



APPENDIX LLL-8-5
February 8, 2010

January 28, 2010

MEMORANDUM

To: Members of the Board of Education

From: Daniel A. Nerad, Superintendent

Subject: **Strategic Plan: Mid-Year Report**

In the first phase of the development of the Strategic Plan, the Strategic Planning Committee came together on January 13, 29, 30 and 31, 2009. This group developed the mission statement, belief statements, parameters and five strategic objectives. Five action teams consisting of additional community members and additional MMSD staff met throughout the spring of 2009 to develop action plan focus areas and action steps for each of the five strategic objectives.

The final Strategic Plan was approved by the Board on September 21, 2009. Subsequently, year 1 priorities for each of the action steps were identified and a budget for priority 1 items was approved on December 14, 2009.

Strategic objectives performance measures were identified and linked to each of the focus areas identified for each of the five strategic objectives. Additionally, a set of core performance measures were identified that were designed to be the barometer by which we assess whether or not the goals and objectives defined in the Strategic Plan are being met. The Strategic Objectives Performance Measures and the Core Performance Measures were approved on January 11, 2010.

Administration

At this point, administrative staff members who were the chairs of each of the five action teams have been assigned administrative responsibility to begin implementation of the year 1 priorities.

<u>Strategic Objective:</u>	<u>Administrative Staff Assigned</u>
Student	Sue Abplanalp & John Harper
Curriculum	Lisa Wachtel & Nancy Yoder
Staff	Bob Nadler & Pam Nash
Resource/Capacity	Erik Kass & Kurt Kiefer
Organization/Systems	Steve Hartley

This group meets on a monthly basis, under my direction, to monitor progress of year 1 priorities and to coordinate activities. With the reorganization plan, some of these duties and responsibilities may shift and will be more clearly identified.

The current plan is to bring back together the original Strategic Planning Committee members in May or June of 2010. This group will be provided information regarding the progress to date of year 1 priorities and will complete a review of the progress to date. Based on this review, a final report will then be provided to the Board of Education in June or July of 2010.

Progress to Date: Information on Progress of Some of the Priority 1 Action Steps

Student Action Plan

A work group is defining a "successful MMSD graduate." Planning is underway for September 2010 implementation of Individual Learning Plans (ILPs) for all 9th grade students at the high school level. At the elementary level, a committee is working on aligning the future elementary version of the ILP with the Ready Set Goal conference model.

With the approval to implement 4-year-old kindergarten in September 2011, a 4-K council, consisting of community providers and MMSD staff, continues to meet to plan for this program.

Curriculum

The initial phase of mapping high school course sequences and prerequisites in content areas has been completed and is now being reviewed with high school department chairs.

A data management system to monitor student behavior is being created; it makes use of the Infinite Campus system and the Positive Behavior Intervention System model.

A work group is developing a definition of "civic engagement". An elementary two-school pilot program is moving forward regarding incorporating standards based curriculum reflecting cultural backgrounds of district students. A Culturally Relevant Instructional Resource Teacher for Secondary Education has been hired and will begin to work on a model for secondary schools.

Staff

A proposal has been developed to increase staff collaboration time at the middle and high school level. We continue to focus on developing teacher leaders, Instructional Resource Teachers, coordinators and High School Department Chairs. Positive Behavior Support teams have regular opportunities to meet about school-wide behavior issues.

A committee has been established to develop culturally relevant hiring and interview practices. We have developed a process to formally recruit staff at three historically black colleges.

Resource/Capacity

Two projects have been initiated in consultation with The Hanover Research Council. The first project will design and implement an evaluation of the district's literacy program. The second project will design an overall model for evaluation of key district programs and set a timeline.

Organization/Systems

An RFP to develop a district-wide communication plan has been released to community vendors. Dates have been established for two community engagement sessions. A committee is planning the back-to-school professional development day on August 30. The focus for this event will again be on best practices in curriculum, instruction, behavior, safety, inclusion, and cultural relevance using the expertise of MMSD staff members.