

2019-2020 Board Goals and District Initiatives



Board Goals:

1- Improve Student Achievement

2- Maintain Safe Schools

3- Build and Maintain Positive Community Relationships

4- Employ and Support The Very Best Educators for our students

5 – Prudent Stewards of public resources

Teaching and Learning

Objective 1: Provide a School Climate of Belonging for Each Student

High School (9th - 12th)

- Focus on students new to MHS (9th graders & transfer students) to ensure their success early
- Decrease the number of students who are chronically absent by early identification and building strong relations with at risk students and their families (Student Success Coach & School Resource Officer)
- Increase support for at risk/trauma impacted students by educating staff on the effects of Adverse Childhood Experiences (ACE) and trauma informed classroom practices

Middle School (6th - 8th)

- Refine existing and adding **new clubs, electives, incentives and celebrations (assemblies)** that connect to student interest

Elementary (K-5)

- Build students' skills in awareness of one's own behavior and empower students to take a stand against harassment and or bullying behaviors (**Second Steps**)
- Create a positive school culture through the Positive Behavior Intervention Systems (**PBIS**)

Objective 2: Cultivate Master Teaching Practices K-12

- Develop teacher and administrator leadership to further Integrate **Universal Design for Learning framework (UDL) in each school**
- Focus on strong reading & writing instruction across all content areas with each school improvement plan
- Elevate math achievement by 1) improving instructional practices K-5 with targeted professional development and 2) improving instructional practices 9-12 through instructional coaching and 3) providing targeted interventions to assure algebra acquisition by end of 9th grade for all students.
- Apply knowledge of the impact of trauma/ ACE to teaching practices
- Improve on k-5 literacy achievement by 1) ongoing professional development and collaboration around high leverage instructional practices and 2) mastery of previously established Response to Intervention (RTI) practices
- Increase understanding of instructional delivery model with regards to literacy to create consistency across the district in regards to curriculum materials, assessment and instruction

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- Build fluency in recognizing individual student’s learning needs and designing lessons accordingly (UDL)

Objective 3: Construct Pathways for Each Student’s Success

High School (9th - 12th)

- Work towards dissolving the line between general education and supported education by increasing understanding of the ways in which individual students learn (UDL)
- Increase opportunities for college and career exploration and skill development through Naviance, ASPIRE, Advanced Placement Courses and Credits, Career & Technical Education Programs (Fire Academy Courses/ the revamping of woods & metals), and STEM offerings

Middle School (6th - 8th)

- Increase rigor in exercising students’ learning skills resulting in an increase of state scores at each grade level by 10%

Elementary (K-5)

- Continue striving towards all students reading at grade level by 3rd grade
- Establish a strong mathematical foundation at each grade level aligning with content standards
- Build students capacity in understanding how to learn to learn

Instructional Technology

Objective 1: Improve Infrastructure

Further the state of the district’s technology infrastructure and implement changes to ensure long-lasting security practices, ease-of-us for Molalla students and staff, and to ensure infrastructure can support future instructional technology needs

Objective 2: Collaborative Decision Making

Modify decisions making and support processes on the technology team to allow for incidents, problems, requests, and changes to be processed effectively and efficiently with the input of stakeholders (administrative staff, instructional staff, classified support staff, students, parents, community members)

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Objective 3: Execute Instructional Technology Advisory Team Improvement plan to ensure the five identified objectives of the group were advanced

- Identify standards and alignment methods for both educators and students in the effective use of technology to innovate instruction and enhance student learning
- Plan for personalizing and individualizing professional development that supports all MRSD professionals in their use of technology
- Create a plan for systematic deployment of the right devices in the right places
- Create a plan to utilize the right software and web tools
- Identify infrastructure improvements needed to support devices and web access

Supported Education

Objective 1 : Develop Common Understanding and Practice that is defensible (IDEA/OAR)

- Refine and provide SPED Online Binder for staff access and on-demand resources
- Timely coaching and support

Objective 2 : Improve Student Behavior System-Wide

- Alignment with Gen Ed for preventing and responding to mis-behavior
- Social Emotional Learning (exploring assessment, curricular components, developing system using Title 4a)
- Multi-tiered systems of support for each school

Objective 3 : Assure Safety and Crisis Management

- Continue system development and training on Threat Assessment system/ protocol
 - Amend where necessary (i.e. Sexual Behavior Training)
 - Assure implementation
 - Monitor
 - Onboard new key staff (admin)
- Counselor Development - prevention and role in crisis response

Objective 4 : Execute Comprehensive Audit Review

- Title X – Homeless Students

Objective 5 : Assure Effective Resource Management

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- Medicaid Billing Pilot - year 0
- Employee Recruitment & Improved Retention
- Extended Runway (early August start) for Specialists on the School Year
- Development from Existing Master Teacher Cohort
- Three question anonymous surveys 3x each year to keep pulse on specialists' needs

Human Resources

Objective 1: Conduct External Systems Audit and Develop Improvement Plan

- Engage ESD's HR Expertise
- Analyze systems and identify needed improvements in various areas
 - work flow
 - data systems
 - evaluation systems
 - communication

Objective 2: Review and Revise Evaluation Systems

- These reviews will happen in collaboration with our OSEA and MREA partners.

Objective 3: Implement a Fully Electronic Position Control System

Objective 4: Develop and implement Exit Interview process district-wide

Objective 5: Document Standard Operating Procedures for HR Processes

Business/Finance

Objective 1: Maintain and improve the budgeting, control and reporting environment to ensure a reasonable assurance that District Objectives will be met

Develop a budget process document to be approved by the board

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<p>This budget development process will be used to establish the budget. This process will be supported by a benchmarks document that establishes key dates of completion for budgetary issues like athletics.</p>	
<p>Review the Internal Control Manual Determine consistency with current practices and update as needed and or take actions to improve compliance.</p>	
<p>Participate with Technology Department in developing a cyber security incident response plan.</p>	
<p>Develop and implement a plan to update inventory of contents Including: the use of video recording, establishing a system for ensuring the security of small electronics and improving compliance with federal grants requirements.</p>	
<p>Objective 2: Prioritize student safety when allocating available resources for facility improvements</p>	
<p>Coordinate with technology an evaluation of the Mulino cameras and prepare for a possible district wide implementation in 2019-2020.</p>	
<p>Safety</p>	
<p>Objective 1: Maintain System-wide Protocols</p>	
<p>Every school trains and practices the 4 response protocols (Evacuation, Shelter, Lockout, Lockdown). Continued work includes standardizing system-wide elements of preparation, prevention and mitigation, response, and recovery. Additionally, on-call supports are coming online for schools from LEA/FIRE/EMS, District Office, other schools, neighboring districts, and community partners.</p>	
<p>Objective 2: Monitor Systems Implementation</p>	
<p>District leadership continues to monitor and elicit feedback from school leaders on implementation.</p>	
<p>Objective 3: Continued Cooperative Planning with LEA/FIRE/EMS and Community Partners</p>	
<p>We are fortunate to have great partnerships with our local first responders, and community partners in all our school communities. As we our processes continue to evolve, those relationships continue to improve and bear fruit.</p>	

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Objective 4: Conduct Policy-Driven Review of Crisis Response Systems	
With the involvement of MRSD Board, our various school constituents, first responders, and community partners, we will conduct a review of the systems in practice, with the goal of continuous improvement.	
Objective 5: Implement Revision Recommendations	
Upon completion of the review, revisions and improvement recommendations will be adopted system-wide.	
Objective 6: Explore Facilities Improvements	
Continue to explore facilities improvements that address safety issues (e.g. camera systems, monitored access to schools, comms systems, etc)	
Communication	
Objective 1: Conduct Thought Exchange Weather Report – Late 2018	
Objective 2: Develop Strategic Communications Plan with CESD Technical Support - Winter 18-19	