Focus on Results

Moorhead Area Public Schools

2011-12 Strategic Plan

Guiding Philosophy

The guiding philosophy of Moorhead Area Public Schools is continuous improvement.

Mission

The mission of the Moorhead Area Public Schools is to develop the maximum potential of every learner to thrive in a changing world.

Vision

The vision of Moorhead Area Public Schools is to be a school district where all students will become life-long learners and productive citizens. We will work collaboratively with our community to provide the resources necessary to be a school district of excellence.

Core Values

Moorhead Area Public Schools is committed to the education and well being of each student. We are committed to:

- creating a positive learning environment that values children and youth.

- supporting all learners.

- holding high standards and expectations for all learners.

- making research-based, data-driven, collaborative decisions inclusive of stakeholder perspectives.

- seeking continuous improvement and planning for the future.

- advocating for children and youth within our community and district.

- celebrating students and staff.

- promoting pride in the Moorhead community and schools.

Priority Area 1 (Academic):
Increase student learning and success in all academic and behavioral areas through guaranteed and viable curriculum, literacy and teacher effectiveness.

Goal 1.1: Implement District Improvement Plan (teacher effectiveness, PBIS, PLCs, data, parent involvement).
Outcome: Data collected through MCA, EPAS, NWEA, AIMS Web, Discipline Reporting Survey.

Goal 1.2: Implement PS Studio (multi-year goal).
Outcome: Monitor usage of PS Studio with 80 percent utilization year one with data analytics.

Goal 1.3: Determine and implement an early childhood model to align with school-age expectations (multi-year goal).
Outcome: Model developed with clear outcomes tied to kindergarten readiness.

Priority Area 2 (Human Capital):
Increase growth of all employees through recruitment, retention, training, development and supervision.

Goal 2.1: Implement systematic evaluation process.
Outcome: System determined with plan for implementation to provide evaluation of staff on a cyclical basis with 100 percent of staff evaluated.

Goal 2.2: Implement teacher induction program.
Outcome: 95 percent retention of high quality teachers.

Priority Area 3 (Environment):
Provide a safe, healthy and respectful environment.

Goal 3.1: Implement system of positive behavior supports.
Outcome: Behavior referrals will decrease by 25 percent district wide.

Goal 3.2: Improve school safety.
Outcome: 100 percent of school manuals updated.

Strategic Priorities and Goals

Priority Area 4 (Community Involvement):
Improve satisfaction and involvement with students, parents and community.

Goal 4.1: Develop and implement district communication plan.
  Outcome: Listed in communication plan.

Goal 4.2: Collaborate with community partners to improve student outcomes.
  Outcome: Community partnerships will be used to focus on student learning priorities.

Goal 4.3: Commitment to operating levy referendum priorities.
  Outcome: 75 percent of community members know use of operating levy referendum funding.

Priority Area 5 (Organizational Effectiveness):
Improve overall organizational effectiveness to support high standards throughout the district.

Goal 5.1: Implement district communication plan.
  Outcome: Listed in communication plan.

Goal 5.2: Maintain fiscal accountability by aligning resources to instructional needs and priorities for student achievement.
  Outcome: Compliance and accuracy with all financial reports.

Moorhead Area Public Schools
Independent School District 152

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