

MVR3 STRATEGIC CSIP PLAN REPORT CARD			
TARGET 1: STUDENT LEARNING	All MVR-III students will graduate college and/or career ready		
SMART GOAL	STATUS	EVIDENCE	EVIDENCE
a. A consistent framework to proactively teach and responsively manage behavior will be identified and supported with training for sustained, District-wide implementation.	Ongoing	Character Ed Survey	Character Ed Implementation Rating
b. The Assistant Superintendent for Curriculum and Instruction with a representative team will devise a process to study and train educators on the Multi-Tiered Systems of Support (MTSS) in order to determine how to phase in the practices of MTSS (universal screening, progress monitoring, data teams, decision protocols, high-quality Tier 1 instruction, including behavior, interventions, etc.).	Ongoing	District Leadership Team Meetings	Data Teams-SAPP Rating
c. All (100%) of MVR-III's Kindergarten through 8th grade students will show growth in reading and math from the fall to spring assessment as measured by Evaluate.	Ongoing	Evaluate	
d. The average ACT composite score for Pacific High School will increase each year until it exceeds the state and peer group average. Once achieved, Pacific High School will maintain an ACT composite score above the state and peer group average.	Met	ACT	
e. Explore the need and options for an electronic learning management system (LMS) for creating, managing, and sharing content, resources, and data relative to curriculum and courses in order to make a recommendation regarding purchase.	Met	Canvas Adoption	Canvas Audit-July 2022
TARGET 2: CLIMATE & CULTURE	MVR-III will recruit, attract, develop, and retain highly qualified staff yearly		
1.a. The Assistant Superintendent for Human Resources will create a systematic plan to gather exit data for all departing employees in order to identify and mitigate factors that may improve employee retention.	Ongoing	Exit Survey	Exit Data
2.a. The Assistant Superintendent for Human Resources will conduct an audit and comparison of all employee salary schedules and benefits to present in a written report for the Superintendent and Board of Education.	Met	Salary Audit	Salary Recommendation to BOE
3.a. The Assistant Superintendents for Curriculum and Instruction and Human Resources will collect and examine class assignment practices and class-size data in order to produce a report for the Superintendent and Board of Education.	Met	Enrollment Data to BOE	
4.a. Upon selection for an administrative role (district leadership, principal, central office, etc.), collaboratively selected mentors meeting DESE certification requirements, if needed, and professional growth mentorship programs will be supported. Additionally, task-specific mentors (e.g., tax levy, bond issue, welcome and assimilation to the MVR-III community, etc.), will be provided as determined by the Superintendent.	Met	Admin Mentors	Admin Growth Plans
4.b. The central office and building principals will administer leadership surveys as a mechanism for receiving feedback relative to key indicators of responsibility from a representative balance of respondents. The results are intended for feedback and professional growth.	Met	Annual Staff Survey	Annual Parent and Student Survey
4.c. The District Professional Development Committee (PDC) will continue to engage in data analysis, discussions, and planning in order to establish a 3 – 5 year plan to support the professional development of educators.	Met	Annual PD Plan adopted	
TARGET 3: STUDENT RESOURCES & OPPORTUNITIES	All MVR-III students will learn in an environment that is collaborative, engaging, inclusive, innovative, and conducive to learning		

a. The Director of Technology will conduct an evaluation of all major technology equipment currently in place, and major equipment needed, in order to support 21st century learning and budget for future expenditures.	Met	Annual Technology Survey	
b. Research and consider programming options for students who struggle to succeed in a comprehensive middle and high school (e.g., externships, internships, career pathways, MO-Options, small learning community, etc.).	Ongoing	Alternative Services Program Evaluation	
<b>TARGET 4: PARENT AND COMMUNITY PARTNERSHIPS</b>	<b>MVR-III parents, students, and community members will actively participate in school events to support student learning.</b>		
1.a. The Superintendent and/or designees will develop, publicize, and annually update a District Scorecard with baseline and target data to track and communicate measurable, key objectives.	NEEDED FOCUS	District and Building Dashboards with updated and focused BSIP and CSIP goal data	
1.b. The Superintendent will ensure that a contact page for Board members is posted on the District website which will include each member's name, short biography, role, term, district email, phone number and the central office mailing address to facilitate ease of access for all stakeholders.	Met	Website	
1.c. The Superintendent and/or Assistant Superintendents will hold quarterly teacher advisory meetings to exchange information and build positive, proactive relationships.	Met	Meeting Agenda/Notes	
2.a. The Superintendent, designated administrators, Board of Education members, teacher representatives, parents, and community members will meet to strategically consider and recommend strategies for improving relationships and expanding partnerships between the District and community for task specific projects.	Met	Meeting Agenda/Notes	
<b>TARGET 5: District Operations &amp; Facilities</b>	<b>MVR-III will be governed to provide fiscal resources and leadership that benefit students, staff, and parents.</b>		
1.a. The Chief Financial Officer, in conjunction with outside consultants, will analyze and develop a long range plan for the Debt Service Fund and Capital Projects Fund.	Met	Finance Committee Long Range Plan	
2.a. The Chief Financial Officer will develop a plan to provide training to all staff dealing with the financial matters of the school district.	Met	Annual Finance Meetings	
3.a. The Chief Financial Officer, and/or designee(s), will develop and maintain an inventory of district property.	Ongoing	MVR-III Inventory by Building	
4.a. The Director of Facilities will work with existing personnel to evaluate all equipment and facilities for routine maintenance needs.	Ongoing	Maintenance Program Evaluation	
4.b. The Superintendent and designees will develop a preliminary, long range facilities plan based on enrollment and department needs of the District.	Met	Annual Review & Update of Master Plan	
4.c. The Superintendent with a representative team will initiate a process to review and determine recommendations regarding adjusting elementary attendance boundaries and/or programming to more fully utilize all school buildings and stabilize class size and personnel assignments.	Met	Meeting Agendas/Notes	