

Executive Summary: Review Draft FY27-29 Strategic Plan

This executive summary introduces the final draft of the Meridian CUSD 223 3-Year Strategic Plan (FY2027–2029). Up for initial discussion at our August 5, 2026 meeting, the plan is scheduled for formal Board approval on September 2nd. While several Board members participated directly in the planning process, this document provides all members with a comprehensive introduction to the draft, outlining its development, core focus areas, and next steps for gathering feedback.

Development Process & Stakeholder Engagement

The draft plan represents a collaborative effort involving over 40 participants, including staff, Board members, community stakeholders, and students.

- **Facilitation & Working Sessions:** The initial stages were guided by facilitator Ralph Grimm alongside Superintendent Dr. Michael Plourde across three core working sessions (March 6, March 7, and March 19, 2026).
- **Subcommittee Focus:** From April through July 2026, four dedicated subcommittees met to build targeted action items, led by the following district leaders:
 - **Facilities:** Heather Alderks, *Director of Safety and Operations*
 - **Communication & Branding:** Henry Robison, *Athletics/Activities Director*
 - **Financial Stewardship:** John Smith, *Board President*
 - **K-12 Curricular Alignment & Academic Excellence:** Beth Kleinschmidt, *Math Instructional Coach*

Core Pillars & Key Objectives

1. Facilities

- **Immediate Needs:** Address modernizations—including HVAC, safety, and classroom upgrades—in at least 75% of high-need areas.
- **Transparency & Long-Term Planning:** Establish a clear Health Life Safety (HLS) communication plan and implement an annually updated 10-year comprehensive facility plan.
- **Structural Review:** Conduct a data-informed evaluation of the split elementary structure to assess potential consolidation or reconfiguration.

2. Communication & Branding

- **Transparency:** Enhance public engagement and Board meeting awareness through dedicated newsletter sections and updated website links.
- **User-First Enhancements:** Complete a comprehensive website redesign, incorporating user audits, parent survey feedback, and AI chatbot integration.
- **Unified Identity:** Ensure all district communications, athletic programs, and club activities align with the district branding guide.

3. Financial Stewardship

- Operational Efficiency: Complete a comprehensive review and inventory of all district contracts to identify cost-saving efficiencies.
- Revenue Expansion: Apply for at least three new grants to diversify funding sources.
- Fiscal Solvency: Finalize a multi-year balanced budget strategy and establish a local community and economic coalition to support tax base growth.

4. K-12 Curricular Alignment & Academic Excellence

- Curriculum & PLC Standardization: Complete K-12 core curriculum mapping and standardized PLC protocols across all buildings.
- Instructional Quality: Develop an instructional strategies playbook and implement the Danielson Framework to boost student engagement and retention.
- Career Pathways: Expand life-ready programming through new pathways in Health, Automotive, Business, and Education.

System Alignment & Continuous Improvement

To ensure accountability, school-level goals, department improvement goals, and Leadership Team evaluation goals will directly align with the overarching goals and action items defined within this strategic plan.

Next Steps & Feedback Requested

During the August 5th meeting, leadership invites all Board members to share their questions, comments, and constructive feedback on the draft. Input gathered during and following this session will be incorporated into the final plan presented for formal Board approval on September 2, 2026.