



“Excellence in Action!”

2026-2031

EXECUTIVE SUMMARY

Beliefs

We believe:

- High expectations contribute to higher performance.
- The results of educational excellence are worth the investment.
- All individuals deserve 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 is imperative to the educational process.
- Character development is essential to the educational process and to building life skills.
- 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 embrace change.
- All children can learn and deserve an excellent public education.
- A quality education inspires hope and promotes physical and mental health for all.
- Adaptability and responsible risk-taking are necessary for continual growth.
- Every student deserves a personalized learning path that leverages their unique interests, strengths, learning styles, and developmental needs.
- Relationships matter.
- Student involvement in extracurriculars, clubs, athletics, and activities is vital to the educational process.
- A quality education empowers students to thrive.
- Early childhood education for students and families is beneficial to the educational process.

Mission

We ensure our students achieve their maximum potential while building on our legacy of excellence.

Vision

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

Tagline

“Excellence in Action!”

Parameters

- We will ensure the educational needs of our students are our top priority.
- We will 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.
- We will only add a new program, course, and/or service when:
 - 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; and
 - 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 adhere to district, state, and federal rules and regulations.
- We will ensure the most efficient and effective means of utilizing all district personnel and resources.
- We will recruit and retain high-quality employees.

Objectives

1

Each student will improve achievement levels annually as they progress through their educational journey.

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 be a successful, engaged citizen.

Strategies

Strategy 1 – Thriving Connections

We will create a culture that promotes positive relationships, human connections, and values students, staff, and community.

Action Plans:

1. Proactively address identified gaps to improve behavioral and social emotional well-being.
2. Increase meaningful results from climate and culture surveys to implement improvement efforts at the district and building levels.
3. Establish a single, unified communication platform and ensure all other tools are phased out and monitored district-wide for consistent use.
4. Ensure a user-friendly, regularly updated, public-facing district website that is consistent across all school buildings.
5. Create intentional, equitable and meaningful community connections across each school building.
6. Create an inclusive environment where all students are empowered to share their voice, provide feedback, and take meaningful action within the school community.

Strategy 2 – Future-Ready Learning

We will design and implement innovative structural systems to move beyond the traditional PreK-12 school model.

Action Plans:

1. Design learning environments and schedules that intentionally empower students to take ownership of their learning.
2. Ensure all students have the opportunity to engage in real-world learning experiences.
3. Strengthen student agency through family engagement and increased awareness of available pathways to support informed decision-making.

Strategy 3 – Purposeful Innovation

We will continually evaluate technology through ethical, balanced practices.

Action Plans:

1. Engage in a systematic technology review process to maximize technological effectiveness.
2. Streamline communication practices to increase stakeholder engagement.
3. Develop guidelines about emerging technologies to enhance stakeholder understanding and use.

Strategy 4 – Limitless Growth

We will measure and respond to achievement beyond academics.

Action Plans:

1. Develop a consistent age-appropriate tool to measure the PK–12 Portrait of an Eagle competencies.
2. Create resources for district staff to incorporate Portrait of an Eagle competencies.
3. Implement, respond and support the Portrait of an Eagle competencies across the district.
4. Establish community partnerships to promote Portrait of an Eagle competencies.

Strategy 5 – Empowering Talent

We will be the employer of choice for southwest Missouri.

Action Plans:

1. Optimize salaries to be competitive with or surpass regional offerings.
2. Optimize benefits to be competitive with or surpass regional offerings.
3. Enhance early-career supports to strengthen retention.
4. Enhance personalized professional growth pathways to support all staff.
5. Strengthen recruitment practices and visibility to attract top candidates.
6. Enhance behavior supports and learning environments to strengthen the retention of all staff.
7. Foster an exceptional people-centered culture to improve employee satisfaction and increase retention.
8. Review and adjust practices to support healthy work boundaries to increase retention.

Strategy 6 – Community Harmony

We will create and implement practices to enhance understanding, communication, and respect across diverse backgrounds within the school community.

Action Plans:

1. Promote inclusion, elevate diverse voices, and eliminate barriers for all students.
2. Integrate culturally responsive learning partnerships between the school and the community.

Strategy 7 – Strategic Compliance

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.

Areas of Operational Focus

Student Growth and Development

- Character and life skills of our students
 - Health and wellness of all students and district employees
 - Improve the well-being of all students and staff
 - Reduce student behaviors which impede the educational process
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Curriculum, Instruction, and Assessment

- Evaluate curriculum and adjust instruction to meet student needs
 - Ensure consistency of instructional programs and assessment district-wide
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Programs and Student Support Systems

- Improve support programs (Guidance, Health, Library Media Centers), Federal Programs, and differentiated instruction (Special Education, Gifted Education, Limited English Proficient, Homeless and Migrant Education)
 - Strengthen Pre-School Programs (including Parents as Teachers)
 - Expand at-risk programs for students in grades PreK–12
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Systems, Structures, and Innovation

- Implement innovative structural systems to move beyond the traditional PreK–12 school model
 - Improve student transitions
 - Expand balanced career path opportunities
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Family and Community Engagement

- Encourage community, parental, and student involvement
 - Improve school and family/community partnerships
 - Enhance the school district's communication processes
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Student Engagement and Opportunities

- Expand and improve extracurricular opportunities to engage students PreK–12
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Resources and Operations

- Acquire funding to achieve the district's goals
- Ensure a safe and secure educational environment