Madison Metropolitan School District

State Report Card: Meets Expectations (3 star)

2025-2026 District Improvement Plan

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Mission Statement

Our MMSD Vision:

Every school will be a thriving school that prepares every student for college, career and community.

How we are going to get there:

To accomplish our vision, we must also strive to meet a new set of ambitious goals for the future. These goals will help us stay focused on what really matters - keeping students on track for graduation and the fulfillment of their dreams, making sure our students experience thriving cultures and climates that lead to healthy identity development and holding high expectations for all. We'll track progress on our goals, disaggregated by all student groups, and report publicly every year.
Goal 1 Every child is on track to graduate ready for college, career and community.
Goal 2 The district and every school in it is a place where children, staff, and families thrive.
Goal 3 African-American children and youth excel in school.

MMSD Core Values

To make our vision a reality, we must be a values-driven organization from the classroom to the boardroom. The values articulated below represent our commitment as an educational institution to anti-racism, inclusion and alliance to all children and their families. These values will drive our decision making at every level.

Excellence.

We will ensure that our youth develop core competencies and engage in deep learning through rich, challenging, inclusive and culturally responsive learning experiences, in academics, the arts, and social-emotional development.

Belonging.

We believe that students, staff and families of all races, ethnicities, faiths, home languages, immigration statuses, disabilities, sexual orientations and gender identities are valuable members of our community. By creating positive supportive relationships, we will cultivate a sense of belonging for all.

Racial Equity and Social Justice.

We will take responsibility for the ways that our current policies and practices serve to reproduce inequities, and we will take action to close the gaps in opportunity that lead to racialized outcomes for children and youth of color.

Voice.

We will seek out and elevate the voices of all in our community, with special attention to the influence and leadership of our students, staff and families of color.

Focus.

We will be accountable to the community for high-quality implementation of practices that produce positive results and dedicate the time and attention necessary to manage complex and sustainable change.

Creativity.

We will make space for new ideas, embracing the creativity of educators and grassroots innovation in and beyond the classroom.

Vision

Our MMSD Vision: Every school will be a thriving school that prepares every student for college, career, and community.

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Goals

Goal 1 Every child is on track to graduate ready for college, career, and community

Performance Objective 1

By the end of three years, we will have increased our students' literacy proficiency by 10 percentage points as measured by Literacy Screener(2)/Forward/ACT.

Evaluation Data Source: FastBridge CBMreading or State Selected Screener (Grade 2)
Forward ELA (Grades 3-8)
ACT Reading (Grade 11)

Strategy 1

Implement culturally and linguistically responsive, standards-based biliteracy/literacy instruction aligned to the Science of Reading.

Performance Objective 2

By the end of three years, we will have increased our students' math proficiency by 10 percentage points as measured by Fastbridge(2)/Forward/ACT.

Evaluation Data Source: FastBridge Math (Grade 2)
Forward Math (Grades 3-8)
ACT Math (Grade 11)

Strategy 1

Implement culturally and linguistically responsive, standards-based mathematics instruction.

Performance Objective 3

By the end of three years, we will have increased HS completion by 3 percentage points as measured by 4-year cohort graduation rates from DPI.

Evaluation Data Source: 4-year cohort graduation rates from DPI

Strategy 1

Implement a college, career & community readiness approach to achieve the graduate vision.

Goal 2 The district and every school in it is a place where children, staff, and families thrive.

Performance Objective 1

By the end of three years, we will have increased our percentage of students who are not chronically absent (i.e., have an annual attendance rate of 90% or higher) by 15 percentage points.

Evaluation Data Source: Percent of students with 90% or higher attendance rate.

Strategy 1

Implement a systemic approach for increased and sustained student and family engagement.

Performance Objective 2

Annually, 100% of district departments and schools have documented improvement plans, including universal and targeted strategies, and demonstrated evidence of PDSA cycles.

Evaluation Data Source: CO-DIP documentation

Strategy 1

Create, develop, and maintain the systems and structures necessary for system-wide, equity-driven continuous improvement.

Goal 3 African American children and youth excel in school.

Performance Objective 1

By the end of three years, we will have increased our African American students' literacy proficiency by 15 percentage points. as measured by Literacy Screener (2)/Forward/ACT

Evaluation Data Source: FastBridge CBMreading or State Selected Literacy Screener (Grade 2)
Forward ELA (Grades 3-8)
ACT Reading (Grade 11)

Strategy 1

Implement targeted means and processes in addition to the universal literacy strategy for African-American children and youth.

Performance Objective 2

By the end of three years, we will have increased our African American students' math proficiency by 15 percentage points as measured by Fastbridge(2)/Forward/ACT.

Evaluation Data Source: FastBridge Math(Grade 2)
Forward Math (Grades 3-8)
ACT Math (Grade 11)

Strategy 1

Implement targeted means and processes in addition to the universal mathematics strategy for African-American children and youth.

Performance Objective 3

By the end of three years, we will have increased our African American students' HS completion rates by 6 percentage points as measured by 4-year cohort graduation rates from DPI.

Evaluation Data Source: 4-year cohort graduation rate from DPI for African Americans

Strategy 1

Implement targeted means and processes in addition to the universal college, career & community readiness strategy for African-American children and youth.

Performance Objective 4

By the end of three years, we will have increased our African American students' attendance rate of 90% or higher by 25 percentage points.

Evaluation Data Source: Percent of African American students with 90% or higher attendance rate.

Strategy 1

Implement targeted means and processes in addition to the universal student and family engagement for African-American children and youth and their families.