

# Mora Public Schools | Strategic Plan

## BELIEF STATEMENTS

We believe:

1. Providing a quality education, in a safe environment, is the most important thing that we as a community can do for our children.
2. In developing a high standard of character by insisting on personal responsibility and accountability
3. In recruiting, developing, and retaining a highly qualified staff that is able to adapt to change and provide meaningful educational opportunities.
4. Education is the responsibility of the entire community.
5. In providing opportunities in academics, arts, activities, and service that promote lifelong learning.
6. Partnerships among students, staff, community, and family are vital to educational success.
7. In the value and capacity of each child.

## MISSION STATEMENT

Preparing self-directed and resourceful learners able to thrive in a changing global community.

## VISION STATEMENT

An innovative, dynamic learning environment driving our community forward.

FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	1. Meet all goals of the World's Best Workforce (WBWF).	1a. Each year, based on a review of the goals, outcomes, and strategies from the previous year's WBWF plan, the school district will continue to: <ol style="list-style-type: none"> <li>1. increase the number of students identified as kindergarten ready;</li> <li>2. increase the number of third-graders reading at grade level;</li> <li>3. close identified achievement gaps;</li> <li>4. increase the number of students identified as career or college ready; and</li> <li>5. increase the graduation rate.</li> </ol>
	2. Challenge all students, grades 5-12, to improve their individual academic performance.	2a. By September 2017, all students in grades 9-12 will have digital access to their GPA and set goals to advance by 1.5 percent per year for the next 3 years. 2b. By September 2017, all students in grades 5-8 will develop individual learning plans with a goal of improving their reading and math scores 1.5 percent per year for the next 3 years.
STUDENT SUPPORT	1. All students will be college and career ready upon graduation.	1a. By May 2017, establish a program designed to develop and nurture positive work habits in students. 1b. By May 2017, have a program in place to provide guidance and education to ensure students can make informed decisions regarding future career and educational opportunities. 1c. By May 2017, students will have access to relevant, rigorous courses, and resources to prepare them for future career and educational opportunities.
	2. Provide a support system designed for focused, early identification and intervention for students needing support in achieving career and college readiness.	2a. During the 2016-2017 school year, promote collaboration between teachers, support staff, and parents by providing resources and opportunities for identification of students in need. 2b. During the 2016-2017 school year, identify and provide resources to implement appropriate interventions.

FOCUS AREA	GOALS	OBJECTIVES
FINANCE	1. Develop a 1-year, 3-year, and 5-year financial plan and maintain a balanced budget.	1. Annually, identify opportunities to increase enrollment. 2. Annually, develop a strategic enrollment retention plan. 3. By 2019-2020, establish and maintain a 20 percent fund balance.
COMMUNICATIONS AND MARKETING	1. Foster partnerships with each community member by connecting via multiple methods, ensuring transparency and accountability for the education of all students.	1a. Starting in September 2016, identify and analyze which media formats reach which markets and develop a plan to address any identified gaps in the current communication plan. 1b. By January 2017, establish the capability for everyone to attend board meetings from anywhere in the world. 1c. By June 30, 2017, publicize and communicate all that is going on within the school district — attract the attention of everyone inside and out of the district; and meet the communication needs of all stakeholders from birth to end of life. 1d. On an ongoing basis, educate and communicate with the community about the school district’s communications and marketing initiatives.
EDUCATIONAL PROGRAMMING	1. The educational program of the Mora schools will be designed to emphasize the following:  a. Birth to Pre-K — all students are ready for kindergarten;  b. Primary — reading preparation;  c. Intermediate — reading well by third grade (ELA) and reduce identified achievement gaps; and  d. High school — ensure graduates are career and college ready.	1a. Beginning the fall of 2016, partner with public health, TSA, Head Start, and ECFE to ensure all students are kindergarten ready when entering the school system.  1b. By May 2017, letter sounds correspondence will show growth from existing 62 percent to 70 percent. 1b. By May 2017, increase proficiency (ELA) from 84 percent to 90 percent. 1b. Identify annually K-2 students behind in reading and provide them with alternate instruction (Targeted Services).  1c. Annually, all identified student groups will increase proficiency on reading and math MCA scores reaching the 60 percent level.  1d. By May 2017, increase the graduation rate from 92.8 percent to 96 percent. 1d. Beginning in June 2017 and periodically thereafter, survey graduates on their career and college readiness.
WORKFORCE	1. Improve recruiting, retention, and job satisfaction for all employees in the district.	1a. By the end of the 2016-2017 school year, create and implement a comprehensive plan, including a measurement system, to recruit, hire, and retain staff. 1b. By the end of 2018-2019 school year, create a plan to support employees’ lives outside the workplace including families, housing, daycare, employment, and recreation. 1c. By the end of the 2016-2017 school year, develop and implement a plan to distribute diverse, effective, experienced, and in-field teachers for all students.