



“Excellence in Action!”

2020-2026

EXECUTIVE SUMMARY

Beliefs

We believe:

- All individuals shall be continually encouraged to develop to their maximum potential.
- High expectations contribute to higher performance.
- The results of educational excellence are worth the investment.
- All individuals shall be provided a safe and secure educational environment.
- Basic human needs must be met to maximize learning.
- The total educational process is a collaborative and continual effort involving the home, school, local, and global community.
- Effective communication is essential to the educational process.
- Respect of self, others, and environment is imperative to the educational process.
- Character development is essential to the educational process and to building life skills.
- All individuals shall be responsible and accountable for their actions.
- Educated, informed, and engaged citizens are the foundation of a successful society.
- The educational process must encourage the development of creativity and critical thinking.
- The educational process must initiate and be receptive to change.
- All children deserve an excellent public education.
- The educational process shall inspire hope and promote health and wellness for all.
- Adaptability and responsible risk-taking are necessary for continual growth.
- All students should have opportunities for customized paths to learning which include the students' interests, strengths, and learning styles.
- Edifying relationships improve the quality of education.
- Student involvement in extracurriculars, clubs, athletics, and activities is vital to the educational process.

Mission

The mission of Nixa Public Schools, dedicated to our legacy of excellence, is to ensure all students achieve maximum potential and graduate with the knowledge, skills, and character necessary to succeed as productive, informed, confident, and engaged citizens in a global society by providing a quality, comprehensive, world-class education in a safe and secure learning environment.

Vision

The vision of Nixa Public Schools is to cultivate a culture of continuous growth with a focus on confidence, adaptability, empathy, critical thinking, and effective communication.

Tagline

“Excellence in Action!”

Parameters

- The educational needs of our students are our top priority.
- We will always operate safe, caring environments to ensure student learning.
- We will not tolerate any behavior that diminishes the self-worth of any student, staff member, or community member.
- No new program, course, and/or service will be added unless:
 - it meets a clearly demonstrated, mission-related need;
 - it survives a cost benefit analysis;
 - its impact on other programs/courses/services is addressed;
 - adequate staffing, staff development, funding, facilities, and time are provided;
 - it contains an evaluation procedure.
- We will practice shared leadership at all levels of the organization.
- We will use the strategic planning process to develop, review, revise, and implement the comprehensive school improvement plan.
- We will not tolerate ineffective employees.
- We will always adhere to state and federal rules and regulations.
- We will ensure the most efficient and effective means of utilizing all district personnel and resources.

Objectives

1

Students will improve achievement levels annually as they progress through their educational programs.

2

The percentage of students meeting or exceeding district, state, and national academic performance standards will increase annually.

3

Each student will graduate with the knowledge, skills and character necessary to become a productive, informed, confident and engaged citizen in a global society.

Strategies & Action Plans

Strategy 1 – Time

We will research, develop, and implement plans to efficiently structure time for the improvement of educational outcomes.

Action Plans:

1. Adjust school hours for better health and wellness of students, faculty and staff.
2. Implement flexible district options to maximize student learning.
3. Ensure the effective use of professional learning and collaboration time for all district employees.
4. Align instructional time to respect the academic, physical, social and emotional well-being of students.

Strategy 2 – Transitions

We will research, develop, and implement plans to improve student transitions.

Action Plans:

1. Maximize the awareness of Parents as Teachers within the district and community.
2. Construct transition teams who meet to facilitate in-district transitions.
3. Allocate time for vertical and horizontal teacher/staff collaboration between grades and buildings to enable more effective transitions.
4. Develop an effective, user-friendly communication system for incoming students and their families.
5. Standardize procedures, language, and frameworks in the areas of behavior, academics, and social-emotional climate.
6. Create standardized and user-friendly enrollment processes at the registration center and building level.

Strategy 3 – Partnerships

We will develop and implement plans to improve school and family/community partnerships.

Action Plans:

1. Formalize and enhance procedures for developing external partnerships that support the district's mission, vision and student/parent interest.
2. Develop internal and external communication systems to organize and share partnership information.
3. Implement strategies to improve and strengthen school and family partnerships.

Strategy 4 – Activities

We will research, develop, and implement plans to expand and improve extracurricular opportunities to engage students PreK-12.

Action Plans:

1. Ensure vertical and horizontal alignment of activities.
2. Regularly gather data on stakeholder wants, needs, and potential opportunities of activities.
3. Develop guidelines and parameters for all activities.
4. Develop a structure to hire and retain quality coaches/directors/sponsors, including compensation, program facilities, and continual professional development.
5. More effectively organize our volunteer program.

Strategy 5 – Well-Being

We will develop and implement plans to improve the well-being of all students and staff to allow greater growth through the educational process.

Action Plans:

1. Implement programs to support opportunities for all students in their participation in extra-curricular activities to increase students' well-being.
2. Refine and expand programs and systems of support for staff to meet the social, emotional, and mental needs of all students.
3. Refine and expand programs and systems of support for staff to meet the physical needs of all students.
4. Refine and expand district-wide programming for students to meet the social, emotional, and mental health needs of all students.
5. Refine and expand programs to meet the physical needs of all students.
6. Increase staff participation and engagement in a wellness program that promotes the overall well-being of staff, thereby, resulting in improved employee productivity, morale, attendance and health care cost savings.
7. Improve facilities and practices to ensure a safe, secure, well-maintained, and equitable learning environment to meet the current and future needs of the district's students, staff, and community at large.

Strategy 6 – District Growth

We will research, develop, and implement plans to provide for district growth and demographic shifts.

Action Plans:

1. Create opportunities and information which increase community support and involvement.
2. Intentionally partner with community leaders and organizations to anticipate and manage growth.
3. Explore restructuring current buildings to utilize building spaces more effectively.
4. Increase safety and security at all campuses.
5. Increase school readiness and academic success by offering more access to pre-K and transitional kindergarten classes.

Strategy 7 – Career Paths

We will continue to develop and implement plans to expand balanced career path opportunities.

Action Plans:

1. Implement a K-12 school to career readiness program.
2. Refine and expand high school graduation options to include college and career readiness skills.
3. Integrate a soft skills curriculum K-12 and provide practical application opportunities for students.
4. Enhance vocational programs through community partnerships.

Strategy 8 – MSIP6 Requirements

We will develop and implement plans to comply with MSIP6 directives not in our current CSIP.

Action Plans:

1. Identify and implement necessary reading assessments, reading success plans, tiered reading instruction, notification of parents, and district reporting pertaining to these items.

Operational Strategies

Strategy **A** - We will develop and implement plans to lower the dropout rate to less than 3%.

Strategy **B** - We will develop and implement plans to strengthen the character and life skills of our students.

Strategy **C** - We will develop and implement plans to evaluate curriculum and adjust instruction to meet student needs and ensure consistency of instructional programs and assessment between all buildings.

Strategy **D** - We will develop and implement a comprehensive plan to retain, develop, and recruit quality teachers, staff, and administrators.

Strategy **E** - We will develop and implement plans to improve support programs (Guidance, Health, Library Media Centers), Federal Programs, Differentiated Instruction (Special Education, Gifted Education, Limited English Proficient, Homeless and Migrant Education), Pre-School Programs (including Parents as Teachers).

Strategy **F** – We will research, develop and implement plans to promote the health and wellness of all students and district employees.

Strategy **G** - We will continue to develop and implement plans to enhance the school district's communication process.

Strategy **H** - We will develop and implement programs to encourage community, parental and student involvement.

Strategy **I** - We will continue to research, develop, and implement plans to acquire funding to achieve the district's goals.

Strategy **J** - We will continue to develop and implement plans to ensure a safe and secure educational environment.

Strategy **K** - We will develop and implement plans to effectively utilize assessment to monitor each student's learning and provide appropriate instruction.

Strategy **L** - We will develop and implement plans to challenge PreK-12 students by customizing their education to meet their interests, strengths, and needs.

Strategy **M** - We will develop and implement plans to reduce student behaviors which impede the educational process.

Strategy **N** - We will develop and implement plans to expand at-risk programs for students in grades PreK-12.

Strategy **O** - We will research, develop, and implement innovative structural systems to move beyond the traditional PreK-12 school model.