



Mattawan Consolidated School

Strategic Plan

Goal Tracker

Spring 2026

Promise

Empowering the future together....with Mattawan Pride

We Value

- Partnerships. We engage with our school community to define our shared vision for student success.
- Respect. We treat others the way we want to be treated.
- Inclusion. We believe everyone should feel respected, valued, and supported for their diversity.
- Development. We believe in continuous growth.
- Excellence. We believe in setting and achieving high expectations.

Vision

Mattawan Consolidated School will be the leading collaborative learning community in which every individual will be valued, engaged, and empowered in an ever-changing, global society.

Mission

Partnering with our community and families, we provide the highest quality education for all students in a caring, safe, and inclusive learning environment.

3-5 Year Targets

1. **Student Success.** Mattawan Consolidated School will provide all students with clear and personalized for success
2. **Personnel.** Mattawan Consolidated School pathways will recruit, hire, develop, invest in and retain the most qualified staff to ensure high-quality services are provided to our students.
3. **Facility & Operations.** Mattawan Consolidated School will maintain facilities, properties, and equipment that are safe, secure, and meet the needs of our students and community.
4. **Fiscal Stewardship.** Mattawan Consolidated School will be a responsible steward of public finances and ensure resources are aligned with educational needs.
5. **Community Relations.** Mattawan Consolidated School will maintain clear, transparent, and open communications and relationships with our school and community partners.

KEY

Color	Status
	Completed
	Good—On track/in-progress
	Initiated
	Not started

TARGET 1 - STUDENT SUCCESS

Mattawan Consolidated School will promote the highest possible academic achievement for each individual student.

GOAL 1: Provide all students with clear and personalized pathways for success

Action Item	Status	Evidence
Develop roadmaps for clear and personalized pathways with the building improvement teams.		
Implement high-fidelity professional learning community culture		Implemented consistent opportunities for teacher collaboration throughout schedules
Implement and align the Multi-Tiered System of Support		Professional development around Response to Intervention (RtI), 2023 Development and deployment of MTSS Handbook 2024 DSIT professional development and alignment for Y5-12, 2026
Align the Special Education continuum to enhance programming and services		Professional development around programming and services 2022-2026 Added additional staff to support students and programming Concentration on Least Restrictive Environment and access to general education curriculum 80% or more of the day, 2025-2026
Develop career readiness educational pathway.		Buildings are refining the Michigan Career Readiness Curriculum (every school must meet State-set career standards) Next Steps: Develop career readiness pathway maps (HS specific)

Identify educational programming gaps and develop plans to address needs.



GOAL 2: Provide all students with a diverse, rigorous, 21st-century curriculum, programming, and educational experience

Action Item	Status	Evidence
Implement high-fidelity professional learning culture to review written curriculum, instruction, and assessments,		Curriculum Review Cycle implementation Curriculum Resource Adoptions - Social Studies, Math, ELA, Spanish, and Science
Implementation of content area Vertical Team meetings, (Vertical Teams use the Curriculum Cycles Plan to: disaggregate data, student newest research, review essential standards, review resources/materials alignment to district curriculum)		Established annual meeting schedule three times yearly (November, January, March).
Enhance educational programming and extra-curricular offerings,		Developed District STEAM Team, FIRST Lego League (4-5th Grade) Next Step: Identify educational programming gaps and develop plans to address needs.
Enhance educational partnerships to develop innovative curriculum and programming pathways to graduation,		Partnership with Charles River on science programming Next Steps: Schedule 2nd STEAM Team meeting to discuss long- and short-term goals Schedule a meeting with potential educational partners Visit schools with current innovative program pathways HS admin re-engages in alternative conversations

GOAL 3: Develop and align social and emotional, and mental health curriculum and services

Action Item	Status	Evidence
Launch, train, and implement Capturing Kids Hearts, fall 2022		Year one (2022) training - teaching staff, administration

Conduct follow-up CKH Enhancement training fall 2022-23		Year two (2023) training opportunities underway
Conduct CKH training for hourly staff, fall 2023; fall of 2024		Year three training (2024) Office clerks, Student Engagement Specialists, new teachers, new transportation.
Develop, align, and implement social-emotional curriculum and programming		K-8 completed 2023 Initiated at the HS 2024
Develop and implement social-emotional learning and interventions to a Multi-Tiered System of Support, led by Curriculum and Whole Child Departments		Panorama culture/climate student survey initiated in 2022 Implemented K-12 TRAILS Implemented CKH surveys for staff, 2024 Identifying behavior essential standards to align with MTSS for explicit instruction and identifying intervention needs; adoption District-wide. 2025
Develop a districtwide professional development plan with staff and administration.		2023 Plan complete 2024 and beyond complete
Engage staff in data analysis to identify student needs and gaps in social-emotional learning.		Deployed student survey - Panorama 2022-23 Structures to review and discuss student data

TARGET 2 - PERSONNEL

Mattawan Consolidated School will recruit, hire, develop, invest in and retain the most qualified staff to ensure high-quality services are provided to our students.

GOAL 1: Identify, attract, and retain a diverse, qualified staff.

Action Item	Status	Evidence
Focus on investing in bargaining contracts		MEA 25-27, settled 4 avg - MA +30 added MASA, 25-27 settled

		Expanded membership to include EStaff Gen/Sp. paras
Participating in the Grow Your Own teacher shortage		20+ staff participating Spring 2026- 7 graduated
Select incentives for hourly staff		2023→ Attendance, Retention

GOAL 2: Invest in our staff by developing and implementing a competitive, long-term compensation model

Action Item	Status	Evidence
Develop negotiating targets		2025-27 Complete
Settle multiple-year teacher's contract, 23-25		Complete
Review hourly staff pay structures at all departments and conduct analysis		Complete

GOAL 3: Establish and maintain a comprehensive long-term staff professional development plan for all employees that are focused on meeting student need

Action Item	Status	Evidence
Develop a three-year PD plan for multiple employee groups		Plan developed for certified staff Implemented 'new teacher academy'
		Developing plans for hourly staff

GOAL 4: Develop and implement a staff wellness plan that supports and promotes a positive culture and staff well-being.

Action Item	Status	Evidence
Secure District Nurse		Hired
Develop and implement employment wellness incentives		Monthly Wellness Newsletter Staff Wellness Challenges Flu Clinic Started Vaccine Clinic Started
Form District Wellness Team		Formed 22-23 school year

TARGET 3 - FACILITIES & OPERATIONS

Mattawan Consolidated School will maintain facilities, properties, and equipment that are safe, secure, and meet the needs of our students and community.

GOAL 1: Conduct a facility and equipment needs assessment for all departments.

Action Item	Status	Evidence
Develop facility and equipment needs assessment tool, fall 2022		Tool/process complete
Complete assessment		Assessment completed, pre-bond
Conduct safety assessment of all facilities		Assessment completed, 2022-23
Establish Local Safety Committee		Committee established, meeting monthly, 2022->

GOAL 2: Develop a comprehensive master site plan that addresses long-term needs for infrastructure, facilities (e.g. academic, arts, athletic), and property management

Action Item	Status	Evidence
Secure third-party facilitator for site plan		District is working with TowerPinkster
Develop site plan (2023)		Campus assessments conducted 2023 School Construction pre-bond site work completed 2023 Ongoing site assessments occurring throughout the current bond campaign.
Board adoption of the master site plan		Paused

TARGET 4 - FISCAL STEWARDSHIP

Mattawan Consolidated School will be a responsible steward of public finances and ensure resources are aligned with educational needs.

GOAL 1: Establish a minimum fund balance percentage to ensure fiscal stability

Action Item	Status	Evidence
Conduct Fund Equity Analysis & discussion, 2023		Paused
Adopt Fund Equity Target, 2024		Paused

GOAL 2: Successfully pass a future bond initiative

Action Item	Status	Evidence
Establish a general bond timeline, winter 2023		Timeline developed
Establish a bond site planning committee		Committee established and working
Establish Steering Committee		Committee established and working
Gather feedback		Conduct internal surveys Conduct external surveys Hire third party pollster
Establish Vote YES! Committee		Complete
Develop Marketing Plan		Complete

GOAL 3: Establish and maintain a long-range capital plan.

Action Item	Status	Evidence
Review draft capital plans & have discussion		Site assessments have been initialized within the district
Develop long-range capital plan		Initiated planning

TARGET - 5 COMMUNITY RELATIONS

Mattawan Consolidated School will maintain clear, transparent, and open communications and relationships with our school and community partners.

Goal 1: Develop and implement a district-wide strategic marketing/public relations plan.

Action Item	Status	Evidence
Launch Key Communicators		Initial launch of small groups: parent group/booster, church leaders, local business Met with all groups 22-24
Develop 2-Year Marketing Plan		Launched Community Newsletter Launched Radio Ad Campaign Launched Billboard Campaign Parent newsletters at all buildings Bond Work - on-going

Goal 2: Develop and implement a comprehensive communications plan that effectively informs students and families of events and learning opportunities

Action Item	Status	Evidence
Develop and Implement a New District Website		Complete, 2022
Launch Mobile App		Complete, 2022
Develop a Comprehensive District Communication Plan		In progress

GOAL 3: The board will review and adopt the board governance norms annually in January

Action Item	Status	Evidence
The Board will continue to update and review standards of practice on a regular basis		CKH Training Completed, 2024 Rater Reliability Training completed, 2024+ Governance training completed; standard of practice discussed, 2023

GOAL 4: Enhance relationships with local and state entities.

Action Item	Status	Evidence
Governance Norms Created and reviewed annually by Board of Education		

