

**MT. VERNON COMMUNITY
SCHOOL CORPORATION**

Corporation Strategic Plan

July 1, 2015-June 30, 2018

March 18, 2015

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MISSION STATEMENT

Engage, educate, and empower today's students to seize tomorrow's opportunities.

VISION STATEMENT

Mt. Vernon Community School Corporation is where parents choose to send their children, students are successful, highly qualified personnel desire to work, and the community is proud to support. We are committed to serving a diverse population in a safe, secure, and challenging learning environment where students are engaged in rigorous, relevant and technologically-enhanced curriculum. Student success is nurtured through diverse instructional methods enabled by partnerships fostered between students, parents, school, and community. A strategic and fiscally responsible approach insures a sustainable, highly effective learning experience inside and outside the classroom. We respect the uniqueness of each student as we engage, educate, and empower them to seize their futures as responsible members of society.

CORPORATION GOALS
2015-2016
Revised 2-27-15

Goal 1: The Mt. Vernon Community Schools are places where parents choose to send their children.

Objective A. MVCSC employs highly qualified individuals for each position throughout the district.

Evaluation Methodology:

- Employee license and evaluation
- Number of disciplinary or attendance reprimands
- Number of awards and recognitions
- List of qualifications for employment in each job category
- Hiring requirement for reference checks and extended criminal history checks
- Additional certifications and degrees

Objective B. MVCSC holds all employees to high moral and ethical standards, and expects them to serve as good role models for the students we serve.

Evaluation Methodology:

- Individual recognition for community/state/national service
- Investigate random drug testing for all employee groups
- Complete extended criminal history checks for all positions
- Corporation policies requiring immediate reporting of arrests

Objective C. MVCSC expects our teachers to challenge students academically while providing a safe, nurturing learning environment that values each student's academic, social, and physical growth.

Evaluation Methodology:

- ISTEP+ Pass and Pass Plus Percentages
- Student projects
- AP scores of 3 or above
- Dual credits earned by students
- Physical fitness awards
- Band, choir performance awards
- IREAD 3
- School A-F Accountability Grade
- Website scoreboards for academic, behavioral and attendance targets

Objective D. MVCSC is committed to providing safe, secure, clean schools that are equipped to optimize each student's learning.

Evaluation Methodology:

- County and state health department reports
- Student, visitor, and employee accident reports
- Corporation safe schools plans
- GPS monitoring of corporation vehicles
- SRO and police coverage during the school day and at afterschool events
- Security procedures
- Number of school safety specialists
- Corporation Quarterly "Bullying Reports"

Objective E. MVCSC will continuously review and modify its educational program and course curricula to ensure we offer opportunities for all students to reach their full potential and become career and college ready upon graduation.

Evaluation Methodology:

- Compare annual course listings
- Curriculum maps for each subject area
- Compare local grade-level and course standards to state standards
- Board minutes

Objective F. MVCSC offers a variety of extra-curricular and co-curricular opportunities at each school to address student interest and provide life skills and lessons that focus on competition, teamwork, leadership, and character development.

Evaluation Methodology:

- List of extra-curricular and co-curricular clubs, teams, activities etc., for each building
- Number of participants in each activity
- Stated purpose and/or goals for each group or activity
- Student handbooks
- Discipline policies

Objective G. MVCSC will continue to reflect the values and expectations of the community as we govern our schools and provide educational opportunities for our students.

Evaluation Methodology:

- Community survey
- Staff survey
- School Accreditation Audits

Goal 2: The Mt. Vernon Community Schools are places where students succeed.

Objective A. Individual, school-wide and corporation-wide student academic results will be documented, monitored and compared to prior year results and to other county school corporations, state, and national results as available to demonstrate the level of success.

Evaluation Methodology:

ISTEP+	NAEP Test
Algebra ECA	SAT
Language Arts ECA	PSAT
Dibels	ACT
I-READ 3	NWEA Test

Objective B. Student attendance and behavior records will be recorded and compared with state and national data when available, and individual student excellence will be recognized through building-level awards.

Evaluation Methodology:

- Quarterly Bullying Reports
- Number of discipline and attendance referrals
- List of student awards available for recognition at each school
- Bus write-ups
- Expulsion and suspension reports
- Attendance contracts and warning letters

Objective C. Students are offered extended learning opportunities for enrichment and remediation through credit recovery programs, A.P. and dual credit courses, and other on-line opportunities.

Evaluation Methodology:

- List of AP and Dual Credit Courses
- List of special classes for remediation or enrichment
- Number of students involved in courses and who pass the courses with a B or above grade
- Name of computerized instructional programs available
- List of on-line courses and sources for the courses
- High Ability curriculum and program listing
- Student Handbooks

Objective D. Mt. Vernon teachers, counselors/social workers, and support staff provide an academic and social development network that monitors student's success. Appropriate support mechanisms will be offered through tutoring, RtI, special services, and character development for all students.

Evaluation Methodology:

- Lesson Plans
- RtI results
- Behavior Plans
- IEP's
- Transition Plans
- 504 Plans
- After school and before school tutoring programs
- Character Development Program
- DARE Program

Objective E. Mt. Vernon provides a comprehensive K-12 educational program that will offer a variety of opportunities for student success through performing and visual arts, High Tech Academy, physical education, and special interest courses.

Evaluation Methodology:

- Listing of options available at each school
- Number of students participating in each program

Objective F. Mt. Vernon offers a variety of co-curricular and extra-curricular activities to address student interest and provide an opportunity for individual and team success.

Evaluation Methodology:

- List of academic teams
- List of athletic teams
- List of performing groups
- List of specialized clubs (chess, robotics)
- Periodic survey of students to identify potential new clubs/organizations

Objective G. Mt. Vernon will provide opportunities for parents to monitor their child's attendance and academic information through on-line access to students' grades and e-mail connection with individual teachers.

Evaluation Methodology:

- Record of Skyward usage by parents
- Staff members report the number of e-mails they receive from parents
- Record of parent contacts by teachers
- Open house attendance
- Parent-Teacher Conference attendance

Goal 3: Mt. Vernon Community Schools are places where highly qualified people want to work.

Objective A. Mt. Vernon Community School Corporation offers a highly competitive salary and fringe benefit package for each position in the district.

Evaluation Methodology:

- Salary schedules
- Benefits listing
- Employee Health Clinic usage
- Salary ranges for positions not on salary schedules
- Non-monetary benefits e.g. Internet access, computers, etc.
- Professional Development activities

Objective B. Mt. Vernon has modern, well-equipped, and well maintained facilities to teach, coach and work in.

Evaluation Methodology:

- Physical description of assets/pictures
- Updated technology – bandwidth, devices, WiFi access
- Monitor maintenance schedules

Objective C. Mt. Vernon has a long history of strong academic achievement gained through high performance expectations for students and staff.

Evaluation Methodology:

- DOE reports
- Historical academic records
- Wall of Fame
- School Board Scholar Program
- Scholarship totals (dollars earned)
- IDOE A-F Individual School Accountability Grades

Objective D. Mt. Vernon encourages staff to try new ideas and be creative in their pedagogical strategies.

Evaluation Methodology:

- Special programs listings
- Teacher's evaluation summary regarding effectiveness of Pilot Program
- Grants received
- Professional Development activities by staff

Objective E. Mt. Vernon Schools are safe places to work and each building has a family atmosphere where staff members feel valued and work collaboratively to improve student learning.

Evaluation Methodology:

- Staff surveys
- Team meeting and faculty meetings
- Special events to help colleagues/families

Objective F. The parents of Mt. Vernon students have high expectations for their children and they are supportive of educators.

Evaluation Methodology:

- Surveys
- Anecdotal record of thankyou's, congratulations and appreciation material/events for staff
- "Thank-an-Educator" Program

Objective G. Mt. Vernon provides on-going, meaningful professional development activities to all employees.

Evaluation Methodology:

- Listing of professional development activities
- Listing of conference attendance
- Listing of on-line P.D. opportunities
- Amount paid to staff to offset cost of training/college courses
- Conference request forms

Goal 4: MVCSC is a place the community is proud to support.

Objective A. MVCSC offers meaningful partnerships with the community to enrich student learning opportunities.

Evaluation Methodology:

- List of ICE work sites
- List of field trips, guest speakers, etc. from community
- Advertising and fund raising activities
- Sponsorships
- Service projects

Objective B. MVCSC provides low cost access to the district's facilities so the community can host events.

Evaluation Methodology:

- Facility usage guidelines
- Facility usage rates
- List of community usage

Objective C. MVCSC reflects the values and morals of its community.

Evaluation Methodology:

- Surveys

Objective D. MVCSC students perform well academically, show competitiveness and sportsmanship, and behave appropriately when representing the school district.

Evaluation Methodology:

- IDOE academic records
- Athletic and academic competition results
- Performance group honors
- All-state, all-conference and all-county award winners

Objective E. MVCSC is transparent in its fiscal operations, governance, and educational programs.

Evaluation Methodology:

- Annual budget hearings
- Monthly budget reports at Board meetings
- Financial records access
- Website scoreboards for financial information

Objective F. The corporation's buildings and grounds are well kept and well maintained.

Evaluation Methodology:

- Maintenance reports
- Inspection reports

Objective G. MVCSC hires employees of high moral and ethical character that serve as good role models for students and are valuable members of the community.

Evaluation Methodology:

- Employee drug testing
- Reference checks
- Extended criminal history checks
- Performance reviews
- School Board Policies Governing Employee Behavior

STRATEGIC INITIATIVES

Safety/Security

7/1/2015- 6/30/2016

- Complete vestibules and “buzz-in” systems at all facilities
- Complete “cardswipe” key system at all buildings
- Provide “swipe cards” to police, fire and other first responders and provide appropriate training.
- Maintain Security Resource Officer at MCE/MES
- Install or upgrade full camera coverage within and around MES, FES, Alternative School

7/1/2016 – 6/30/2017

- Add Security Resource Officer for FES/MS
- Install or upgrade complete camera coverage inside and outside MVHS, MVMS, MCE
- Install physical barriers between vehicles and full height building glazing at all buildings

7/1/2017 – 6/30/2018

- Add Security Resource Officer at MVHS
- Add a second security car for Security Resource Officer

Finance

7/1/2015 – 6/30/2016

- Rainy Day Fund balance at \$3.5m (16.7%) for cash flow, self-insurance reserve
- Replace Financial Software
- Complete a Feasibility Study (enrollment, finance and facilities)
- Increase salary and fringe benefits for all employee groups as much as revenue will allow

7/1/2016 – 6/30/2017

- Rainy Day Fund balance at \$4.5m (20.9%) for cash flow, self-insurance reserve and 2 months General Fund expenditures
- Increase salary and fringe benefits for all employee groups as much as revenue will allow

7/1/2017 – 6/30/2018

- Rainy Day Fund balance at \$5.5m (24.4%) for cash flow, self insurance reserve and 3 months General Fund expenditures
- Increase salary and fringe benefits for all employee groups as much as revenue will allow

Facilities

7/1/2015 – 6/30/2016

- Complete room modifications for Special Education rooms at MVHS
- See section on Safety/Security
- Consider options to restore K-4, 5-8, 9-12 organizational structure and develop cost estimates for each option
- Complete plan for 1-1 devices (one computer device to one student/staff) and buy equipment for 6-12 grade staff
- Increase band width & complete wi-fi corporation-wide
- Relocate MVMS Health Clinic to a larger room
- Replace remaining sections of MS roof
- Patch roof at MVE
- Replace sound system in MVHS gym

7/1/2016 – 6/30/2017

- See section on Safety/Security
- Select construction/renovations project(s) necessary to restore K-4, 5-8, 9-12 organizational structure and begin preparation for construction referendum
- Purchase 1-1 devices for 6-12 students and add cost to fees
- Complete plan for 1-1 devices and buy equipment for K-5 staff
- Replace equipment in MS Cafeteria

7/1/2017 – 6/30/2018

- See section on Safety/Security
- Complete construction/renovation and re-align grade levels
- Purchase 1-1 devices for K-5 students and add to student fees

Educational Program

7/1/2015 – 6/30/2016

- Purchase 1-1 devices for all 6-12 staff

7/1/2016 – 6/30/2017

- Purchase 1-1 devices for all K-5 staff
- Purchase 1-1 devices for all students 6-12 and add to fees
- Add an additional 15 minutes of instruction to the K-5 day
- Add World Language option to middle school program
- Increase art and music instruction K-5
- Add two AP electives to HS
- Add literacy coaches at each elementary school

7/1/2017 – 6/30/2018

- Purchase 1-1 devices for all students K-5 and add cost to fees
- Re-align middle grades to 5-6, 7-8 configuration
- Add keyboarding classes to all elementary schools
- Add Media Specialist at each elementary

Personnel

7/1/2015 – 6/30/2016

- Add Communications Director, Curriculum Director, HS Athletic Director
- Add other teachers as enrollment dictates
- Add Transportation Mechanic, Software Specialist, High School Guidance Secretary

7/1/2016 – 6/30/2017

- Add Elementary Assistant Principal shared between MCE & MES
- Add Social Worker at each elementary school
- Add MS World Language teacher
- Add 1 elementary Art teacher and 1 elementary Music teacher
- Add 2 HS STEM teachers with AP credentials
- Add MS Project Lead-the-Way teacher
- Add 1 HS Project Lead-the-Way Medical teacher
- Add other teachers as enrollment dictates

7/1/2017 – 6/30/2018

- Add teachers as enrollment dictates