maintain safe, attractive, and healthy learning environments.

- **Outcome 1:** Improve the learning environment
- **Outcome 2:** Maintain the safety of infrastructure
- **Outcome 3:** Improve the health and wellness of students and staff
- **Outcome 4:** Promote a positive perception of the district

Objective 1: Provide an environment where every student feels safe and valued

Action Steps:

- Develop social-emotional support for students, staff and families by infusing district initiatives such as Leader in ME (LiM), SEL supports, PBIS, STEAM, etc.
- Continue to provide appropriate professional development through surveys, curriculum, and partnerships (SEL, PBIS, REACH MS, Respectful Ways, MTSS, Weems)
- Continue to provide parental and student informational sessions to share the expectations and resources available for emotional and social support
- Review, analyze and respond to surveys and discipline data collection

Objective 2: Address the social emotional needs of students through implementation of PBIS and LiM

Action Steps:

- Provide professional development on social emotional state standards
- Develop school wide action plans to evaluate and address the individual needs of the students, staff and families

- Monitor and evaluate effectiveness of social emotional learning action plans for each school

Objective 3: Address the physical well-being of students and staff

Action Steps:

- Expand school based clinics and other health related partnerships
- Increase the number of school nurses and social workers available to students and staff
- Continue implementation of wellness plans at each campus
- Provide additional extra-curricular activities and encourage participation
- Improve indoor air quality by renovating HVAC systems
- Maintain cleanliness within classrooms by doing wipe downs of high touch surfaces throughout the day
- Continue to implement access control district-wide

Objective 4: Evaluate the needs of current school and district facilities

Action Steps:

- Explore renovations that focus on improving building efficiency and functionality
- Continue to revise and ensure progress on the district's capital improvement plan
- Research state of the art facilities to address future growth and student needs
- Provide an annual training calendar for district maintenance staff and school custodians on quality learning and professional growth
- Regular safety reviews of facilities and classrooms with involved stakeholders (evacuation maps, emergency drills, building crisis management plans)

Goal 3: All schools will recruit and retain high-quality teachers and staff.

- **Outcome 1:** Continue to reduce the percentage of non-certified teachers in schools
- **Outcome 2:** Increase accountability with continued implementation of the teacher and administrator growth system
- **Outcome 3:** Continue and increase opportunities to strengthen retention of experienced, high performing educators
- **Outcome 4:** Increase recruitment of staff from within the district to enroll in an education program

Objective 1: Develop quality personnel

Action Steps:

- Implement new employee orientation after board approval each month
- Provide training and resources to support the Teach Meridian Initiative
- Provide effective district wide professional development
- Provide training to improve leader and teacher effectiveness and academic outcomes in each classroom throughout the district
- Create and implement teacher leader/mentor criteria to increase teacher retention
- Train staff to implement high quality customer service
- Monitor and evaluate the personnel development initiatives (i.e. Grow Your Own, Teacher Mentor Programs, Leadership Academies)

Objective 2: Retain quality personnel

Action Steps:

- Create career pathways for teachers who desire career advancement
- Utilize existing curriculum staff to implement Praxis training workshops and other training opportunities for staff looking to obtain teacher certification
- Develop a Master Teacher program with a focus on retaining highly qualified teachers
- Partner with area colleges and universities to create post-graduation opportunities for teacher academy students
- Provide teacher assistant opportunities for MHS graduates who are interested in seeking a teaching degree and certification
- Build a two-year mentoring program that would support novice teachers, alternate routes or teacher assistants as they work through the teacher education program

Objective 3: Recruit quality personnel

Action Steps:

- Maintain partnerships and recruitment efforts with area colleges and universities
- Continue the teacher recruitment task force
- Partner with university programs to grow our own teaching pool
- Partner with area community colleges to implement dual enrollment opportunities for students enrolled in Ross Collins' Teacher Academy
- Recruit current high school students for the Teacher Academy
- Continue to partner with alternate route programs to support alternate route teachers to licensure

Objective 4: Select and develop quality leadership across the district

Action Steps:

- Continue leadership coaching academies in partnership with proven researched-based organizations
- Continue an aspiring leadership academy for teachers desiring to become school leaders
- Provide professional development to include resources and supports to administrators
- Increase implementation of the administrator growth system to improve teacher/leader effectiveness with ongoing feedback

Goal 4: All schools will create strong relationships with parents and the community.

- **Outcome 1:** Establish innovative communication to engage parents
- **Outcome 2:** Increase opportunities for community partnerships
- **Outcome 3:** Reinforce a culture of positive customer experiences

Objective 1: Provide an array of family engagement opportunities

Action Steps:

- Develop an intentional focus with families that promotes school participation
- Research the possibility of implementing an integrated parent communication tool such as Blackboard Reach or School Messenger
- Continue providing opportunities for parents to be an active partner in their student's academic success
- Create school environments where parents feel valued as partners
- Host training sessions for parents in Powerschool, Canvas, Google Classroom, Social Emotional Learning, 7 Habits, etc.
- Develop publication materials for parents that educate them on options (early literacy, college, career, military, skills, trades, graduation pathways, etc.) available for all children in MPSD
- Monitor and evaluate for satisfaction via Leader In Me Measurable Results Analysis
- Assist school leadership teams in monitoring and evaluation of parent engagement action plans
- Create an awareness of available services in partnership with school social workers and community partners

Objective 2: Create an avenue to expand and highlight community partnerships

Action Steps:

- Collaborate with community organizations to engage parents
- Continue implementation of Adopt-A-School programs districtwide
- Continue to cultivate an environment where strong relationships are encouraged with community partners
- Continue to involve and collaborate with the MPSD Parental Engagement Task Force and P16 Leadership Council
- Develop a strategy to provide opportunities for community organizations to interact with the schools
- Engage community partners by educating them on the opportunities to give back to MPSD schools and to serve as positive/professional examples for students in the community
- Work with community partners to establish opportunities for internships, volunteer hours, and work based learning for secondary students
- Develop an ongoing communication plan with partners on a monthly basis using several media formats
- Recognize contributing community partnerships and organizations via multiple formats (certificates, school board meetings, newspaper, social media, PTO meetings, etc.)
- Partner with community organizations to assist with recognitions of student and staff celebrations

Objective 3: Create a culture that exemplifies positive customer experiences

Action Steps:

- Work with school leadership to create positive and informative messages to parents
- Examine ways to involve students, alumni, parents, and staff in telling the positive story of MPSD
- Provide two positive parent/guardian contacts per student per semester from each teacher
- Continue to train staff on high quality customer service
- Expand public relations strategies to promote positive perception (i.e. Student T.V. Channel, Promotional Videos, Quarterly Publication, Podcasts, etc.)
- Provide feedback opportunities regarding training, resources, perception and ideas

Goal 5: Maintain a sound financial balance.

- **Outcome 1:** Ensure the alignment of all resources (federal, state, and local) meet district strategic goals

Objective 1: Ensure teacher units align with student enrollment

Action Steps:

- Collaborate with school leaders to review master schedules and enrollment
- Collaborate with the human resources department to ensure compliance with the MDE Accountability Standards
- Maximize funding of MAEP
- Review attendance trends to ensure a minimum of 95% average daily attendance is met

Objective 2: Increase support for district educational programs and strategic goals by leveraging community and fiscal partnerships

Action Steps:

- Continue partnerships with non-profit foundations
- Seek fiscal supports that align with district mission and goals
- Continue to identify and pursue grant opportunities in alignment with strategic goals

Objective 3: Evaluate the needs of current school and district facilities

Action Steps:

- Continue to review and provide direction for facility improvements across the district and align with funding
- Ensure funding is aligned through the strategic planning and budget adjustments as necessary

Objective 4: Maintain a minimum of 7% uncommitted general operating fund balance

Action Steps:

- Adopt a sustainable operating budget that reflects districtwide priorities and maintains a fund balance in line with Board policy
- Continue to keep accurate financial records for the district
- Ensure proper stewardship of resources by strengthening internal controls