

## **MMSD Budget Goals and Priorities for 2015-16**

### **Goal Statements**

A. **Alignment to Strategic Framework**- In our vision to make every school a thriving school that prepares every student to be ready for college, career and community, these budget resources support the district's goals and priorities as defined in our Strategic Framework.

B. **More equitable use of resources**- As opposed to equal funding, which provides the same level of support to each school, equitable distribution of resources takes into account the needs of each school based on enrollment and student demographics.

C. **Transparency in budget development**- Transparency in the budget process creates greater awareness and accountability. For internal purposes, it enables central office departments and schools to take more ownership of their goals, priorities, and plans for improvement. For external audiences, transparency results in a more readable and informative budget document.

While working towards achieving these goals, the district is also committed to minimizing the tax levy and demonstrating strong stewardship of our public funds, as well as complying with legally required mandates.

### **Priority Areas**

#### **School Improvement Planning**

- **Intensive Support Schools**- Schools that receive "intensive" support based on need will receive additional support through grade-level release days for team planning and additional resources for reading intervention.

#### **Professional Learning**

- **Leadership and Instructional Design for Equity**- All principals, central office leaders, and School Based Leadership Teams will engage in professional development that focuses on leadership and instructional design for equity.

#### **Priority Area 1: Coherent Instruction**

- **Common Core State Standards Implementation**- The establishment of a coherent approach to standards-based instruction is essential to ensuring access for all to a challenging curriculum. Lead teacher teams will continue to develop model units of coherent instruction related to teaching K-12 math and literacy that aligns to the CCSS.
- **Reading Intervention**- Students who struggle with reading, despite strong core instruction, require tiered interventions. We will strengthen our suite of interventions with computer-adaptive software that will help teachers better meet the needs of every child.
- **Behavior Education Plan**- 2015-16 will be the second year of the plan, which moves the district away from a punitive code of conduct toward a system that provides students with the support

they need to develop positive behavior skills. This year, we will invest in strengthening teachers' classroom management practices and behavior response systems.

- **Equitable Instruction for English Language Learners-** Guided by Board Policy, MMSD is committed to providing English Language Learners with an effective instructional program and supportive services appropriate to meet their educational needs.

## **Priority Area 2: Personalized Pathways**

- **Pathways Development-** To engage students in charting their personalized pathways to college, career and community readiness, MMSD is collaborating with local businesses to design implementation of career pathways starting in 2016-17; implementing individual Academic Career Plans starting in 9<sup>th</sup> grade; and providing professional development to secondary educators on flexible scheduling, curriculum development, etc.
- **Comprehensive Counseling-** MMSD is implementing a Comprehensive School Counseling Model at the secondary level to support Academic and Career Planning and prepare students for career and college readiness.
- **AVID Expansion-** By supporting eligible students in grades 6-12, AVID allows them to develop the writing, inquiry, organizational and reading skills they need for post-secondary success. Professional development for AVID staff enables the identifying and sharing of best practices that align to resources and supports for schools.

## **Priority Area 3: Family and Community Engagement**

- **Professional Development on Family Engagement-** Based on its new family engagement standards, MMSD will empower parents, guardians and community members to actively participate in their child(ren)'s education. This year, we'll be working with our schools to deepen their understanding of family engagement through ongoing professional development for family engagement "leads" in every school.
- **Parent Academy-** With the launch of the Parent Academy, MMSD will facilitate a network of parent learning and leadership opportunities on advocacy, leadership, and supporting young people in school.
- **Academic Tutoring and Mentoring-** Through the development of our best practices framework on academic tutoring and mentoring, we will invest in better alignment of community support for the students who need it most, with a special focus on keeping 9<sup>th</sup> grade students on track.

## **Priority Area 4: Thriving Workforce**

- **Recruiting-** We are making targeted changes to improve the district's recruitment and hiring practices in order to attract and retain a diverse, high quality workforce with a special focus on high-needs areas. We will also be developing a talent framework to help us identify, develop, and retain top talent.

- **Wellness-** MMSD is emphasizing wellness as a long-term strategy for empowering employees and controlling health care costs.

#### **Priority Area 5: Accountability Systems**

- **Equity-Based Budgeting-**By aligning resources with district priorities and school needs, MMSD is committed to ensuring that schools with higher needs and greater challenges receive the support they need to implement the strategies set forth in their School Improvement Plans.

#### **Technology Plan**

Group 1 Implementation - MMSD is currently in the first year of a five-year plan to increase and improve the district's technology, ensuring that all of our students have access to the 21<sup>st</sup> Century tools they need to succeed.