

2025 ENTRY PLAN SUMMARY

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MESSAGE FROM THE INTERIM SUPERINTENDENT

As I reflect on this honor to serve as your Interim Superintendent, I want to begin by recognizing the incredible work that's brought us to this moment. Over the past few years, we've navigated unprecedented challenges with resilience, compassion, and determination.

Together, we have strengthened curriculum systems, built inclusive practices, and expanded opportunities for students across all grade levels. Our schools have remained places of joy, growth, and belonging because of the care, creativity, and commitment each of you brings to this work.

I've spent the past several months listening to staff, students, families, and community partners. What I've heard is clear: Medford School District is a community deeply rooted in purpose. You believe in the power of education to transform lives, and you show up every day to make that transformation possible.

As I serve in this interim role, I am here to keep us moving forward. This year, we will focus on what matters most: our students.

The goals we've created are ambitious and they are achievable because we are aligned in purpose and committed to progress. That's why this year's theme, "Together in Purpose, Together in Progress," is more than a tagline. It's a call to action. It's a reminder that the future of our district isn't defined by any one person— it's shaped by all of us, working together with clarity, trust, and shared vision.

Thank you for the work you've done. Thank you for the work ahead. I'm honored to walk alongside you in this next chapter, and as always feel free to share your feedback and thoughts.

With gratitude,



Jeanne Grazioli
Interim Superintendent



MY CORE BELIEFS

- Every student in the Medford School District is known, valued, and empowered to thrive academically, socially, and emotionally.
- All students can achieve at high levels with the right support and opportunities.
- Relationships are foundational to success: for students, staff, and families.
- Transparency and collaboration build trust and drive continuous improvement.
- Schools must be safe, welcoming, and responsive to the needs of every learner.

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FEEDBACK SUMMARY: Voices of the District

1. Culture & Connection Are Our Foundation

In school, after school, people spoke with pride about their teams. Strong cultures of trust, shared purpose, and respect are what hold us together, even when things get hard.

"We really care about each other. That's what makes this place special." – Elementary School Staff Member
"I've never felt more supported in my role." – Facilities Team Member
"We're holding each other up, but we need the district to see and support that." – Specialist Team Member

Connection: This feedback drives our focus on strengthening MSD Relationships and recognizing strong team cultures across the district. The strong sense of team and connection highlighted in feedback matches perfectly with building relationships, developing leaders, and strengthening partnerships.

2. Staff Want to Be Here, But They Need Support to Thrive

Staff love their schools and students, but many feel the weight of increased responsibilities. Leaders are asking for more consistent onboarding, clearer staffing processes, and career pathways that help people grow and stay.

"Our team is solid, we just need the systems to match our effort." – Secondary Principal
"People are here for the right reasons, but they're tired. We want to feel supported, not stretched."
– Instructional Assistant
"As a new teacher, I feel more valued here than anywhere I've worked." – Elementary School Teacher

Connection: This input shaped our commitment to staff retention, leadership development, and better internal systems. Staff love MSD but are stretched thin. Investing in clear systems and more support will protect morale and retention.

3. Behavior & Mental Health Supports Need Investment

There's a shared belief that student behavior challenges are growing and schools need more support to respond. At the same time, many praised how site-level teams are pulling together to meet students' needs with compassion and consistency.

"We've made big strides with behavior systems this year." – Middle School Assistant Principal
"We need more mental health staff, and we need to all be on the same page." – High School Counselor
"The expectations are clear on our campus but it takes constant reinforcement." – Elementary Principal

Connection: This feedback informs our goals for students to feel safe and supported. Priorities for this year will focus on strengthening behavior support systems and educating families.

4. Students Need Clearer, More Engaging Pathways

Leaders and staff are excited about opportunities for student growth but want to ensure every student sees a path that fits them. Attendance, engagement, and real-world readiness came up across K–12.

"Our students light up when they see the connection between school and their future." – High School CTE Teacher
"Kids are eager to learn, we just have to keep them coming back." – Elementary Principal
"It's exciting to see more college and career options, but we need better systems to support access."
– Counseling Team Member

Connection: These reflections directly inform our Student Success goal, including attendance, dual credit, and flexible learning pathways.

5. Safety & Security Need Consistent Follow-Through

Many praised the recent security assessment and safety efforts already underway. At the same time, staff and leaders expressed a desire for more consistent training and clearer expectations across sites.

"Our last lockdown drill was the best one we've had because we practiced it together." – Office Staff Member
"We need all schools to be on the same page and the training to feel real." – Secondary Teacher
"I feel safe in my building. But there are gaps we need to close." – Custodial Staff Member

Connection: This feedback is shaping our focus on doing the basics well through strengthened emergency protocols and building readiness.

6. Leaders Want Focus, Clarity, and Alignment

Our principals, directors, and site leaders are asking for clear priorities, realistic timelines, and consistent district-level coordination.

"It feels good to have the district asking, 'What do you need?' That hasn't always been the case."
– Secondary Administrator
"We don't need more initiatives, we need time and space to implement them well." – Elementary Principal
"The clarity is improving. Please keep communicating where we're going and why." – Department Director

Connection: This directly informs our efforts around Financial Stability, project pacing, and improved cross-department alignment.

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WHERE WE GO FROM HERE

These reflections are more than feedback; they’ve shaped the six areas of focus in my Leader’s Intent and the five major projects we’ll take on together this year.
They also inspired our theme this year:
Together in Purpose, Together in Progress.

At MSD, we believe that listening deeply, responding intentionally, and growing together creates a better system for everyone. The voices of our staff, families, students, and partners have guided us in identifying what matters most. As we look ahead, our strategic priorities will ensure we honor that feedback while building the conditions for lasting student success and staff wellbeing.

PRIORITIES

- Curriculum Optimization
- MSD Relationships
- Student Career Readiness
- Safety and Security
- Inclusive School Communities
- Financial Stewardship

CURRICULUM OPTIMIZATION: Support ELA and Math Achievement

We want all students to grow as readers, writers, thinkers, and mathematicians. This year, we’re taking the next big step to make that vision a reality.

Our focus is on fully implementing the new MSD Math Curriculum in every school, ensuring consistent, high-quality instruction and strong support for both students and staff. At the same time, we’re continuing to strengthen our ELA curriculum to better support literacy development across all grade levels.

Throughout this work, we’ll continue using the MSD Instructional Model, which is our shared framework for effective teaching and learning.

Why it matters:
When instructional materials and teaching practices are aligned across classrooms — students, teachers, and families know what to expect and how to succeed. This alignment is essential to raising academic outcomes across our district.



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MSD RELATIONSHIPS: Build a Thriving, Engaged, and Connected District

One thing we’ve heard repeatedly is that people want to feel supported, heard, and trusted in their work.

This year, we’re focusing on rebuilding strong relationships across the district between staff, families, and leadership. That includes making communication clearer, improving how decisions are shared, and cultivating professional growth opportunities.

We’re also working on better ways to recognize the hard work people do every day. Everyone deserves to feel valued, no matter what role they serve.

Why it matters:

When people feel connected and appreciated, they stay longer, are more dedicated to their work, and help our students thrive.



STUDENT SUCCESS: Improve Student Career Readiness K–12

We want every student to graduate with a plan and the skills to achieve their goals.

To support that, we’re expanding learning opportunities both inside and outside the classroom. From earning college credit in high school to exploring career pathways through hands-on programs, we’re committed to helping students discover their strengths and pursue their ambitions. Improving student attendance remains a key part of this work.

We’ll continue to engage students through flexible and rigorous learning options, while also addressing barriers that limit access, so that every student, regardless of background, can benefit from high-quality educational experiences.

Why it matters:

A student’s future doesn’t start at graduation; it starts today. By focusing on attendance, access, and planning, we help students build a future they believe in.



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SAFETY AND SECURITY: Do the Basics Well



Every student and staff member deserves to feel safe at school. That begins with clear plans, effective training, and facilities that are prepared for emergencies.

This year, we're focused on strengthening our foundational safety practices. We will continue regular safety drills in all schools and update security systems. It is our focus to address any issues identified in recent site assessments and improve communication and training so everyone knows exactly what to do in an emergency.

Why it matters:

Safety is the foundation of learning. When schools are secure and prepared, students and staff can focus on what matters most, growing and learning together.

FOSTER INCLUSIVE SCHOOL COMMUNITIES: Students are Safe and Supported

We are working to build schools where every student feels welcome and supported. That starts with listening to our educators, families, and students about what's working and what's missing.

This year, we'll grow the number of staff trained to support diverse learners, improve how general and special education work together, and strengthen the services available to students with complex needs.

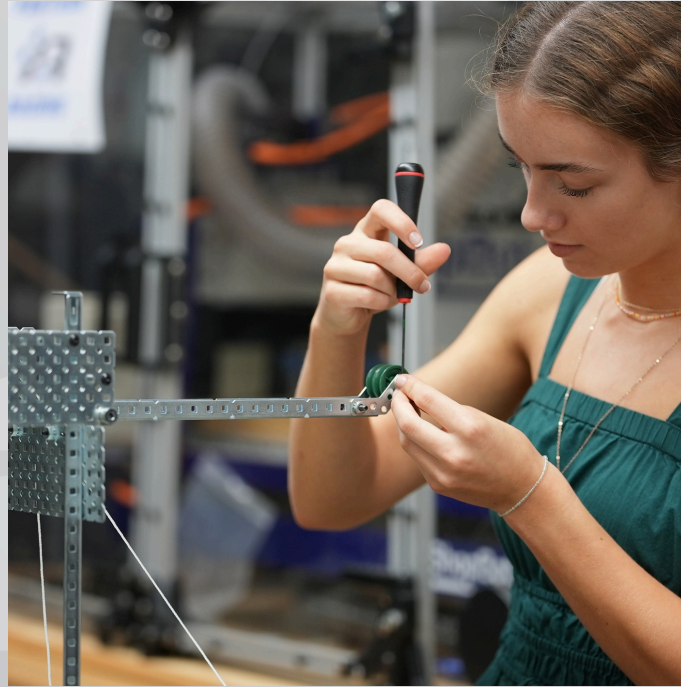
At the same time, we'll focus on helping all students and families understand how we prevent bullying and promote emotional and physical safety at school.

Why it matters:

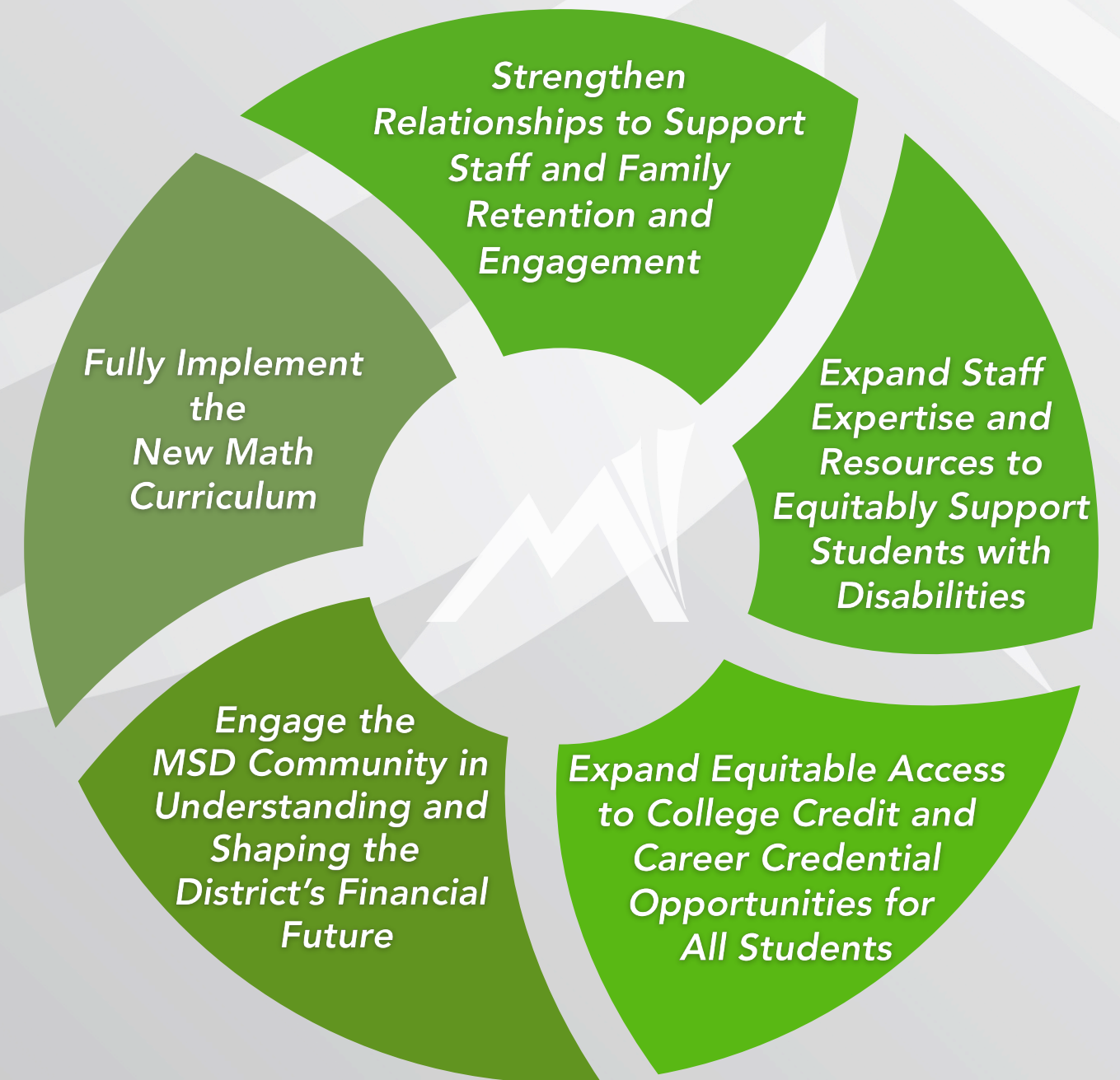
When students feel like they belong and are supported, they thrive. And when schools teach safety, kindness, and respect, every child benefits. This is how we build truly inclusive communities together.



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2025-2026 PROJECTS IN PROGRESS Aligned with Priorities



FINANCIAL STEWARDSHIP: Support Educational Priorities

We know that how we manage our money affects every classroom and every student.

This year, we want to emphasize honesty and openness about our budget, sharing how we spend and why. We'll be sharing our financial future throughout the year with our families and staff, and discussing what decisions are ahead.

Our goal is to make smart, responsible choices that protect and sustain what matters most: student learning and staff support.

Why it matters:

Being open about our financial situation helps build trust. When people understand our challenges and our plans, we can move forward together.

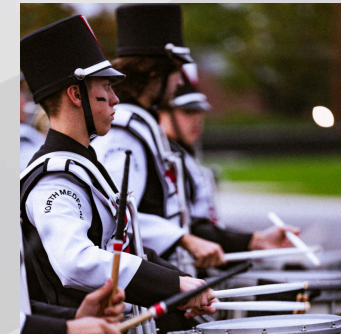
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Future: What Comes Next

The priorities outlined in this report are more than a response to what we've heard; they are the groundwork for where we're headed. With our previous five-year Strategic Plan now complete, this moment offers us a chance to reflect, realign, and reimagine what comes next. The work we do this year, focused on clarity, connection, and impact, will help us build a new long-term vision together.

This is our launchpad for the next Strategic Plan. We listened, and now we're aligning our actions this year to set the stage for lasting progress, not just this year but for the future of every student, every school, and every member of our MSD community.

It's going to take all of us
Together in Purpose, Together in Progress.



Thank you to the following stakeholders who shared their voices!

All MSD Schools
All MSD Departments
Medford Education Association (MEA)
Oregon School Employees Association (OSEA)
MSD School Board Directors
Community Partners
School District Partners

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