

Mexico Public School District #59
Strategic Plan
October 18, 2022



District Mission

The Mexico Public School District believes that significant learning will occur with significant relationships. We will provide a safe learning community committed to continuous improvement focused on high levels of learning and student engagement. Our success as a district will be determined by the success of each student.

District Vision

The Mexico Public School District will implement a safe learning culture that promotes a sense of belonging for all students and staff, empowers educators to create meaningful learning experiences, and ensures student success and organizational excellence.

Mexico School District

Continuous School Improvement Plan

- The Mexico school board and superintendent directed a process that involved extensive stakeholder input. The school board engaged the Education Governance and Leadership Association to conduct the stakeholder input.
- All employees of the district were granted an opportunity to respond to a survey. The results were synthesized by members of the E.G.L. team. Questions were asked of employees regarding the direction of the district and items employees wanted to see addressed in the future of the district. The survey questions results have been maintained as documentation for the district.
- In addition, focus groups were held with external stakeholders of the district. The external stakeholders were asked questions regarding how the district could better serve the students and community.
- An electronic survey was sent to all parents/guardians in the school district. The parents/guardians were asked questions regarding how the district could better serve the students. The survey questions results have been maintained as documentation for the district.
- An electronic survey was sent to all juniors and seniors in the school district. The students were asked questions regarding how the district could better serve the students that follow them. The survey questions results have been maintained as documentation for the district.

Mexico School District

Continuous School Improvement Plan

- Members of the E.G.L. team took the results of the interviews and surveys and synthesized this information into priorities that were coupled with the information gathered from the Data Dive. The Data Dive was conducted by members of the E.G.L. team and consisted of all documents, plans and resources that are considered required and/or Best Practice.
- The Priorities were shared with the leadership team of the district. Subsequently, members of the E.G.L. team developed objectives and S.M.A.R.T. goals. The priorities, objectives and S.M.A.R.T. goals were shared with the leadership team of the district and subsequently with the school board.
- The financial impact of the Continuous School Improvement Plan adopted by the school board will only occur as plans that are created are implemented. In other words, other than current expenditures of the district, this plan does not have an immediate financial impact on the district.
- The S.M.A.R.T. Goals contained in this document consist of the Continuous School Improvement Plan adopted by the school board on October 18, 2022.

MSIP 6 Standards & Indicators

- **L** – Leadership
- **TL** – Teaching & Learning
- **CC** – Collaborative Climate & Culture
- **DB** – Data-based Decision Making
- **AS** - Alignment of Standards, Curriculum & Assessment
- **EA** - Equity and Access

Governing Priority: *Leadership: Facilities Planning*

Governing Objective: *Prepare for the long-range facility needs of the District.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent, or designee, will engage stakeholders and develop a process in order to prepare a long-range facilities plan.	A written projection of student enrollment, department and capital needs, safety assessments, and facility audits will be utilized to create this plan. This plan will cover the needs of the district for the next 10 years.	A written report will be finalized by the Superintendent and subsequently presented to the school board.	This report can be completed by accessing information that is available internally and externally, and by consulting with existing personnel. External consultants may be utilized. If an external consultant utilized, there may be a cost to the district. At least initially, this cost will come from the Incidental Fund.	This information will help the school district with fiscal and facilities planning. This plan will enable the Superintendent and the school board to create a long-range facilities plan. Stakeholder Input indicated a strong desire to understand the future facility plans of the school district. In addition, this goal addresses M.S.I.P. 6, L3E L.4. B.	Spring 2023 The Superintendent will present a Draft long-range facilities plan to the school board. June 2023 The school board will adopt a long-range facilities plan. 2023-2033 Implementation of the 10-year plan

Governing Priority: *Leadership*

Governing Objective: *Create a Professional Development Plan for the school board.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
Develop a School Board Professional Development Plan.	The Board President and Vice President will present a professional development plan to the entire school board for consideration. A board self-evaluation and additional input from board members will be considered	A written professional development plan will be presented to the school board.	Based on a board self-evaluation and additional input from the board, information can be attained to help develop areas of interest that would be addressed in the plan.	This goal addresses stakeholder input, and MSIP 6, L.1.C and D.	January 2023 A School Board Professional Development Plan will be presented to the school board.

Governing Priority: *Leadership: Fiscal Resources*

Governing Objective: *Proactively budget for major capital expenditures.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will direct an evaluation of all major capital equipment currently in place, and major equipment needed, in order to budget for future expenditures.	The Superintendent will direct administrative staff to create a detailed plan to address projected needs and a timeline and financial method for addressing the identified needs. A written report will be prepared that outlines all major capital equipment, the life expectancy of the equipment, and a time and cost estimate to replace the equipment.	A written report will be prepared and presented to the superintendent and subsequently to the school board.	The administration and maintenance staff of the District, with outside consultants, can prepare this plan. If a vendor is utilized to help gather the information, there may be a budgetary impact from the Incidental Fund.	This plan will significantly aid the District in anticipating major expenditures. Capital expenditures can become a significant drain on the budget, especially when they are not budgeted in advance. This report will become a part of the budgeting process. This goal address M.S.I.P. 6, L.4. B and is a Best Practice.	June 2023 A written report will be presented to the school board.

Governing Priority: *Leadership*

Governing Objective: *Develop a comprehensive Professional Development Plan for the Leadership Team of the school district.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will design a process to create a Professional Development Plan for the Leadership Team of the district.	The Superintendent will work with the administrators of the district to develop a Professional Development Plan for the team as a whole and for everyone on the team individually. The plan will focus on the needs of the position individuals hold and the experiences and skills of the team..	The Superintendent will develop a written report that will be presented to the school board.	The Superintendent with the assistance of the administrators of the district, and potentially outside consultants can develop this plan for Professional Development.	The Leadership Team of a district is crucial in the success of the district. A Leadership Team should possess extensive experience and a honed skill set. This goal aligns with MSIP 6 L9 and TL8.	June 2023 The Superintendent will share this plan with the school board. July 2023-June 2024 The plan will be fully implemented.

Governing Priority: *Leadership: Fiscal Resources*

Governing Objective: *Proactively invest district funds to maximize district resources.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent's designee, will work with the district bookkeeper to create an investment portfolio.	The Superintendent's designee will direct administrative staff to create a detailed plan to address the investment of district fund balances.	A written report will be prepared and presented to the Superintendent and subsequently to the school board.	The administration of the District can prepare this report. District administration will need to consult with experts outside the district.	This goal addresses comments received during Stakeholder Input and addresses M.S.I.P. 6, L4.	June 2023 A written report will be presented to the Superintendent, who will subsequently share the report with the school board.

Governing Priority: *Leadership: Operations & Resource Management*

Governing Objective: *The school board will establish a minimum fund balance policy*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent will recommend a minimum fund balance to the school board.</p>	<p>The Superintendent will work with the school board to determine a minimum unrestricted annual fund balance for the school district.</p>	<p>A written recommendation will be presented to the school board for adoption.</p>	<p>The Superintendent can make this determination based upon Best Practices and knowledge of the district's financial status.</p>	<p>This plan will significantly aid the District in budgeting and the goal also aligns with MSIP 6, L.4. B and D and is a Best Practice.</p>	<p>June 2023 The Superintendent will provide a written recommendation to the school board.</p>

Governing Priority: *Leadership: Technology Monitoring and Security*
Governing Objective: *Provide exemplary monitoring of all technology systems/resources of the district.*

SMART Goal	Specific	Measureable	Attainable	Relevant	Time-Bound
<p>The Superintendent's designee will work with the technology director to create a process to examine the safety and security of all devices/systems utilized by the district.</p>	<p>The process created will focus on password protection, cyber threats, access to sensitive information, and the overall safety and security of all technology devices/systems utilized by the district.</p>	<p>Written recommendations will be produced and shared with the superintendent.</p>	<p>Existing personnel can secure the information, with potential consultation with outside resources. An immediate cost to the district is not anticipated.</p>	<p>This process and recommendations will better help protect important and restricted information in the district. This issue arose out of stakeholder input and aligns with M.S.I.P. 6 TL 9</p>	<p>May 2023 A written report will be presented to the superintendent.</p> <p>June 2023 The Superintendent will share the report with the school board.</p>

Governing Priority: *Leadership: Communication*

Governing Objective: *Review and refine communication plan.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent's designee will review and refine the communication plan and include detailed strategies to increase understanding and support for the District with internal and external stakeholders.	The Superintendent's designee, with a team representative of the District (Board member, teachers from each building, support staff, community members and elected leaders), will review and refine a written multi-faceted plan with detailed strategies that identifies the person(s) responsible for each strategy, including a timeline.	A written plan will be developed and presented to the Superintendent, who will subsequently present the plan to the school board.	The Superintendent's designee, with a designated team, can review and refine a multi-faceted communication plan that reaches internal and external stakeholders. The creation of this plan does not have a budgetary impact. The plan may create requirements for additional materials, programs or personnel that could create a budgetary impact.	Stakeholders identified communication as a need to address the needs and desires of the school community, In addition, this goal addresses M.S.I.P. L.8. A-B.	May 2023 The Superintendent's designee will present the plan to the Superintendent. June 2023 A detailed and multi-faceted communication plan to increase understanding and support for the District will be created and presented to the school board for approval.

Governing Priority: *Leadership: Safety and Security*
Governing Objective: *Provide comprehensive analysis and recommendations for best practices of safety and security.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent, or designee, will direct an analysis of the Safety and Security systems of the District and research best practices. The goal is to expand on the work already initiated in the District.</p>	<p>The Superintendent, or designee, with the assistance of outside consultants, will analyze current practices and develop comprehensive recommendations, if needed. This goal is to examine consistency of implementation of the current plan across all buildings.</p>	<p>A written report will be prepared for the Superintendent and subsequently the school board. As allowed by law, some of this information may be confidential information.</p>	<p>Current personnel, with outside consultants, can conduct the analysis and make the recommendations in a written format.</p>	<p>The plan that is produced is vital in helping protect the safety and security of all individuals on the campuses of the Mexico School District and aligns with M.S.I.P. L10, A and B</p>	<p>May 2023 The written report will be presented to the Superintendent.</p> <p>June 2023 The Superintendent will present the report to the school board. As allowed by law, some or all of the report may be shared in Executive Session.</p>

Governing Priority: *Leadership: Operations and Resource Management*
Governing Objective: *Develop a comprehensive plan to better align building operations.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent, or designee, will create a process to examine the consistent implementation of district initiatives.</p>	<p>The Superintendent, or designee, will work with the administrators of the district to examine all district initiatives for consistency and fidelity of implementation,</p>	<p>The Superintendent, or designee, will develop a synopsis of the process and findings and share the information with the school board.</p>	<p>The Superintendent with the assistance of the administrators of the district, and potentially outside consultants can address this goal.</p>	<p>A consistent theme of Stakeholder Input was a perception of the lack of consistency among buildings . This goal aligns with MSIP 6 L9 and TL8.</p>	<p>June 2023 The Superintendent will share this plan with the school board.</p>

Governing Priority: *Effective Teaching and Learning*

Governing Objective: *Create and sustain a positive culture and practices to retain and reward highly qualified personnel.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent's designee will create a plan to gather exit data for all departing employees in order to identify and mitigate factors that may improve employee retention.	The Superintendent's designee and a representative team, will research and design an exit process to systematically capture pertinent data in order to mitigate factors that may improve employee retention.	Data will be collected and analyzed, and an exit process established and presented in a written format to the Superintendent. The Superintendent will subsequently share this information with the school board.	District personnel and team members can research exiting processes, which can be used to design a system for the school district. Unless a tool is purchased/created to gather this information, there will not be a budgetary impact.	A concern related to employee turn-over was reported among stakeholders. Understanding the variables that contribute to employee departures will allow the District to address controllable factors to improve employee retention. This goal addresses M.S.I.P. L 9.	March 2023 The research and the creation of an exit process will be created and presented to the Superintendent. April 2023 The Superintendent will present the information to the school board. 2023-2026 School Year Implement the process, present the data analysis and findings on a regular basis.

Governing Priority: *Effective Teaching and Learning*

Governing Objective: *Create explicit systems regarding student wellness, teaching, assessment, and learning in order to provide consistent and equitable learning opportunities across the District that propel student achievement, participation, and post-secondary options.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent’s designee, will direct a process to create a consistent framework to proactively teach and responsively manage student behavior and socio-emotional support (SES).</p>	<p>The Superintendent’s designee, along with building representatives, will establish a process that reviews the behavior and SES systems that have been and are being implemented and research various systems in order to determine an evidenced-based approach to supporting the behavior of students beginning with early education through high school. This process will be utilized on a District wide basis.</p>	<p>A written plan will be created that is presented to the Superintendent and ultimately to the school board.</p>	<p>School administrators and teachers are skilled to examine referral data of discipline, counselor, social worker and school nurse reports and consider historic practices. Current research will be utilized to make informed recommendations regarding the needs of students and training for faculty and staff in order to implement an evidenced-based, comprehensive approach to support teachers in managing the behavior and socio-emotional wellness of students.</p>	<p>Consistent implementation of a system reduces suspensions, overall behavior problems and increases socio-emotional wellness. An evidenced-based system implemented with fidelity improves the academic performance, attendance, and ability of students to regulate their emotions and behave in socially appropriate ways. It also enhances students’ perception of safety and reduces teacher burnout. This topic was consistently shared in Stakeholder Input. M.S.I.P. 6 DB1, CC1 and CC1, address this goal.</p>	<p>January 2023 The Superintendent’s designee will form the team to study the selection of a District-wide framework/system for teaching and managing behavior will be accomplished and communicated. Training and implementation plans will be determined. May 2023 The plan will be presented to the Superintendent who will subsequently present the plan to the school board. July 2023 Initial training, implementation and resources will be deployed.</p>

Governing Priority: *Effective Teaching and Learning*

Governing Objective: *Establish a plan to update curriculum, assessment, instructional practices, and resources to engage students and increase achievement.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent's designee will devise a process to study and train educators on the Multi-Tiered Systems of Support (MTSS).</p>	<p>The Superintendent's designee will establish a collaborative process to study and train educators on the MTSS framework with the goal of systematic and full implementation in order to determine how to phase in the practices of MTSS (universal screening, data teams, high-quality Tier 1 instruction, interventions, including behavior, etc.).</p>	<p>A written plan will be developed, communicated, and implemented district-wide.</p>	<p>The Superintendent's designee has knowledge and access to a range of resources to study and implement a MTSS framework. Consultants may be needed for training or technical assistance. There is not an initial cost for this goal, unless outside consultants are utilized.</p>	<p>MTSS is an evidence-based model that utilizes data-based problem solving to integrate academic and behavioral instruction and intervention. The integrated instruction and intervention is delivered to students in varying intensities (multiple tiers) based upon student need. This was an area of focus in Stakeholder Input and is contained in M.S.I.P. 6 TL7.</p>	<p>January 2023 The Superintendent's designee will update the Superintendent regarding this work.</p> <p>May 2023 The Superintendent will update the school board.</p> <p>2023-2026 The implementation and evaluation of the results of MTSS will continue.</p>

Governing Priority: *Effective Teaching and Learning*

Governing Objective: *Student performance on state and local assessments will continue to improve.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent's designee will establish a Task Force to examine student achievement data in the school district.	The Superintendent's designee will select a group of educators to form a Task Force to examine student achievement at the grade, department, building and district level. The Task Force will make specific recommendations regarding comprehensive strategies to improve student achievement.	A specific written plan that addresses student achievement at all levels in the district will be created.	Under the direction of the Superintendent's designee, the creation of this plan is attainable.	Student achievement remains an area of focus for the school district. This goal was in the previous C.S.I.P. and is contained in M.S.I.P. 6 TL 1.	January 2023 Create a District-wide Task Force. March 2023 The Task Force will create the written plan and share it with the Superintendent. April 2023 The plan will be shared with the school board.

Governing Priority: *Effective Teaching and Learning*
Governing Objective: *Support the Professional Development Plan as created by the P.D.C.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent's designee will continue to work with the district P.D.C. committee to ensure the C.S.I.P. and student achievement are the focus of the P.D.C.</p>	<p>The Superintendent's designee can accomplish this goal by ensuring the district P.D.C. is created according to statute. In addition, the Superintendent's designee with work with the P.D.C. to align the P.D. plan with the C.S.I.P.</p>	<p>A written Professional Development Plan will be created that is provided to the school board for approval.</p>	<p>Existing personnel can accomplish this goal without any cost to the district.</p>	<p>This goal addresses stakeholder input and M.S.I.P. 6, TL5.</p>	<p>Spring 2023 This plan will be presented to the Superintendent.</p> <p>Spring 2023 This plan will be presented to the school board.</p>

Governing Priority: *Effective Teaching and Learning: High Quality Career Education*

Governing Objective: *Establish a plan to update curriculum offerings in order to engage students in career exploration.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent's designee will devise a process to explore and implement curriculum offerings and experiences that align with High Quality Career Education Standards.	The Superintendent's designee will establish a collaborative process to explore and implement a plan that provides access to career centered experiences that include solving authentic problems, working in professional environments and engaging in curriculum developed by industry professionals. The district will implement broad based elementary and middle level career awareness and exploration programs.	A written plan will be developed, communicated, and implemented district-wide.	The Superintendent's designee has knowledge and access to a range of resources to study and implement this framework. Consultants may be needed for training or technical assistance.	This was an area of focus in Stakeholder Input and addresses M.S.I.P. 6, TL3 B and C,	Spring 2023 The Superintendent's designee will update the Superintendent regarding this work. June 2023 The Superintendent will update the school board. 2023-2026 The implementation and evaluation of the results of MTSS will continue.

Governing Priority: *Collaborative Climate and Culture*

Governing Objective: *The district will gather information to assess the Climate and Culture Data from all stakeholder groups.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will design a process to gather Climate and Culture Data.	The Superintendent will work with the administrators to design a process that will gather evidence-based Climate and Culture Data from all stakeholder groups, analyze the data, and make recommendations to the school board for strategies to keep the district on the continuous cycle of improvement.	The Superintendent will develop a written report that analyzes the results and makes specific recommendations for improvement.	The Superintendent will ensure stakeholder input is gathered in a confidential manner. There will be a budgetary impact, if outside resources are utilized. If sources are needed, they would come from the Incidental Fund.	Culture and Climate concerns did not emerge as a theme in Stakeholder Input. This goal aligns with the requirements of M.S.I.P. DB 3.	Spring 2023 The Superintendent will share the results with the school board.