

Meridian CUSD #15: Mission, Vision and Board Goals

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MISSION

Preparing all students for success in life and helping each student develop the capabilities necessary to make positive contributions in the world.

VISION

Through a unified effort between our Board, Administrators, Staff, Parents and Community, we will strive to positively impact the life of each student by instilling pride, confidence, an appreciation for learning, and academic excellence while supporting the social and emotional aspects of student growth. We will use innovation and diversity in the curriculum, continual improvement techniques, and coordinated planning to help mold each student's sense of character and workmanship, providing every student with skills to be successful in life.

STUDENT ACHIEVEMENT AND CURRICULUM

GOAL 1

Offer challenging and diverse curriculum opportunities that provide for the needs of all students in order to achieve their future educational and life goals.

Objective 1.1

Provide educational opportunities to meet the academic needs and life skills of all students.

ACTION PLAN:

- A. Focus on new Agricultural curriculum by expanding course offerings, with the addition of diverse coursework where opportunity exists.
- B. Explore how to increase advanced science options by allowing students to take more advanced coursework within the high school sequence.
- C. The school district will continue its' relationship with Richland Community College and Heartland Vocational Academy to explore additional dual credit course offerings, and ensure that students receive guidance and knowledge of the vocational programs that are available to Meridian High School.
- D. The school district will continue its comprehensive Response to Intervention (RTI) Program with its' goal to have all students in grades 1 and above read at grade level or higher each academic year.
- E. The school district will expand its educational curriculum that teaches healthy living choices that spans all grade levels.
- F. The school district will continue its efforts to promote literacy and the many benefits of reading for the entire district, but specifically focusing on Grades K-8.

Objective 1.2

Communicate, with transparency, curriculum guidelines and expectations between all members of the school community.

ACTION PLAN:

- A. Continue providing and updating a course sequence chart on the Guidance Counselor web page to help assist parents and students in course selection.
- B. Post all course descriptions on the Meridian High School and Meridian Middle School areas of the District website.
- C. Meridian Elementary School will post end of year grade level expectations on the school's area of the District website.
- D. Classes will continue to utilize Google Classroom in grades 6-12.
- E. Staff will keep updated grade and assignment information for parent and student access.

Objective 1.3

Recognize student achievement including, but not limited to, academic success, academic improvement, attendance, and community service.

ACTION PLAN:

- A. Meridian High School will utilize Recognition breakfasts for Honor Roll and Students of the Month.
- B. Meridian Middle School will utilize the Hawk Bucks Incentive Program as part of a comprehensive *Positive Behavioral Intervention Support* program (PBIS).
- C. Meridian Elementary School will *continue* a comprehensive student achievement recognition program based off of PBIS strategies.
- D. Each school will use display monitors (inside and outside of the building) to recognize student success and work.

GOAL 2

Provide students with social and emotional support to promote a culture of good citizenship and service to enhance student social awareness in the present and the future.

Objective 2.1

Utilize a District-wide Restorative Justice program to provide support or intervention for students in need.

ACTION PLAN:

- A. Each school will develop a procedure to aid in the identification of students needing additional assistance by reviewing a number of variables that include,

but are not limited to, attendance records, grades, behavioral referrals and observational data from the certified staff.

- B. The Superintendent will implement an approach to capture metrics regarding the District Restorative Justice Program that accurately illustrates the impact and effectiveness of the entire Program.

Objective 2.2

Communicate Restorative Justice guidelines and expectations to members of the Board and community.

ACTION PLAN:

- A. The Superintendent will work with the administrative team to create a coordinate communication approach and plan.

PERSONNEL & FACULTY

GOAL 3

Recruit, hire and retain highly qualified employees, and provide relevant and value-add professional development.

Objective 3.1

Provide successful mentoring, on-going training, and appropriate professional development and performance feedback to all staff.

ACTION PLAN:

- A. The district will provide coordinated efforts for all state and local professional development opportunities for staff members including requests from the Regional Office of Education for specific topic areas.
- B. The district will ensure that all new staff members or staff members re-assigned to subject areas have mentoring services provided from experienced district staff.
- C. The administrative team will ensure that fair and accurate evaluations for all staff are completed on an annual basis and that evaluation information, results, and/or summary is shared with the Board as required or requested.

Objective 3.2

Employee compensation will remain fair and equitable with districts of similar size and demographics.

ACTION PLAN:

- A. Administration will provide relevant information to the Board of Education annually with compensation comparisons from school districts in Illinois.
- B. As requested, the administration will provide recommendations on approaches and ideas to maintain a competitive balance between similar districts in Central Illinois with respect to the District's overall financial health and sustainability.

FINANCE

GOAL 4

Demonstrate fiscal responsibility each year.

Objective 4.1

Maintain a balanced and responsible annual budget that ensures sustainability and funding for long-term goals.

ACTION PLAN:

- A. The Superintendent will provide ongoing analysis of the current budget to the Board of Education throughout the school year.
- B. The Superintendent will facilitate a discussion towards a roadmap for the following year's budget beginning in January prior to the new fiscal year.
- C. The Superintendent will provide recommendations to the Board of Education to maintain a balanced budget for the upcoming fiscal year by the Regular March Board Meeting.
- D. The Superintendent will identify and keep a working document of risk factors that will affect the budget positively or negatively.

FACILITIES

GOAL 5

Facilities will be safe, efficient, clean, and attractive in order to consistently deliver an environment that is both conducive to learning and a sense of pride for the community.

Objective 5.1

Develop and implement a preventative facility maintenance plan to meet district needs and expectations.

ACTION PLAN:

- A. The Superintendent, in conjunction with the Head of Maintenance and Transportation, will present a facilities update maintenance plan to the Board of Education at the regularly scheduled August Board meeting that informs the Board of the maintenance of all mechanical systems, upkeep of the interior and exterior of buildings, athletic fields, bus shed and of the maintenance equipment.
- B. The Superintendent, Head of Maintenance, and Transportation Director will provide a report annually to the Board of Education at the regularly scheduled May Board meeting that outlines the yearly maintenance work accomplished as well as recommendations for repair and upkeep of facilities.
- C. The Head of Maintenance and Transportation Director will provide a monthly report of monthly maintenance and new and/or ongoing issues.

Objective 5.2

Ensure district facilities will accommodate changing technology needs in a secure, consistent, planned, and cost-optimized manner.

ACTION PLAN:

- A. The Superintendent will ensure and verify that process and procedures are implemented towards the consistent monitoring (scanning and real-time) of all technological components, and give updates on the District's networks and security, including any security intrusions or network breaches (both internal and external).
- B. The Superintendent will identify and document any potential procurement needs of technology related equipment on an annual basis.
- C. Create and maintain a working document of the applications (paid and free) and equipment that the district utilizes.
- D. The Superintendent will ensure that all applications used within the District (paid or free) are properly licensed, and that processes and procedures are implemented to ensure all applications do not create security risks or issues (i.e., viruses, malware, ransomware, etc).
- E. The administration and district technology coordinator will receive professional development on the trends of technology use for educational facilities (example: Internet of Things (IoT)).
- F. Continue evaluating and updating technology contracts to optimize and upgrade district applications and infrastructure.
- G. In addition to security measures involving the District's network, develop, implement and update a plan around data privacy (example: the sharing of data)

and data security (example: who can access a system, and what data in a system a user can access).

DISTRICT-COMMUNITY RELATIONSHIP

GOAL 6

Provide stakeholders (parents, students, staff and community) a variety of opportunities to be fully informed, involved and welcomed.

Objective 6.1

Develop an organized approach to promote District successes and ideas for improvement through consistent outreach and partnering with family and community members.

ACTION PLAN:

- A. The school district will send monthly articles to local papers that include updates on school news, student successes, etc.
- B. Schools will post student successes and events in the applicable area(s) of the District website.
- C. Schools will use grade and age level appropriate communications (i.e., newsletters, school newspapers, group emails, shared documents, etc.) to keep students, parents and community members informed.
- D. The District website will have content and documents kept current, be well organized, and provide a user friendly experience in the ability to quickly and easily find, or search for, information.
- E. The Superintendent will periodically organize informal meetings, roundtable discussions, or other interactions that provide feedback from the public on interest topics, or a pulse of the public views and sentiments of the District.

Objective 6.2

Utilize a variety of communication mediums to advance stakeholder awareness and involvement.

ACTION PLAN:

- A. Each school will use display monitors (inside and outside of the building) to recognize student success and work.
- B. School Newsletters will be posted in the applicable area(s) of the District website, emailed to all parents and, in part, provided to the local newspaper for publication.
- C. Promote the use of the Meridian Mobile Phone Application and the District website to provide timely updates to the community, parents, and students.