

## Madison Metropolitan School District Strategic Plan Action Plan

**Strategy: Resource/Capacity:** We will rigorously evaluate programs, services and personnel through a collaborative, data-driven process to prioritize and allocate resources effectively and equitably, and vigorously pursue the resources necessary to achieve our mission.

**Measurable Objective:** Conduct Rigorous Evaluations of Programs, Services, and Personnel

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. Inventory the existing data sources in core content and program areas and business functions	1			Data map	Staff, technology, external partners
1. Identify data gaps from existing sources in relation to key district priorities (reading, math, and science), and devise systems to collect data to fill any gaps	1			Data needs	Staff, technology, external partners
1. Identify appropriate evaluation methods to answer questions related to the key district goals.	1			Matrix of programs and methods with capacity to conduct defined analyses	Staff, external partners
1. Conduct value added analysis in appropriate key core content areas (reading, math) by grade level, student subgroups. Correlate these results with best instructional practices and professional development strategies.	1			Report produced that includes interpretation	Staff, external partners
1. Conduct cost analysis by subject, grade level, school, (cost per student), and then correlate this data with student outcomes; conduct this as a longitudinal analysis. Explore implications for site-based planning and resource allocations.	2			Report produced that includes interpretation	Staff, external partners
1. Identify appropriate rigorous standards (i.e., commonly accepted national standards, NAEP) and benchmark comparisons (e.g., the district against itself over time, State of Wisconsin, large Wisconsin districts, etc.) for all key student outcomes.	1			Standards and benchmarks approved	Staff, external partners
1. Evaluate alternative employee	2			Report produced, if changed	Staff, external partners



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**Measurable Objective:** Prioritize and Allocate Resources Effectively and Equitably

Measurable Action Step	Action Team Input (Responsibility of District Leadership)			Visible Result (align to student outcomes)	Resources Needed
	Priority	Responsible Personnel	Time Frame		
1. Tie budgetary decisions to a system-wide measurement tool (i.e., make funding decisions based on data, e.g., Madison Measures – City of Madison). Begin with business and non-instructional operations as a pilot.	1				
1. Conduct secondary research to determine what is effective focusing on rigorous research models, draw upon UW resources for learning about what other districts have done.	2				
1. Evaluate current use of technology resources to identify where it is underutilized and determine methods for how it can improve effectiveness.	1				
1. Develop a five year district budget and roadmap to determine how we would get there	2				

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**Measurable Objective:** Pursue necessary resources

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 ongoing strategies to identify resources that leverage outcomes	1				
1. Analyze possible partnerships and collaborations (private, public, CESA) which might aide in more efficient delivery of service	1				
1. Develop joint lobbying agendas with municipalities and other school districts	2				
1. Analyze fiscal impact of state laws affecting education, e.g., open enrollment, attachment/annexation	2				
1. Use data to develop marketing/branding mechanisms and strategies in order to, for example, retain current students and recruit students to MMSD	1				