



North Marion School District Strategic Plan 2022-2023 Executive Summary

MISSION STATEMENT

"North Marion, learning together to cultivate lifelong growth"

CORE VALUES

Community

Diverse cultures rooted in caring and collaboration

Innovation and Learning

Through a spirit of curiosity and creativity

Diversity

Will be our strength when all voices are valued, heard, and represented

Expectations

High standards with support for all students and staff

Responsibility

Each of us is accountable for our words, actions, and results

VISION STATEMENT

"Communities engaged and unified in providing all students with equitable access to their chosen path"

STRATEGIC GOALS

Goal 1: Implement aligned PreK-12 curriculum standards, instruction, and materials that are rigorous, relevant, and culturally responsive.

Goal 2: Empower each student to develop skills across the curriculum in ways that build their confidence to challenge themselves.

Goal 3: Develop systems to expand the percentage of staff who are skilled in the use of culturally responsive practices and that reflect the demographics of our community.

First Year (2022-2023) Implementation of Strategic Plan

Goal 1: Implement aligned PreK-12 curriculum standards, instruction, and materials that are rigorous, relevant, and culturally responsive.

Performance Indicator 1a: *Build capacity to align and assess common high-leverage instructional strategies throughout our PreK-12 curriculum.*

Performance Indicator 1b: *Determine and support best practices for implementation of the newly adopted English Language Arts (ELA) curriculum and materials.*

Performance Indicator 1c: *Apply a culturally responsive framework to the process for the adoption and implementation of K-12 mathematics curriculum, instruction, and materials.*

Goal 2: Empower each student to develop skills across the curriculum in ways that build their confidence to challenge themselves.

Performance Indicator 2a: *Build capacity to use practices that develop a growth mindset and to use tools to recognize and assess growth mindset in our students.*

Performance Indicator 2b: *Establish common instructional frameworks that build our capacity to provide access to high levels of learning for students in our multicultural and multilingual community.*

Performance Indicator 2c: *Establish and implement an aligned and coordinated PreK-12 professional development/learning plan designed to build capacity in areas of instructional focus.*

Goal 3: Develop systems to expand the percentage of staff who are skilled in the use of culturally responsive practices and that reflect the demographics of our community.

Performance Indicator 3a: *Prepare our school community for implementation of our strategic plan using varied types of communication, through our professional learning sessions, and our parent engagement activities.*

Performance Indicator 3b: *Develop a year-long equity plan that includes systems, strategies, and partnerships for recruiting, training, and retaining quality staff.*

Performance Indicator 3c: *Revise and refresh NMSD Human Resources systems and processes for hiring and supporting high-quality staff within the context of our district culture, values, and identity.*