

Strategic Plan:



Medlock Bridge ES



STUDENT ACHIEVEMENT
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.



PEOPLE AND CULTURE
We provide a welcoming environment and positive school and district culture for students, families and employees.



COMMUNITY COLLABORATION
We engage families, community members and civic organizations as active partners.



FISCAL RESPONSIBILITY
We manage and protect public funds and assets through efficient and effective use of available resources.

Outcomes: What will success look like for our school?

3rd Grade Literacy:
 95% of students will read at or above grade level by the end of 3rd grade.

Math and Language Arts Growth:
 80% of students will demonstrate growth in Math and Language Arts.

Whole Child:
 100% of students will participate in Social Emotional Learning experiences preparing them for success in school and life.

Teacher Retention:
 Retain teachers at Medlock Bridge for five years or more.

Culture and Climate:
 Increase the percent of students, staff, and parents who consider our school a safe, welcoming, and positive environment.

Community Relationships:
 Strengthen community relationships that have a direct impact on students.

Family Partnerships:
 Increase and enrich partnership opportunities between families and school.

Transparent and Efficient Management of Local Funds:
 Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.

Initiatives: What will we do to achieve success?

Student Focused Learning:
 Expand use of the most effective Math and Literacy instruction and assessment strategies.

STEM:
 Grow STEM program in order to emphasize critical thinking, creativity, collaboration, and communication.

Social Emotional Learning:
 Expand PBIS, Social Skills Instruction, and classroom guidance programs.

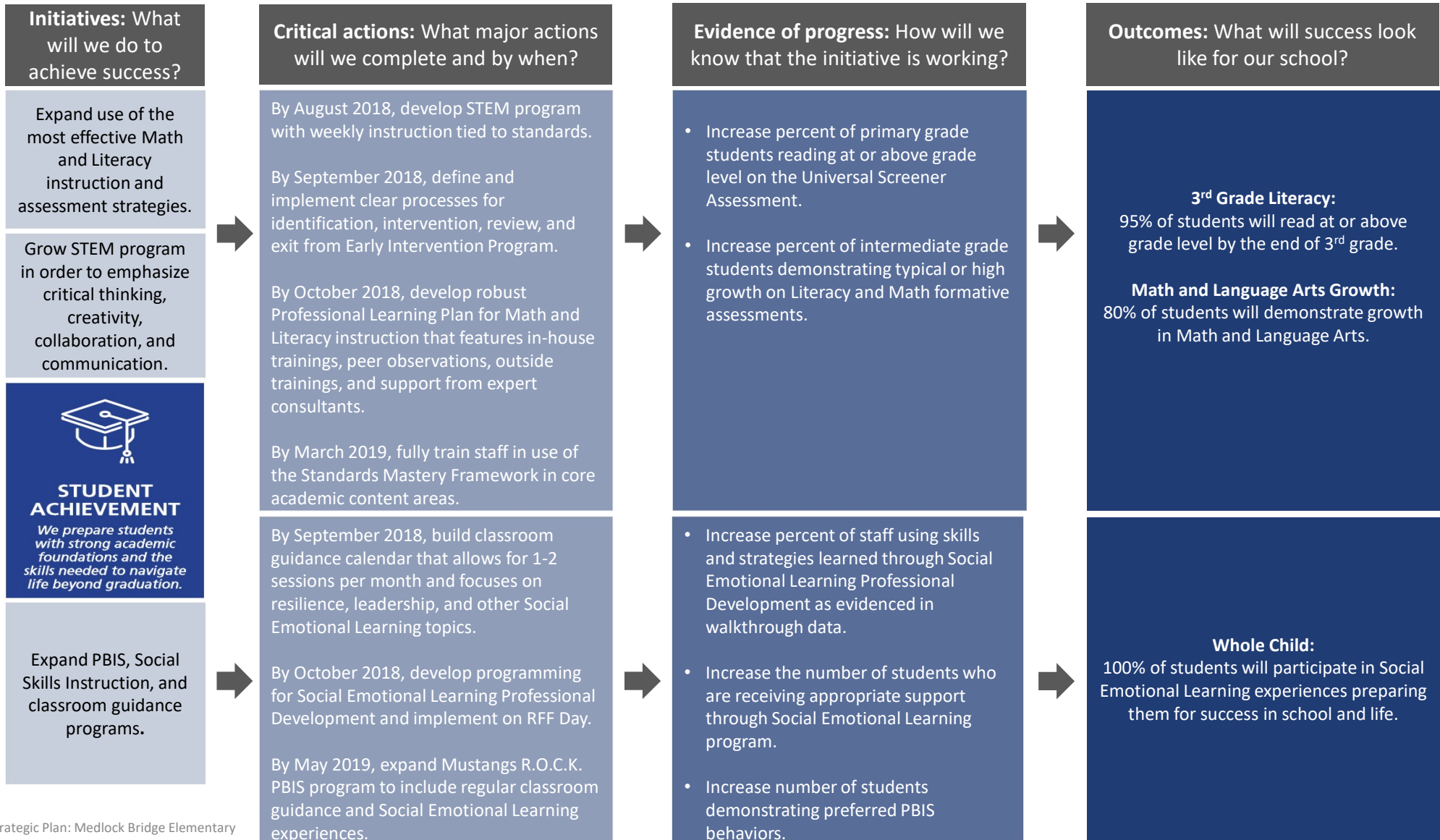
Staff Leadership Development:
 Provide teachers with opportunities to grow through professional development and empower them to lead through shared decision-making.

Quality Communication:
 Develop a culture of communication, collaboration, growth, and celebration amongst staff, parents, and students.

Community Champions:
 Develop a network of business and civic partners that have an active role participating in learning experiences for our students and families.

Parent Involvement:
 Develop and communicate a menu of options for family engagement.

Effective Budgeting:
 Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals.



Initiatives: What will we do to achieve success?

Provide teachers with opportunities to grow through professional development and empower them to lead through shared decision-making.



PEOPLE AND CULTURE

We provide a welcoming environment and positive school and district culture for students, families and employees.

Develop a culture of communication, collaboration, growth, and celebration amongst staff, parents, and students.

Critical actions: What major actions will we complete and by when?

By September 2018, develop and communicate a framework for decision making that clearly identifies types of decisions and the person or group responsible for making them.

By October 2018, design Professional Learning Plan that provides teachers with opportunities to grow as classroom teachers and instructional leaders.

By August 2018, define practices that will help provide a safe and welcoming environment for all students and families.

By September 2018, develop a calendar of staff, student, and community celebrations and a budget supporting each event.

By March 2019, revise Professional Learning Communities practices to ensure quality communication in support of all students.

Evidence of progress: How will we know that the initiative is working?

- Core Team will review framework for decision making for fidelity of implementation on a quarterly basis.
- Increase percent of staff using skills and strategies learned through professional learning plan as evidenced in walkthrough data.
- Admin Team will survey staff annually on effectiveness of building leadership and overall job satisfaction at midterm.

- SGC will survey students, staff, and parents twice per year to gather feedback on the perception of our environment and quality of communication.

- Core Team will survey staff twice per year on the effectiveness of Professional Learning Communities as a method of supporting students and planning instruction.

Outcomes: What will success look like for our school?

Teacher Retention:
Retain teachers at Medlock Bridge for five years or more.

Culture and Climate:
Increase the percent of students, staff, and parents who consider our school a safe, welcoming, and positive environment.

Initiatives: What will we do to achieve success?

Develop a network of business and civic partners that have an active role participating in learning experiences for our students and families.



COMMUNITY COLLABORATION

We engage families, community members and civic organizations as active partners.

Develop and communicate a menu of options for family engagement.

Critical actions: What major actions will we complete and by when?

By December 2018, collect and catalog business and civic partners interested in actively participating and supporting the Medlock Bridge academic program.

By February 2019, host a Community Partner Forum to discuss the ways in which partners can be involved in schools.

By May 2019, host a Community Involvement Day that provides students a chance to experience career and life opportunities.

By September 2018, survey teachers on how family involvement can benefit the academic experience for their students.

By October 2018, survey parents to determine ways in which they would like to engage with the school environment.

By December 2018, create and communicate a menu of options for family involvement in school.

Evidence of progress: How will we know that the initiative is working?

- Increase the number of teachers reporting at least 1 meaningful community partnership positively impacting their academic environment.
- Increase the number of community partners involved in Community Involvement Day and Community Partner Forum.
- SGC will survey community partners on the quality of partnership with school.

- SGC will survey parents twice per year to gather feedback on the opportunities for involvement in school.

- Increase number of valuable ways for families to involve themselves in school featured on the Family Engagement Menu.

Outcomes: What will success look like for our school?

Community Relationships:
Strengthen community relationships that have a direct impact on students.

Family Partnerships:
Increase and enrich partnership opportunities between families and school.

Initiatives:
What will we do to achieve success?

Critical actions: What major actions will we complete and by when?

Evidence of progress: How will we know that the initiative is working?

Outcomes: What will success look like for our school?

Effective Budgeting

Minimize monthly deficits by monitoring your budget
Principal and administrative staff will review the Budget Accountability Report (BAR) monthly
SGCs will monitor school General Fund on a quarterly basis

- Average monthly deficits are 1 or less each month
- Carryover is projected to be less than 5% at the end of the school year

Transparent and efficient management of local funds:
Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils



FISCAL RESPONSIBILITY

We manage and protect public funds and assets through efficient and effective use of available resources.