

MADISON PUBLIC SCHOOLS
STRATEGIC PLAN
2018-2024



MISSION STATEMENT

The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.

District Information:

Board of Education

Harlow Hansen, President
Jim Reeves, Vice President
Steve Ruh, Secretary
Deb Niedig
Jane Daberkow
Jim Knapp

Parents/Community

Kurt Jackson
Kate Ebeling
Nora Arellano
Eduardo Moran

Administration

Alan Ehlers, Superintendent
Jim Crilly, Secondary Principal
Karla Kush, Middle School Principal
Andrew Offner, Elementary Principal
Reid Ehrisman, Athletic Director

Students

Kolby Johnson
Wedy Atanacio
Julixa Moran

District Department Heads

Alan Ehlers, Superintendent
Jim Crilly, Secondary Principal
Karla Kush, Middle School Principal
Andrew Offner, Elementary Principal
Reid Ehrisman, Athletic Director
Brittany Kunz, Guidance Counselor
Teryn Rother, Guidance Counselor
Kayla Herfel, Instructional Coach
Christine Knapp, Business Manager
Celine Filsinger, Federal Programs
Jane Brandenburger, Food Service
Tracy Nelson, Food Service

Paul Herz, T & M Supervisor

Certified Teachers

Lareesa Greunke
Rob Fite
Teryn Rother

WHO WE ARE!

Madison Public Schools is a culturally diverse school district located in southern Madison county which includes the City of Madison. Our district provides multiple curricular and extra-curricular opportunities and prepares our students for whatever path they choose to take in life through a rigorous, high quality education program. Each student is known and valued through caring relationships and differentiated instruction with small class sizes along with community culture. The district has outstanding students, staff, and parents as the foundation to who we are!

The Madison Promise:

We as a community, make a collective commitment to the children of Madison. We will empower every child to discover and develop a passion, contribute to their community, and achieve a fulfilling and productive life.

Core beliefs:

- All students can learn.
- Appropriate learning opportunities must be provided for all learners.
- Educational aids in the on-going development of responsible citizens.
- The social, emotional, physical and intellectual growth of each student must be promoted.
- The community has the responsibility to provide adequate resources to enhance learning.
- The educational process must provide a foundation for life-long learning for all.
- Participation in co-curricular activities enhances self-esteem, self-discipline and learning.
- Education is a shared responsibility among the school, family and community.

- Learning improves when mutual respect and appreciation are shown by all involved in the education process.
- Learning is enhanced when standards for behavior and academics are clearly communicated.
- The educational program must prepare students for an ever changing, global society.
- The family has the responsibility for the physical and emotional needs of its children.

The district faces ***issues and challenges*** in the future that include:

- Highly competitive environment for retaining and attracting students.
- Losing students from our district and not being able to attract from other districts will continue to lead to budget instability.
- The community of Madison does not have adequate affordable housing.

Focus on Continuous Improvement Process:

Madison Public schools is committed to continuous improvement focused on research based effective school factors which are identified as: *district/school culture; curriculum/ academic/ extra-curricular programs; teacher effectiveness; and parent/community involvement*. We are proud of who we are, but also recognize the importance of improving our district's education system and our student's achievement. By focusing our improvements in these areas, we are able to improve our student achievement and develop the whole student in the process.

Needs Assessments:

The Board of Education and administration developed the strategic plan through various activities and needs assessments over the past year. This included input from staff and parent groups from PTO's and the community advisory council. Other data we examined when developing the plan included: student test scores in NeSA, ESSA, MAP, and ACT; student/ staff/ parent surveys, demographic information, student attendance, student discipline, graduation rates, existing programs offered, and best-practice initiatives from other schools and districts.

SCHOOL DISTRICT STRENGTHS:

- Diversity
- Students are proud of their school despite other's opinions
- Our school is a "safe" and positive place
- The school is student focused
- Students work and participate together regardless of their cultural backgrounds
- The school continues to focus on increasing student achievement
- The Middle School "House System" is very effective
- The district encourages parent involvement
- Kids have multiple opportunities to participate in various school clubs, sports, etc.
- Madison has an engaged Board of Education with a student focus
- Access to technology (Students and Staff)
- Teacher and Student Relations (Participation in School Activities)

STRATEGIC PRIORITIES 2018-2024

1) Reputation, Enrollment, Expectations

GOALS:

- o To retain option-out students and recruit others not in our district.
- o To build a positive community image through student activity groups being involved in the community and increasing the amount of positive relations coverage in various forms of media.
- o Challenge students to participate in high level courses and activities to improve their college eligibility.
- o Preparing our students more for college; study and experience wise.

REQUIRED ACTIONS:

District personnel will better utilize and promote the facilities and programs at Madison Public Schools by using social media and local news outlets to grow communication with all stakeholders of the District. The communication will include a bi annual survey to request feedback on communication strategies from patrons of the district.

Middle School and High School staff will foster the development of STEM programs aligned with two- and four-year college programs by using the KnowHow2Go College program, College Visits and Job Shadowing and hosting local college fairs.

The Leadership Team will create two new opportunities each school year for our student groups to partner with local communities' groups to help better connect to our community.

- District Demographic information on Student Enrollment Choice will be reviewed annually to evaluate progress.
- Annual College going rates will be analyzed along with yearly data collected on College programs that graduating classes are enrolling in.

- A yearly report will be generated from the Secondary Principal and School Counselor on the number of students taking college level classes and provided a report to Middle School and High School Students and Parents of higher-level classes being offered.

2) Student Involvement, Youth Activities

GOALS:

- Increase parent awareness of school sponsored activities yearly measured by student participation.
- Increase student participation by 3% over the next five years.

REQUIRED ACTIONS:

District staff will increase communication on scheduling of all activities including youth events and opportunities in our school and community with the utilization of the phone calling system and written communication to parents.

The Athletic Director and coaches will maintain and increase relationships with outside agencies to foster the growth of programs for youth in our community by continuing home visits as well as written invites to families to events.

- The Athletic program staff will continue to collect data and provide ongoing reports to help track the progress on this goal.

3) Staff Retention, Student Teacher Relations

GOALS:

- Development of Strategies that increase Staff Retention
- Enhanced Student Teacher Relations

REQUIRED ACTIONS:

Members of the Board of Education, Administrative team and Teaching team will continue to partner to provide additional team building and social events for the staff.

The Board of Education and Leadership Team will use the Districts Instructional Model to enhance and Support staff relationships.

- Bi- annual staff surveys will be given in the fall to all staff members to generate ways to better support staff members.
- The Superintendent will conduct 60/90/120 day interviews during the first year of employment with employees.

MAJOR DISTRICT INITIATIVES

The major initiatives associated with this five-year strategic plan to help us achieve our goals are:

<p>Student Achievement</p>	<ul style="list-style-type: none"> • Marzano (Common Language for learning) • Multi-Tier System of Supports (MTSS) • Attendance Tracking • Strong Fathers Program • Advanc-ED • TeamMates 	<ul style="list-style-type: none"> • OTUS System (Data Management) • Curriculum alignment • Extracurricular Activities • Science, technology, engineering and mathematics (STEM Education) 	<ul style="list-style-type: none"> • Purchase of K-6 Language Arts Curriculum • Future of number of fall Athletics
<p>Safe and Welcoming Environment for staff and students</p>	<ul style="list-style-type: none"> • Behavior intervention Support Team (BIST) • Standard Response Protocol (SRP) “I Love you Guys” Foundation • Staff Team building activities 	<ul style="list-style-type: none"> • Safety Training • Upgrading facilities to meet students and staff needs 	<ul style="list-style-type: none"> • Additional staff safety training • Future of the Booster Club

<p>Organizational Support</p>	<ul style="list-style-type: none"> • Facilities Plan • Strategic Plan • Activity Sponsor Business Plans • Fiscally responsible Budget approach 	<ul style="list-style-type: none"> • Operating Levy • Staffing needs vs. costs • Employee absences 	<ul style="list-style-type: none"> • Grants
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KEY BENCHMARKS FOR PLAN SUCCESS

<p>Increase in percentage of families attending MPS vs. using School Choice options</p>	<p>Increase participation level in extra-curricular activities at the MS/HS levels.</p>
<p>Increase in Advanced Placement Courses offered</p>	<p>Increase in staff retention</p>
<p>Increase in percentage of students attending College</p>	<p>Increase in involvement in Youth Sports</p>