

 **VISION**
To create a community where every student is supported, challenged, and prepared to succeed in life.

 **MISSION**
To cultivate relationships and promote personal growth.

 **BELIEFS**
Integrity Relevance Learner-Centered

	Multi-Tiered Support Systems (MTSS)	Engaged and Career-Connected Learning	School Climate and Culture	Operational Plan
OBJECTIVE	Rugby Public Schools will use a Multi-Tiered Support System (MTSS) to ensure every learner receives support through consistent, district-wide systems. MTSS will strengthen both academic growth and student behavior by clarifying expectations, improving interventions, and using progress monitoring to guide decisions.	Rugby Public Schools will ensure learners are actively engaged in meaningful learning experiences that build essential skills and prepare students for future success through authentic learning, career-connected opportunities, and responsible technology integration.	Rugby Public Schools will foster a positive, supportive, and respectful school culture where students and staff feel connected, valued, and empowered to succeed. A strong culture requires shared responsibility, mutual respect, and a commitment from all adults to collaborate effectively in support of students.	Rugby Public Schools will maintain responsible and sustainable operational systems that support student learning and long-term district stability. This includes strategic financial planning, workforce stability, and proactive facility management to ensure the district remains strong despite changing enrollment, funding conditions, and workforce challenges.
CRITICAL INITIATIVES	- Establish consistent screening and progress-monitoring practices so academic supports are effective and can be adjusted based on learner needs. - Implement MTSS-B Systems and Consistency (Behavior) Create consistent Tier 1 behavior expectations and supports to improve learning conditions, culture, and student success.	- Strengthen instructional practices and learning experiences that are meaningful, relevant, and promote collaboration, communication, creativity, and critical thinking. - Expand Career-Connected Learning Opportunities Increase access to career exploration, real-world learning opportunities, partnerships, and work-based experiences that prepare students for success after graduation. - Technology and AI Readiness for Learners Prepare students for an evolving world by strengthening age-appropriate technology skills and introducing AI readiness skills.	Rugby Public Schools will implement a structured process to assess adult workplace climate and identify opportunities to strengthen communication, collaboration, and professional trust across the district.	- Align budgeting, staffing, and resource allocation practices with enrollment trends, legislative funding levels, and long-term district priorities to maintain fiscal stability and workforce strength. - Maintain Safe, Efficient, and Well-Managed Facilities Ensure district facilities are maintained proactively, operated efficiently, and aligned with instructional and community needs.
INTENDED OUTCOMES	- Improvement trends in reading and math proficiency data (local assessments and state assessments). - Development of Tier 1 behavior expectations in grades K-12.	- Increase in the number or percentage of classrooms implementing authentic learning experiences. - Percentage of students (grades 7–12) participating in at least one career-connected experience annually - Adoption and implementation of district guidelines for responsible technology and AI use.	Rugby Public Schools will implement a structured process to assess adult workplace climate and identify opportunities.	- Annual balanced budget approved by the school board with fund balance maintained within board-established targets. - Ensure district facilities are maintained proactively, operated efficiently, and aligned with instructional and community needs.
KEY MEASURES	- ND A+ Assessment - Begin tracking office referrals and major behavior incidents annually.	- Student survey results (grades 3–12) showing stable or increased levels of reported engagement and relevance of learning. - Number of active community or business partnerships supporting student learning. - AI policy is created.	- Administration of a districtwide climate and culture survey. - Identification of 1–2 districtwide focus areas for improvement based on survey results.	- Successful passage of excess mill levy. - Completion of an annual facility inspection and maintenance review. - Annual update and board review of a multi-year capital improvement plan.