

Madison Metropolitan School District Strategic Plan Organization/Systems Action Plan

Strategy: The Madison Metropolitan School District will promote, encourage, and maintain systems of practice that serve to unify and strengthen its schools, programs, departments, and services as well as the district as a whole.

Measurable Objective: MMSD will build trust among all stakeholders by being accountable and implementing strategic priorities.

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. MMSD will have a consistent, ongoing process for telling stakeholders what the district is doing. <ul style="list-style-type: none"> •MMSD will clearly articulate and have available the strategic plan in a variety of language formats. •MMSD will present its budget in a way that makes it understandable to people (e.g., the Citizen’s Budget) •Principals will regularly attend PTO meetings and provide information about MMSD’s strategic plan, the school improvement plan, school and student measurement results, and actively ask for stakeholder feedback. 					

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Measurable Objective: We will actively promote the benefits that all students derive from the challenging, respectful, inclusive education that our schools provide.

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. Develop an annual communications plan: <ul style="list-style-type: none"> • Focus on positive branding of our school experiences • Include specific media target strategies • Include outreach to specific groups, such as realtors, opinion leaders, neighborhood associations and business leaders. 					
2. Develop best practices for school, family communications that are sensitive to language and literacy differences.					
3. Develop strategies for promoting and celebrating student and staff achievements and broadly disseminate.					

4. Study trends in out-of-district transfers; continue initiatives toward surveying families leaving; develop strategy to reduce the number of transfer requests.					
5. Annual listening sessions will be held b y the Superintendent and the BOE with community groups.					

1. Expand technology or virtual classes and options to increase the district's ability to meet diverse learning styles.					
1. Build systems or forums for coordinating staffing discussions to improve efficiency.					

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. Identify best practices through a multitude of data sources (graduate surveys, business projected needs, post-secondary institutions, student performance indicators, observations, etc.) and institutionalize opportunities for staff to share these across schools.					
1. Make resources available to school, staff, and administrators to support and facilitate development of school identified goals.					
1. Build systems that allow students to access course selections from other schools.					

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Measurable Objective: MMSD will create, implement, and support cooperation, coordination, and collaboration to adopt best practices throughout all levels of the district.

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Measurable Objective: The district will develop clear decision making processes that are transparent, collaborative, and lead to well reasoned decisions that are aligned with district priorities.

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. The Board of Education, Superintendent, and other MMSD administrators will make a direct link to the strategic plan when making decisions and determining priorities.				All major decisions and policies will clearly state how they are linked to the strategic plan.	Existing resources
2. Create and support a variety of advisory groups that provide input to district decisions (e.g., district-wide parent advisory council, business advisory council, etc.)				Increase the number of advisory councils or group.	Staff time
3. Major changes in policies or procedures will be broadly communicated to all stakeholders and input will be solicited prior to making final decisions.				Increase the number of community engagement sessions and other avenues for community input.	Staff time

4. MMSD school board members and administrators will systematically meet with PTO leaders and other parents at every school to make sure all schools and groups have input.				Increase Board Member and MMSD Administrator participation in PTO meetings.	Staff time
5. Develop clear guidelines for decision-making.				Guidelines are developed that provide input from representative groups in all major decisions.	Staff time
6. District work groups and committees will include specialized staff from each area (e.g., special education, ELL, Talented and Gifted, etc.)					

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Strategy: *We will proudly leverage our rich diversity as our greatest strength and provide a learning environment in which all our children experience what we want for each of our children. We will:*

Measurable Objective:

Increase high quality collaboration and partnerships with civic, business, higher education, parents, families and community

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. Students will have the opportunity to connect with the extended school community through volunteer programs, mentorships, job shadowing, internships, and business partnerships with the schools.					
1. Students will benefit from “real world” learning experiences created through community collaborations and alliances with business and industry.					
1. Teachers and staff will seek opportunities for connecting classroom instruction with community resources.					

organizations aligned with strategic priorities.

1. Teachers and staff will take advantage of grant funding and foundation donations or gifts to advance teaching and learning.					
1. Students will benefit from collaborative agreements among schools and community-based organizations or agencies to foster a safe, bully-free community.					

4. All schools in the district will develop and implement behavior and discipline practices that are consistent, systemic, systematic, positive, restorative and data driven.				Reduction in disciplinary referrals, suspensions, and expulsions. Reduction in staff needed to manage behavior issues.	Continue professional development and support for Behavior Coaches.
5. All schools in the district will use data collected from various sources such as, but not limited to, climate surveys and friendly observers to continuously improve the climate within their buildings.				Student and Parent Climate surveys report increased satisfaction with feeling safe, welcome, and included in every school.	Increase resources for data analysis.
Measurable Action Step	(Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. The district will actively support all schools in successfully meeting their climate goals as stated in their school improvement plan.				Schools will meet the annual climate goals included in their school improvement plan.	Increase time for schools to develop and implement school improvement plans.
2. All schools in the district will collaborate with community based organizations and agencies to foster a safe, bully-free community.				Students and parents will report decreased incidents of bullying and harassment.	Identify liaison in district to foster partnerships with community organizations that can help to address these issues.
3. All schools in the district will have a welcoming main entrance with clear signage in multiple languages.				Walk through of each building	Financial support for signs

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Strategy: *The Madison Metropolitan School District will promote, encourage, and maintain systems of practice that serve to unify and strengthen its schools, programs, departments, and services as well as the district as a whole.*

Measurable Objective: Our schools will be safe and secure and foster a climate of respect and acceptance for all