

Strategic Plan 2017-2022

I. Academic Excellence

1. Student Engagement

Vision/Goal: Increase the variety of curriculum opportunities to compete better with non-public school opportunities

Specific Target:

- 1) Increase nontraditional educational programs (such as on-line instruction, dual enrollment, internships, ROP/CTE, concurrent enrollment, SAC, Academic academy/CTE)
- 2) To expand on-line instruction beyond AP instruction to include all content areas by two content areas per year.

Accountability Metric/Timeline:

- 1) Increased student participation in SAC (+50 students/year)
- 2) Report results to BOE summer of 2017

2. Academic Success Measures

Vision/Goal: Students graduate college/career ready (STEM, STEAM, art, music, dual enrollment, SAT prep, Robotics, concurrent enrollment)

Specific Target:

- 1) Increase college eligibility
- 2) Increase career certifications

Accountability Metric/Timeline:

Using local metrics, High Schools will report in September, the following;

- 1) Increase high school graduation rate to 90%
- 2) Increase completer rates in CTE courses by 10% per year by 2020
- 3) Increase # of A-G compliant students by 2% each year
- 4) Increase A-G compliant courses by 2 per year
- 5) Student/Teacher ratio (TBD)

3. Student Health

Vision Goal: A healthy student is a student who will achieve. Every student has the opportunity to learn and be mentored on healthy lifestyles, leading each student having the ability to make healthy choices.

Specific Target:

- 1) Establish a culture of supporting students to achieve the California State fitness standards through an annual program. This should focus on current PE activities, but also include reasonable activities designed specifically to build capability and confidence in every student.
- 2) Develop a plan that provides a framework to a healthier life by March 2018. This should include nutrition, physical fitness and emotional fitness, and leverage existing support from the Hospital and other local social services.

Accountability Metric/Timeline:

Higher success rate in Ca State Physical fitness testing by year's end.

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II. Fiscal Stability

1. State of Art Facilities

Vision/Goal: To have safe and secure learning and working environments conducive to learning.

Specific Target:

- 1) Deferred maintenance
- 2) Increase energy efficiency

Accountability Metric/Timeline:

- 1) Maintain 3% in deferred maintenance account reported at interim budget reports
- 2) Energy efficiency will increase 5% per year reported annually in September.

2. Technology Infrastructure

Vision/Goal: Technology will enhance the educational process

Specific Target:

- 1) Specific and ongoing professional development for instructional strategies with technology
- 2) Work with sites to develop technology replacement/rotation schedule
- 3) Explore the possibilities of offering community Wi-Fi access with community partners
- 4) Increase student technology access to school computers by site

Accountability Metric/Timeline:

- 1) Increase tech professional development and develop ongoing training calendar
- 2) Turn in calendar/plan in SPSA (5-year plan)
- 3) Participate with Community cabinet to discuss and develop a report/brief

3. Resource Alignment and Stability

Vision/Goal: Align resources and budget to achieve district goals while remaining fiscally sound.

Specific Target:

- 1) Expenditures are balanced with revenues
- 2) Maintain a minimum of X%, (2 months' salary and other contingencies) of a local reserve, including the 3% reserve required by Ed. Code.

Accountability Metric/Timeline:

- 1) Positive certification of the district's financial condition
- 2) Audit reports

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III. Staff Development and Retention

1. Professional Development Plans

Vision/Goal: Offer relevant staff development as determined by needs.

Specific Target:

- 1) Develop district educational materials for professional development to be easily accessed on demand.
- 2) Provide additional professional development for the community of special education teachers.

Accountability Metric/Timeline:

- 1) Evaluation/survey of professional development participants for both targets

2. Employee Recognition Programs

Vision/Goal: Engage in a variety of activities that recognize employee excellence and effort

Specific Target:

- 1) The Board of Education will develop a plan within 12 months
- 2) Update and modify the district recognition plan

Accountability Metric/Timeline:

- 1) Share both plans in August

3. Employee Retention

Vision/Goal: Establish an environment where all employees feel valued and respected

Specific Target:

- 1) Opportunities will increase for non-certificated employees to increase hours
- 2) Develop incentives for all certificated employees to stay long-term

Accountability Metric/Timeline:

- 1) Continuous effort to reduce part-time positions by adding 1-2 full-time positions annually
- 2) Reduce certificated attrition to under 10% within two years

4. Recruiting

Goal: Aggressively, maintain suitable quality and numbers of teachers and other staff consistent with student achievement.

Specific Target:

- 1) Aggressively recruit internal and external to MUSD to find suitable staff
- 2) Create and Implement feeder programs that develop long term interest in jobs with MUSD

Accountability Metric/Timeline:

- 1) Identify the recruiting target numbers annually by 1 Jan each year.
- 2) Identify employees recruited internally

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IV. Facilities

1. Preventive Maintenance Program

Vision/Goal: All sites will be maintained to ensure a safe working and learning environment

Specific Target:

- 1) Establish a 3-year deferred maintenance plan
- 2) Adequately fund, within the budget, the deferred maintenance plan

Accountability Metric/Timeline:

- 1) Annual review and update of deferred maintenance plan
- 2) After review, targets within the plan that have been accomplished will be summarized and prioritized and a report will be given to the Board annually in August

2. Facilities Improvements

Vision/Goal: Continuous upgrades and improvements for all facilities aligned to established priorities

Specific Target:

- 1) Create a master plan of priorities by January 2018
- 2) Investigate funding sources

Accountability Metric/Timeline:

- 1) Board-approved master plan by June 2018

3. Safety

Vision/Goal: Schools and worksites are safe and secure for students, parents and staff

Specific Target:

- 1) All schools and worksites will be equipped with all necessary and required safety equipment/resources.

Accountability Metric/Timeline:

- 1) Comprehensive school safety plan updated yearly
- 2) Assess safety of all sites over 12 months; report in October

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V. Community Engagement

1. Parent Engagement Opportunities

Vision/Goal: Create opportunities for positive interactive communications using a variety of means

Specific Target:

- 1) Hire an information officer
- 2) Increase parent surveys participation
- 3) Explore possibilities regarding marketing plan development
- 4) Establish new linkages to parents

Accountability Metric/Timeline:

- 1) Increased parent participation as noted through sign-in sheets, and “likes” and “followers” on social media.
- 2) Continue to increase Parent LCAP Survey participation
- 3) Board will create a sub-committee to develop a plan for parent involvement

2. Community Partnerships

Vision/Goal: Establish effective community partnerships

Specific Target:

- 1) Promote an active Educational Foundation
- 2) Actively participate in Community Cabinet
- 3) Attend civic meetings, to include establishing joint meetings with the cities and towns.
- 4) Utilize the Board of Education for community relations.

Accountability Metric/Timeline:

- 1) The Board President and Superintendent will report to the public yearly.