



Strategic Plan 2019-2020

Our Values

Our core values drive our actions and behaviors

CARES

Communication

We build relationships by listening with respect and communicating clearly

Accountability

We are accountable for each student's success

Resilience

We relentlessly pursue each student's success

Equity

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

Student-Centered

Each and every student is our highest priority

Our Promise

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

Our Commitment

The Marysville School 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	Strategic Goals	Key Performance Outcomes (KPOs) (Outcomes of Strategic Goals)
----------------------	-----------------	--

<p>1 - Relationships</p> <p>Develop intentional partnerships and relationships to support student learning.</p>	<p>1.1 Our relationships with one another contribute directly to the achievement of district priorities and goals and improvement of student learning.</p>	<p>1.1.a Our relationships reflect our values, promise and commitment.</p>
		<p>1.1.b We treat all people with dignity and respect, and deliver exceptional service.</p>
	<p>1.2 The quality of our relationships improve the lives of our diverse communities including but not limited to Tulalip Tribes, the City of Marysville, family, business, community and ethnic partnerships.</p>	<p>1.2.a All students are ready for their preferred future .</p>
		<p>1.2.b Community Partnerships are engaged to promote the health, well-being, and learning of all students.</p>
		<p>1.2.c Partnerships (family, business, community) strengthen college and career readiness.</p>
	<p>1.3 Our relationships contribute resources that help grow and promote healthy working relationships with students, staff, and community.</p>	<p>1.3.a A higher degree of collaboration and communication between the district and its partners is achieved.</p>
	<p>1.3.b Family and community members engage with students and staff district-wide, in the development and implementation of culturally appropriate and effective partnerships.</p>	
<p>2 - Structure and Systems</p> <p>Develop structures and systems to support student learning in a culture of mutual respect and intellectual engagement.</p>	<p>2.1 Our long range recruitment, placement, and retention plans for certificated, classified, and administrative employees reflect racial equity, diversity and future needs.</p>	<p>2.1.a Our workforce is diverse and reflective of our student population and community.</p>
	<p>2.2 Systems supporting professional performance and growth are established</p>	<p>2.1.b Staff are highly skilled and effective.</p> <p>2.2.a Staff collaborate and engage in continuous improvement processes.</p>

Strategic Priorities	Strategic Goals	Key Performance Outcomes (KPOs) (Outcomes of Strategic Goals)
	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.	2.3.a Our students and staff learn and work in a physically, socially, emotionally, and intellectually safe and secure environment.
		2.3.b Our facilities are intentionally managed to support safety and security for students and staff.
		2.3.c A comprehensive approach to emergency preparedness exists across the district.
	2.4 Our organization structure, including roles, reporting relationships, decision making processes, and other organization design elements, deliver meaningful and effective results to students and other constituents.	2.4.a Systems and structures are aligned.
		2.4.b Accountability systems and metrics focused on equitable results.
3 - Teaching and Learning Align curriculum, instruction, and assessment to engage, inspire, and prepare each student toward their preferred future.	3.1 Each student graduates from high school ready for their preferred future.	3.1.a 100% of students graduate.
		3.1.b All graduates exit with a post-secondary transition plan for their preferred future.
	3.2 Each student has equitable access to rigorous curriculum content with common learning outcomes, assessments and learning resources.	3.2.a Each student has equitable access to rigorous course offerings.
		3.2.b Common content and outcomes are provided across all like courses and grade levels.
		3.2.c 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.
	3.2.d Students and staff create and implement culturally responsive instructional practices, and curriculum.	
	3.3 Each student receives	3.3.a Rigorous, relevant, and engaging

Strategic Priorities	Strategic Goals	Key Performance Outcomes (KPOs) (Outcomes of Strategic Goals)
	relevant, rigorous, personalized, and engaging standards based instruction.	instruction is demonstrated in all classrooms.
		3.3.b Students are empowered by and engaged in their learning.
		3.3.c District systems and staff identify and end inequitable practices that interfere with academic achievement for any racial, ethnic, and/or diverse students.
		3.3.d 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.
	3.4 Our district builds multi-tiered systems of support that meet students' health and well-being needs.	3.4.a Curriculum is coordinated and aligned to meet all student's social emotional needs.
		3.4.b Each school has a clearly articulated multi-tiered systems of support plan that is implemented, communicated, and regularly evaluated.
	3.5 Each school and the district meet or exceed federal and state performance requirements	3.5.a State and federal achievement targets are met or exceeded.
4 – Communication Students and families from all backgrounds access and share relevant information to ensure student success.	4.1 District systems for managing and communicating information are coordinated, linked, aligned, and responsive to users.	4.1.a Tools for collaboration, communication, and creativity are available, accessible, and widely used.
4.1.b Access to culturally responsive systems, information and resources is easy and seamless for all users.		
4.1.c Communication and engagement with families, staff, and community strengthens understanding of and support for district strategic priorities.		
4.1.d Clear and effective communication is established to engage with both internal and external stakeholders		
5 - Resource Management	5.1 District resources are aligned to student learning	5.1.a Long-term planning for operational finances are intentionally and systematically

Strategic Priorities	Strategic Goals	Key Performance Outcomes (KPOs) (Outcomes of Strategic Goals)
----------------------	-----------------	--

<p>Generate, align, and coordinate all available resources to reflect our core values.</p>	<p>and strategic priorities.</p>	<p>driven by student enrollment and strategic priorities.</p>
		<p>5.1.b Equitable distribution of resources in the annual budget reflects the priorities outlined in the strategic plan.</p>
		<p>5.1.c We recruit and value quality people who care deeply about students and learning, and mirror the diversity of our students, families, and community.</p>