



MPS DISTRICT STRATEGIC PLAN 2013-14 PROGRESS REPORT

**Goal 1: High Expectations & Achievement for All
Strategies 1- 9 (Climate, Expectations)**

*Penny MacCormack, Superintendent
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Strategies 1-3:

Implementing & Using the School Climate Survey

2013-14

- Survey developed with input from administrators, families, staff, and students (GR 3 – 12) and implemented in June 2014

2014-15

- Share survey results with staff and SATp
- School Improvement Plans require strategies to:
 - Increase participation rates to 95% for teachers, 95% for students (grade 3 and above) and 35% for families
 - Address 2-3 need areas identified by the school climate results
 - Talent Office offers trainings to support identified needs

To be considered:

- *Review/revision process with teacher, student, SATp and administration input regarding alignment of questions to inform: high expectations, strong student-staff relationships and effective school-level leadership*



Strategies 4 - 7: High Expectations

2013-14:

- Convocation keynote & book: *High Expectations*
 - Fixed Mindset: Either I am smart or I am not
 - Growth Mindset: Focused effort can make you smarter

2014-15:

- Professional Development Focus: High Expectations/Equity
- School Improvement Plans include a focus on 5 Marshall indicators connected to *High Expectations*
- Town-wide focus on high expectations for *all* students (MFEE)

Strategy 8 & 9: Hiring Process/Recruiting

2013-14

- Defined the Hiring Process with input from administrators and central leads
- Increased the use of local & national job posting sites
- Attended/participated in 3 recruitment events focused on diversity
- Reviewed District leadership diversity

2014-15

- Implement Hiring Process
- CTO to attend 6 recruitment events & involve Principals
- CTO to review district-wide teacher diversity
- CTO to develop Master Teacher process/program

To be considered:

After eliminating the position designed to focus on recruitment & retention the CTO will take on those responsibilities by attending more recruitment events and focusing on developing a program/process to recognize and better utilize the talents of our Master Teachers (Retention)

Objective 1

By June 2015:

80% of students, parents and teachers will rate their school climate as effective or highly effective including:

- promoting high expectations, and
- strong student-teacher relationships

To be considered:

Review/revise climate survey and agree on effective/highly effective measure

Goal 1: Objective 2

By June 2015:

All teachers will score at or above the effective range on 80% of the following Marshall performance indicators:

- Clearly communicate and consistently enforce high standards for behavior
- Teacher conveys: This is important, you can do it, and I'm not going to give up on you
- Extra help for students that need it
- Show parents a genuine interest and belief in each child's ability to reach standards

To be considered:

- Ongoing professional development will be offered to all teachers
- Extra supports will be offered to teachers and schools as identified by observations and the mid-year reviews