MARYVILLE CITY SCHOOLS
STRATEGIC PLAN

MISSION

To prepare students for a lifetime of learning and responsible citizenship.

GOAL 1: PREPARE ALL STUDENTS FOR SUCCESS IN AN EVER-CHANGING WORLD

OBJECTIVE 1.1: Students will demonstrate mastery of rigorous and relevant academic standards - placing them on the path to college and career success

Strategies

- 1.1.1 Differentiate instruction and provide immediate intervention and enrichment based on individual student needs.
- 1.1.2 Develop course-specific, common pacing guides and common formative and summative assessments to ensure academic standards are aligned.
- 1.1.3 Analyze formative and summative assessment data to monitor learning, growth, and determine areas for individual, group, school, and district improvement.
- 1.1.4 Monitor student mastery of academic standards and expand use of standards-based grading.
- 1.1.5 Integrate Literacy Standards in all courses through explicit instruction, utilizing rigorous text, vocabulary, research, and evidence-based writing.
- 1.1.6 Embed Numeracy Concepts in coursework through cross content integration, application, and problem solving.
- 1.1.7 Implement rigorous, purposeful, technology-infused lessons that are aligned to digital literacy standards.
- 1.1.8 Increase opportunities for students to engage in complex thinking and problem solving in real-world situations.
- 1.1.9 Transition from technology consumption to technology production by increasing opportunities for students to utilize digital devices and technology resources to develop projects and proposals.
- 1.1.10 Increase opportunities for all students to become more career-minded and offer more career-focused coursework.
- 1.1.11 Clarify and define learning outcomes and criteria for success for students.

OBJECTIVE 1.2: Teachers will create optimal learning environments where students will be motivated and committed to their learning, have a sense of belonging, and have supportive relationships.

Strategies

- 1.2.1 Enhance instruction through engaging strategies, relevant assignments, and differentiated learning activities within a digitally rich and positive learning environment.
- 1.2.2 Create an environment where every student is safe, free from bullying, and supported by positive relationships with school staff.
- 1.2.3 Create a culture of student ownership for learning where students take initiative, self-assess, and assume responsibility for their own learning and have a voice in the educational process.
- 1.2.4 Offer and promote a variety of elective courses, after school activities, and targeted experiences that enrich students' education and social experiences while supporting their talents and interests.
- 1.2.5 Foster a collaborative environment where students support one another academically and socially.

OBJECTIVE 1.3: Students will develop personal, social, service, and leadership skills and demonstrate positive behaviors and attitudes.

Strategies

- 1.3.1 Promote sound decision making and essential life skills through character development, fitness, health, and community service programs.
- 1.3.2 Utilize community and business resources to offer unique learning opportunities.
- 1.3.3 Provide intervention programs to meet academic, social, and behavioral needs of all students.
- 1.3.4 Offer, promote, and increase opportunities for student leadership programs in all schools.
- 1.3.5 Promote environmental awareness and stewardship.
- 1.3.6 Approach diversity with mutual respect and sensitivity.
- 1.3.7 Develop and implement a comprehensive K-12 digital citizenship framework where students are equipped to take responsibility for their digital footprint.

GOAL 2: BUILD TEAMS OF EXEMPLARY TEACHERS AND SUPPORT STAFF WHO EMBRACE CONINUNOUS

OBJECTIVE 2.1: All staff will effectively employ best practices to maximize student learning

Strategies

- 2.1.1 Expect teacher ownership and collaboration in seeking high-quality professional development that maximizes the potential of each individual employee.
- 2.1.2 Increase administrator, teacher, and support staff effectiveness by providing meaningful and ongoing performance feedback, building on strengths, and providing resources and training to address challenges.
- 2.1.3 Create professional learning communities to promote teamwork, continuous improvement, and a culture of openness to inquiry and change.

OBJECTIVE 2.2: Attract and retain high performing professionals by providing competitive compensation and a supportive environment

Strategies

- 2.2.1 Conduct salary and benefits studies to prioritize funding needs.
- 2.2.2 Maintain a rigorous interview and diverse recruitment process for all positions.
- 2.2.3 Provide school-level structures and support such as mentoring and coaching.
- 2.2.4 Celebrate and recognize school, staff, and student successes.
- 2.2.5 Promote work-life balance and wellness in our employee community.
- 2.2.6 Develop meaningful opportunities for administrators and teachers to build leadership capacity and strong leadership teams.

GOAL 3: DEVELOP MEANINGFUL ALLIANCES IN SUPPORT OF EDUCATION AND EDUCATIONAL OPPORTUNITIES

OBJECTIVE 3.1: Create an effective two-way communication network that builds trust and support by engaging all stakeholders

Strategies

- 3.1.1 Use a variety of tools and media to promote collaboration, involvement, and partnership in all schools.
- 3.1.2 Focus school and district communication efforts to create standardization for users between schools.
- 3.1.3 Develop a district communication plan that highlights accomplishments and promotes information exchange.

- 3.1.4 Strengthen formal district and school-level partnerships that support and enrich educational programs.
- 3.1.5 Create a coordinated, privacy-conscious communication policy that leverages social media to maximize stakeholder reach.
- 3.1.6 Provide a wide variety of parent education opportunities - pre-K through post-secondary.
- 3.1.7 Instill with all stakeholders an intense, relentless, and constant culture of excellence that leverages our brand in everything we do.
- 3.1.8 Communicate district goals and accomplishments in publications directed at specific stakeholder groups.

OBJECTIVE 3.2: Maximize parent engagement and volunteer participation by cultivating a family-friendly environment throughout the school community.

Strategies

- 3.2.1 Facilitate professional development opportunities for front-office staff in support of a family-friendly culture in all schools.
- 3.2.2 Cultivate a school climate where parents feel encouraged to share ideas, express concerns, and ask questions.
- 3.2.3 Develop a plan that seeks collaboration with parents, provides home support, embraces diversity, creates leadership roles, and highlights volunteer opportunities.

Monitoring Reference: Educator Recruitment and Retention

The following existing Strategic Plan elements directly address the district's procedures and priorities for recruiting, supporting, developing, and retaining educators and support staff.

- Goal 2: Build teams of exemplary teachers and support staff who embrace continuous improvement.
- Objective 2.1: All staff will effectively employ best practices to maximize student learning.
- Objective 2.2: Attract and retain high performing professionals by providing competitive compensation and a supportive environment.
- 2.2.1 Conduct salary and benefits studies to prioritize funding needs.
- 2.2.2 Maintain a rigorous interview and diverse recruitment process for all positions.
- 2.2.3 Provide school-level structures and support such as mentoring and coaching.
- 2.2.4 Celebrate and recognize school, staff, and student successes.
- 2.2.5 Promote work-life balance and wellness in our employee community.
- 2.2.6 Develop meaningful opportunities for administrators and teachers to build leadership capacity and strong leadership teams.

Source: Maryville City Schools Strategic Plan, district website.