



MARYSVILLE SCHOOL DISTRICT **STRATEGIC PLAN**



**OUR
VALUES**



**OUR
PROMISE**



**OUR
COMMITMENT**



**OUR
PRIORITIES**

BACKGROUND



The Strategic Plan is centered around foundational elements to include our Values, Promise, Commitment, Strategic Priorities, and Strategic Goals coupled with key performance outcomes for the goals.

The plan is a result of our belief that each Marysville and Tulalip student can achieve their full potential in an educational experience that is relevant, challenging, and individualized, which shares such common values as equity, cultural understanding, accountability, and leadership. It is designed based on the overarching values of **Communication**, **Accountability**, **Resilience**, **Equity**, and **Student-centered** for each student in all school.

OUR VALUES: Our core values drive our actions and behaviors

COMMUNICATION

We build relationships by listening with respect and communicating clearly



LEARN MORE ABOUT OUR QSS AT MSD25.ORG

ACCOUNTABILITY

We are accountable for each student's success



LEARN MORE ABOUT OUR STRATEGY AT MSD25.ORG

RESILIENCE

We relentlessly pursue each student's success



LEARN MORE ABOUT AMITTAI IKE-STRONG AT: <https://www.facebook.com/watch/?v=2138878369738061>

EQUITY

We will end inequitable practices by removing barriers to an inclusive environment



WATCH THE VIDEO AT: <https://vimeo.com/429428090>

STUDENT-CENTERED

Each and every student is our highest priority



WATCH THE VIDEO AT: <https://vimeo.com/367367729>

OUR PROMISE

Marysville School District **CARES** that our students are prepared for a rapidly changing world.

OUR COMMITMENT

The District **CARES** that each student is

- *Engaged* with teachers, staff, families, and the community for their success
- *Inspired* each day to passionately pursue their education
- *Prepared* for continuous learning and civic responsibility



STRATEGIC PRIORITIES

PRIORITY 1: RELATIONSHIPS

Develop intentional partnerships and relationships to support student learning.



STRATEGIC GOALS

- 1.1: Our relationships with one another contribute directly to the achievement of district priorities, goals and improvement of student learning.
- 1.2: The quality of our relationships improves the lives of our diverse communities including but not limited to Tulalip Tribes, the City of Marysville, family, business, and community partnerships.
- 1.3: Our relationships contribute resources that help grow and promote healthy working relationships with students, staff and community.

KEY PERFORMANCE OUTCOMES OF STRATEGIC GOALS (KPO'S)

- 1.1a: Our relationships reflect our values, promise and commitment.
- 1.1b: We treat all people with dignity and respect, and deliver exceptional service.
- 1.2a: All students are ready for their preferred future.
- 1.2b: Community partnerships are engaged to promote the health, well-being, and learning of all students.
- 1.2c: Partnerships (family, business, community) strengthen college and career readiness.
- 1.3a: A higher degree of collaboration and communication between the district and its partners is achieved.
- 1.3b: Family and community members engage with students and staff district-wide, in the development and implementation of culturally appropriate and effective partnerships.

PRIORITY 2: STRUCTURE AND SYSTEMS

Develop structures and systems to support student learning in a culture of mutual respect and intellectual engagement.



STRATEGIC GOALS

- 2.1: Our long range recruitment, placement, and retention plans for certificated, classified, and administrative employees reflects racial equity, diversity and future needs.
- 2.2: Systems supporting professional performance and growth are established and used to support continuous improvement.
- 2.3: Our district implements systems and best practices to support and sustain school and district safety, security, and emergency preparedness.
- 2.4: Our organizational structure, including roles, reporting relationships, decision-making processes, and other organizational design elements, deliver meaningful and effective results to students and other constituents.

KEY PERFORMANCE OUTCOMES OF STRATEGIC GOALS (KPO'S)

- 2.1a: Our workforce is diverse and reflective of our student population.
- 2.1b: Staff are high skilled and effective.
- 2.2a: Staff collaborate and engage in continuous improvement processes.
- 2.3a: Our students and staff learn and work in a physically, socially, emotionally, and intellectually safe and secure environment.
- 2.3b: Our facilities are intentionally managed to support safety and security for students and staff.
- 2.3c: A comprehensive approach to emergency preparedness exists across the district.
- 2.4a: Systems and structures are aligned.
- 2.4b: Accountability systems and metrics focused on equitable results.

PRIORITY 3: TEACHING AND LEARNING

Align curriculum, instruction, and assessment to engage, inspire, and prepare each student toward their preferred future.



WATCH THE VIDEO AT: [HTTPS://BIT.LY/39OFWPH](https://bit.ly/39OFWPH)



STRATEGIC GOALS

3.1: Each student graduates from high school ready for their preferred future.

3.2: Each student has equitable access to rigorous curriculum content with common learning outcomes, assessments, and learning resources.



3.3: Each student receives relevant, rigorous, personalized, and engaging standards-based instruction.



3.4: Our district builds multi-tiered systems of support that meet students' health and well-being needs.

3.5: Each school, and the district, meet or exceed federal and state performance requirements.

KEY PERFORMANCE OUTCOMES OF STRATEGIC GOALS (KPO'S)

3.1a: 100% of students graduate.

3.1b: All graduated exit with a post-secondary transition plan for their preferred future.

3.2a: Each student has equitable access to rigorous course offerings.

3.2b: Common content and outcomes are provided across all like courses and grade levels.

3.2c: Each student experiences a diverse, inclusive culture where all people are valued. Adults work to meet students' individual needs and remove institutional and social barriers to their personal success.

3.2d: Students and staff create and implement culturally responsive instructional practices, and curriculum.

3.3a: Rigorous, relevant and engaging instruction is demonstrated in all classrooms.

3.3b: Students are empowered by and engaged in their learning.

3.3c: District systems and staff identify and end inequitable practices that interfere with academic achievement for any racial, ethnic, and/or diverse students.

3.3d: We educate our students for the world they will live in, staying up to date with developments in global realities, workforce expectations and appropriate technologies.

3.4a: Curriculum is coordinated and aligned to meet all student's social and emotional needs.

3.4b: Each school has a clearly articulated multi-tiered system of support plan that is implemented, communicated, and regularly evaluated.

3.5a: State and federal achievement targets are met or exceeded.

PRIORITY 4: COMMUNICATION

Students and families from all backgrounds access and share relevant information to ensure student success.



STRATEGIC GOALS

4.1: District systems for managing and communicating information are coordinated, linked, aligned, and responsive to users.

KEY PERFORMANCE OUTCOMES OF STRATEGIC GOALS (KPO'S)

4.1a: Tools for collaboration, communication, and creativity are available, accessible, and widely used.

4.1b: Access to culturally responsive systems, information, and resources is easy and seamless for all users.

4.1c: Communication and engagement with families, staff, and community strengthens understanding of, and support for, district strategic priorities.

4.1d: Clear and effective communication is established to engage with both internal and external stakeholders.

PRIORITY 5: RESOURCE MANAGEMENT

Generate, align, and coordinate all available resources to reflect our core values.



STRATEGIC GOALS

5.1 District resources are aligned to student learning and strategic priorities.

KEY PERFORMANCE OUTCOMES OF STRATEGIC GOALS (KPO'S)

5.1a: Long-term planning for operational finances are intentionally and systematically driven by student enrollment and strategic priorities.

5.1b: Equitable distribution of resources in the annual budget reflects the priorities outlined in the strategic plan.

5.1c: We recruit and value quality people who care deeply about students and learning and mirror the diversity of our students, families, and community.



WE  OUR SCHOOLS



MSD25.org



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