

# Merton Community School District Strategic Plan 2018 - 2023



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# Committee Members

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- Lynsey Bakkum ..... Staff Member
- Jim Binney ..... District Technology Coordinator
- Mike Budisch ..... Primary School Principal
- Randy Buening ..... School Board Clerk
- Dean Dobbertin ..... School Board President
- Amy Duchac ..... Community Member/Parent
- Jule Geisler ..... Community Member/Parent
- Martica Hazelwood ..... Math Specialist
- Mary Iwanski ..... Science/Technology Specialist
- Cathy James ..... Community Member/Parent
- Brenda Jones ..... District Literacy Coordinator
- Sarah Kasprowicz ..... Staff Member, Parent
- Jeff Kubisch ..... Community Member/Parent
- Lori Larsen ..... Director of Special Education
- Sherri MacGregor ..... Business Manager
- Heidi McFee ..... Non-Community Member/Parent
- Melissa Musial ..... Community Member/Parent
- John Nettesheim ..... Manager of Buildings and Grounds
- Kris Pfeiffer ..... School Board Treasurer
- Jay Posick ..... Intermediate School Principal
- Ron Reinowski ..... Village of Merton President
- Ron Russ ..... District Superintendent
- Katie Shaffer ..... Staff Member
- Megan Spindler ..... PTO Representative, Community Member/Parent
- Phil Spindler ..... School Board Vice President
- Dave Wagner ..... Staff Member
- Katie Welnetz ..... School Board Member
- Amy Williams ..... Local Business Owner, Community Member/Parent

# Introduction and Planning Process

The Merton Community School District (MCSD) serves approximately 850 students in grades 4K-8th. MCSD's schools, Merton Primary and Merton Intermediate, have both received the highest possible ratings according to the Wisconsin Department of Instruction while preparing students for one of the best high schools in the state, Arrowhead Union High School.

During the 2017-18 School Year, MCSD brought together a diverse group of stakeholders from the community to set our priorities for the next five years. To begin, the Strategic Planning Committee looked at data points throughout the district including student achievement data, the 10-year facility plan, staff perception surveys, technology usage, and an overview of MCSD's finances.

The Strategic Planning Committee then looked at the core mission, vision, and values that the district will use in guiding the work of the committee. The committee created this road map to serve as the direction of the district moving forward.

While reviewing the information, four strategic areas formed to drive the work of the district into the future: Teaching & Learning, Workforce Engagement & Development, Community Engagement and Facilities & Finance. Teams were created to focus on these four areas to help guide the work needed for continuous improvement moving forward.

This document showcases the summative work of the Strategic Planning Committee including the mission, vision, values, and objectives of the four strategic areas of focus for the district between 2018-2023.



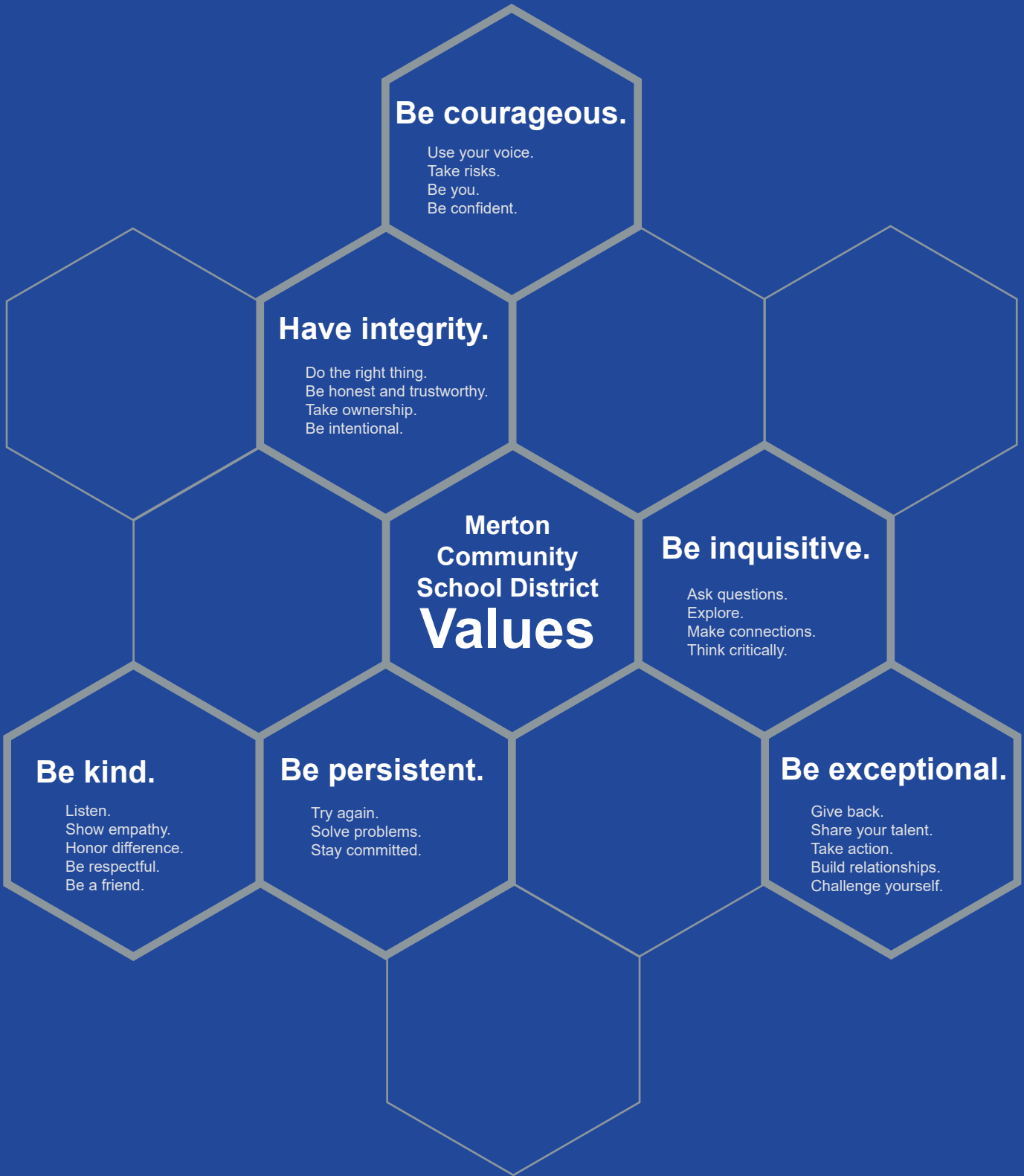
## **District Mission Statement**

The Merton Community School District will foster academic excellence while inspiring curiosity and personal growth.

# District Vision Statement

The Merton Community School District's vision is to:

- ◆ Customize a curriculum that incorporates **creativity, collaboration, communication, and critical thinking** that is responsive to student and community needs.
- ◆ Develop **healthy children** who live the values of the district.
- ◆ Invest in the resources and intentional professional development to cultivate a **high quality staff**.
- ◆ **Partner** with staff, students, families, businesses and community.
- ◆ Promote a staff and student culture that encourages **exploration, risk taking, resilience, and responsibility**.
- ◆ Provide a **secure, inclusive, and engaging** educational and work environment.
- ◆ Utilize technology to **individualize student learning and enhance district operations**.



# Strategic Goal Planning

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These are the strategic areas developed to drive planning conversations and support the mission statement of the District.





# Curriculum Goals

The Teaching and Learning Committee centered conversation around two main topics. One of those was the continual selection and updating of the curriculum we use to ensure that we are meeting high academic excellence standards.

The committee created a schedule of curriculum adoption to guarantee that each core curricular, special curricular, and non-content curricular area is evaluated on a continual basis. Each adoption cycle will involve evaluating our current curriculums and student data, exploring possible new curriculum, instruction and assessment approaches, seeking new engaging technologies to enhance programming, and producing the professional development to implement.

## Academic Excellence:

Maintain curricular adoption calendar to ensure we respond to best practice and student needs.

18-19	19-20	20-21	21-22	22-23
Writing PE/Health	Reading Art	Science Music	Social Studies Spanish	Math
Financial Literacy	Comprehensive Guidance Program	Human Growth & Development	Academic & Career Planning	Digital Literacy

## Inspiring Curiosity:

Select curriculum by identifying opportunities to inspire curiosity in students, utilize technology, and promote creativity.

## Personal Growth:

Create and utilize assessments to monitor student growth and adapt instruction.

## Professional Development:

Teachers receive professional development to deliver new curriculums, assessment, and instruction with fidelity and confidence.





# Instructional Practice Goals

The Teaching and Learning Committee also evaluated what areas of instructional practice MCSD will commit to for fostering growth within our staff.

After developing a list of possible goal areas, the staff was polled to help guide the committee in scheduling those areas of professional development. The committee accepted the advisement of the staff and created a schedule of topics to focus attention on over the next five years.

## Academic Excellence:

Implement and maintain professional development adoption calendar to ensure we respond to best practices and student needs.

18-19	19-20	20-21	21-22	22-23
<p><i>PD:</i> Inclusionary Practices</p>	<p><i>PD:</i> Social Emotional Wellness &amp; Mental Health</p> <p><i>Support in Practice:</i> Inclusionary Practices</p>	<p><i>PD:</i> Utilization of Technology</p> <p><i>Support in Practice:</i> Social Emotional Wellness &amp; Mental Health</p>	<p><i>PD:</i> Individual Student Engagement</p> <p><i>Support in Practice:</i> Utilization of Technology</p>	<p><i>PD:</i> Culturally Responsive Instructional Practices</p> <p><i>Support in Practice:</i> Individual Student Engagement</p>

## Inspiring Curiosity:

Include opportunities to inspire curiosity, utilize technology, and promote creativity within our staff and students throughout the professional development calendar.

## Professional Development:

Meet staff members where they are at and grow them from there to impact student learning and growth by using this professional development schedule.



# Workforce Engagement Goals

The Workforce Engagement and Development Committee seeks opportunities to promote a staff culture that strengthens the development of our educators and retaining high quality staff.

This committee is dedicated to remaining active throughout our five year plan. The committee will engage MCSD staff to pursue strategies that promote the continual professional and personal growth for all.

## Academic Excellence:

Promote MCSD as the district of choice for prospective employees.

## Professional Development:

Develop retention strategies to create an excellent work environment and maintain a high level of culture, climate, and morale for all.



# Community Engagement Goals

The Community Engagement Committee discussed ways to invite our greater community members as well as our parents to connect with and take interest in MCSD.

The committee encourages celebrating the wonderful work of our students and staff beyond our families with children in the schools through outside partnerships.

## Academic Excellence:

Develop consistent ways to engage and communicate with all the district stakeholders and taxpayers in order to highlight community partnerships, student and district showcases, and additional opportunities for open communication.

## Inspiring Curiosity:

Improve visibility of MCSD as an active part of the Merton area community to get people talking and asking questions about MCSD.

## Professional Development:

Identify and utilize a single, consistent brand for MCSD so the district can be identified more easily and uniformly.





# Facilities & Finance Goals

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The Facilities & Finance Committee used the 10-year facility plan and an overview of MCSD's finances as a foundation to generate discussions around safety, general maintenance, as well as equipment and system evaluation and upgrades.

## Academic Excellence:

Develop and maintain a facilities and ground management program that focuses on a clean, safe environment.

## Inspiring Curiosity:

Evaluate core network infrastructure technologies to support Teaching & Learning and district operations goals.

## Professional Development:

Enhance the financial operations to make them more efficient and transparent to all stakeholders.



# Moving Forward

As part of the Strategic Planning Process, the school administration will present specific objectives in each of the strategic areas for the School Board's approval prior to the start of the school year. These objectives will be monitored, reported out, and summarized throughout the school year.

