



# Strategic Plan Implementation Year 1 Michigan City Area Schools

School Board Update

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December 12, 2023

# WE ARE ONE CITY, ONE PACK!

Michigan City Area Schools has developed a Strategic Plan that includes alignment to our Mission, Vision, and Values; Pillars; and Initiatives within each Pillar. **Pillar teams are currently in year 1 of implementation.**

This presentation includes:

- (1) An overview of what implementation has looked like for **Year 1**.
- (2) A **progress report** on the work of the steering team and priority area teams.
- (3) A preview of **next steps** in strategic implementation.

MICHIGAN CITY  
AREA SCHOOLS

**STRATEGIC PLAN**

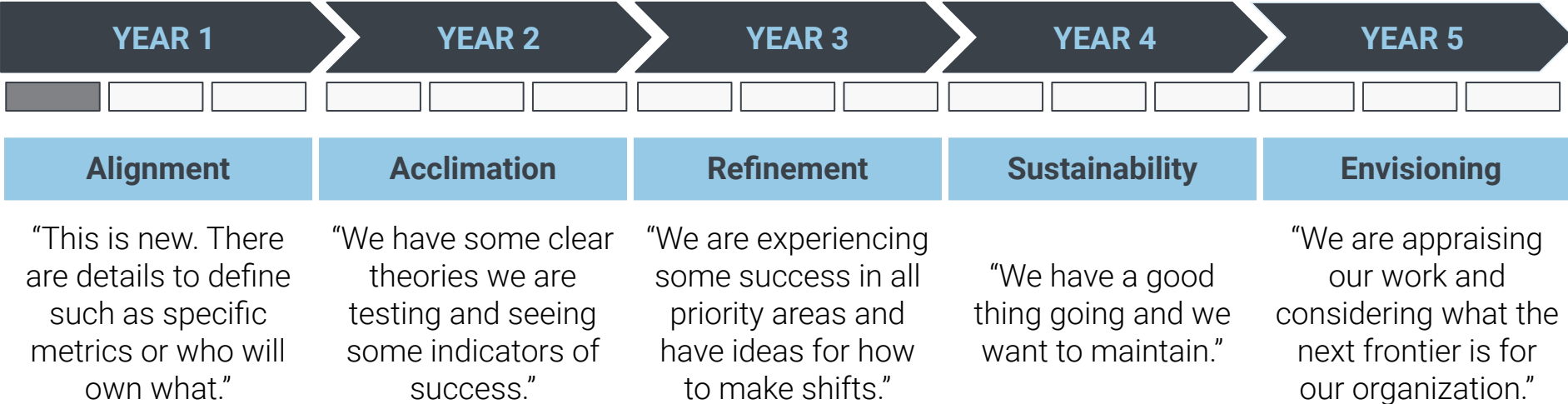


Michigan City  
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# Part 1: Overview of Year 1 Strategic Implementation

# The Road to Success Over the Next Five Years

*The visual below depicts the focus of each year of Strategic Framework implementation.*

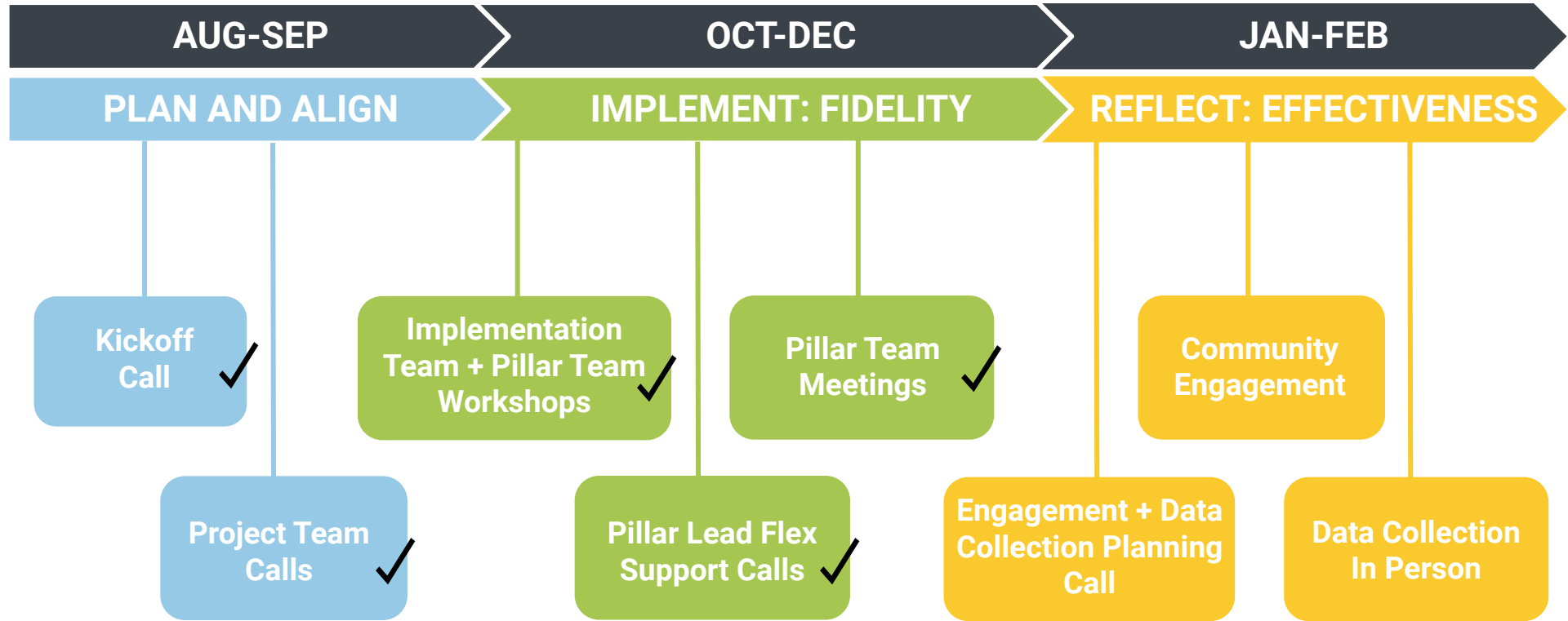


# Year 1 Focus: Alignment

## PRIORITIES FOR YEAR 1

- ❑ Recruitment of steering team and pillar team leads and convening of pillar teams
- ❑ Finalization of fidelity, effectiveness, and impact metrics
- ❑ Finalization of action plans for strategic objectives
- ❑ Collection of baseline data and development of a progress monitoring schedule
- ❑ Clear growth goals for each priority area
- ❑ Some implementation of strategic objectives
- ❑ Communication of updates and progress to the MCAS community

# Year 1 In Action



# Part 2: Progress Update

# Project Governance



# Teams, Roles, and Accountabilities

EDUCATION ELEMENTS	PROJECT TEAM	STEERING TEAM	PILLAR TEAMS
<ul style="list-style-type: none"> <li>Facilitate <b>support calls</b> with the Project Team</li> <li>Facilitate <b>onsite and virtual sessions</b></li> <li>Provide flex support to <b>pillar team leads</b> within each pillar area</li> <li>Support Project Team in preparation for <b>Board presentations</b></li> <li>Co-create an <b>implementation dashboard</b> and action plan</li> <li>Provide protocols, templates, and <b>resources</b> aligned to pillars</li> </ul>	<ul style="list-style-type: none"> <li>Provide high-level <b>oversight and guidance</b> to steering and pillar teams during implementation</li> <li><b>Meet regularly</b> to ensure implementation is moving forward and to complete follow up tasks from EE meetings</li> <li>Update the <b>implementation dashboard</b> and communicate updates quarterly with the community</li> <li>Communicate/ meet regularly with <b>steering team</b>, including pillar leads, to ensure that implementation is moving forward</li> </ul>	<ul style="list-style-type: none"> <li>Actively attend and participate in <b>steering team meetings</b> led by EE</li> <li>Lead <b>progress monitoring</b> of initiatives</li> <li>Meet regularly to <b>reflect</b> on progress and <b>plan</b> for successful implementation</li> <li>Pillar leads are the <b>liaisons</b> that lead implementation in an area and report back to steering team for progress monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Implement <b>initiatives</b> within a particular pillar(i.e., do the “on-the-ground work”)</li> <li>Actively attend and participate in sessions and flex support calls to <b>action plan</b> and collect data for progress monitoring</li> </ul>

# The **Pillar** Teams focus on **actions**.

If we do certain things (and do them well)...

The metrics we use most are:  
**fidelity** and **effectiveness**

We spend most of our time...  
**doing** what is in the action plan

# The **Steering** Team focuses on **outcomes**.

**then** we will see certain results.

The metrics we use most are:  
**effectiveness** and **impact**

We spend most of our time...  
**monitoring** our progress

# Pillar Initiative Updates

# CULTURE + ENVIRONMENT

- Researching offerings in all sports and extra-curricular activities K-12
- Developing and implementing a staff recognition plan for all staff by the end of the 2023-24 school year
- Working to establish an athletic Hall of Fame by the end of the 2023-24 school year

## **PILLAR 1: CULTURE AND ENVIRONMENT**

We will work to ensure that Michigan Area City Schools is a community that all members appreciate, celebrate, and are proud to be a part of.

### **IMPACT STATEMENT**

We will know we are successful if we have high participation and engagement from the many members of our diverse community, parents and students enthusiastically recommend MCAS to others, and all students feel a sense of belonging and safety at school.

### **KEY INITIATIVES**

- ★ We will enhance support for all sports and extracurriculars across the district (PreK-12).
- ★ We will update, beautify or add facilities, keeping a focus on safety.
- ★ We will strengthen the overall culture for district staff, celebrating diversity.



# STUDENT VOICE AND OPPORTUNITIES

- Identifying best practice research on incorporating student voice
- Researching academic and extracurricular activities already in place
- Identifying ways to seek student input and involvement in decisions that impact them

## **PILLAR 2:**

### **STUDENT VOICE AND OPPORTUNITIES**

We will ensure that students' voices and choices are reflected in decisions made throughout the district by committing to getting their feedback and involvement on a consistent basis.

#### **IMPACT STATEMENT**

We will know we are successful if students feel a sense of belonging, see their ideas and feedback reflected in district and school decisions, and speak positively and confidently about their school experiences.

#### **KEY INITIATIVES**

- ★ We will provide professional development for staff on incorporating student voice.
- ★ We will create more academic and extracurricular opportunities for students.
- ★ We will seek student input and involvement in decisions that impact them.



# MEETING THE NEED OF DIVERSE LEARNERS

- Created district staff (internal) website created to align district resources
- Working to establish continuous data cycles resulting in an instructional response aligned to essential standards
- Exploring the expansion of electives at the middle and high schools



## **PILLAR 3:** MEETING THE NEEDS OF DIVERSE LEARNERS

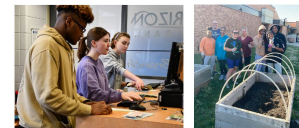
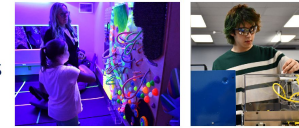
We will provide all students with the tools, resources, and support they need to experience success in school, meet their goals, and reach their full potential.

### **IMPACT STATEMENT**

We will know we are successful if we have high expectations for all students; if our environments support diverse learners; if we provide innovative enrichment and support opportunities to meet student needs; if students, staff, and families know how to access resources and supports; and if we acknowledge and celebrate our diverse learners.

### **KEY INITIATIVES**

- ★ We will provide multiple ways for students to demonstrate mastery.
- ★ We will implement an integrated, tiered system of supports for students.
- ★ We will diversify electives to give students more choice in course selections and postsecondary options.



# CLEAR AND CONSISTENT COMMUNICATION

- Researching other schools and communities that are implementing ambassador programs
- Research and demos of 2-way digital mass communication platforms
- Considering models such as the IDOE Family Friendly Schools designation



## **PILLAR 4:**

### **CLEAR AND CONSISTENT COMMUNICATION**

We will ensure that information is easily accessible and that all members of our community feel that their voices matter.

#### **IMPACT STATEMENT**

We will know we are successful if communication is clear, consistent, and accessible, and if all constituents feel comfortable participating in opportunities where feedback is encouraged.

#### **KEY INITIATIVES**

- ★ We will create a welcoming culture that encourages feedback and reflection.
- ★ We will develop a network of ambassadors who will share accurate and positive information about our schools.
- ★ We will implement two-way communication platforms that allow us to reach all constituents and provide them with opportunities for engagement.



# EDUCATING THE WHOLE CHILD

- A group of students, teachers, and experts are providing advice and guidance about apps that can be used as a mental health screener and resource.
- We are piloting apps that already exist and determine what components would be helpful for MCAS.
- We are researching other districts to see if they use an existing “circle of care” model to observe and gather information.

## **PILLAR 5:** EDUCATING THE WHOLE CHILD

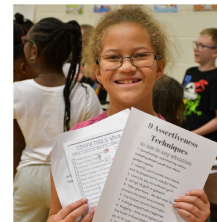
We will provide students with equitable resources that will support their emotional and mental health needs, including increased social-emotional learning (SEL) resources.

### **IMPACT STATEMENT**

We will know we are successful if students have meaningful relationships with school staff and their classmates; if students are aware of available resources and how to access them; and if students are able to communicate their feelings and needs to ensure they get the assistance they need.

### **KEY INITIATIVES**

- ★ We will implement a tool (such as an app) to serve as a mental health/learning environment screener and connect students with resources.
- ★ We will provide all students with a forum to build relationships with one another, discuss their academic and emotional needs, and cultivate habits of character.
- ★ We will form a circle of care made up of teachers, counselors, social workers, success coaches, staff, and parents to support students from enrollment through graduation, using SEL and trauma-informed care techniques.





# Part 3: Next Steps

# Upcoming Touchpoints



- **Engagement + Data Collection Planning Call**
  - Plan for community engagement and in person data collection
- **Community Engagement**
  - Lead community events in the form of focus groups or empathy interviews to collect data on effectiveness of initiatives
- **Data Collection**
  - Lead data collection walks to gather evidence of effectiveness based on indicators.

# MISSION

We are a diverse community of families, students, and staff who take pride in our schools, contribute positively to society, and prepare students for lifelong success.

# VISION

Michigan City Area Schools:  
High expectations. Supported students.  
Innovative paths to success.

# Questions?

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**STRATEGIC PLAN**

