



Moving Forward Together

2018-19 Strategic Priorities

Moorhead Area Public Schools
Independent School District 152



MOORHEAD
AREA PUBLIC SCHOOLS

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



Guiding Philosophy, Mission, Vision & Core Values

Guiding Philosophy

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

Mission

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

Vision

Moorhead Area Public Schools will be a progressive school district recognized for excellence at all levels. We will work collaboratively with our community to provide a premier education for every learner to achieve success while providing a safe and nurturing environment that celebrates diversity and practices mutual respect.

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, staff and community.
- promoting pride in the Moorhead community and schools.

Strategic Priorities, Goals & Objectives

Moorhead Area Public Schools has established the following strategic priorities for the 2018-19 school year. These are a continuation of the 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18 priorities based on the themes and discussion from the Community Engagement Initiative in 2013.

These priorities will guide work in the district for 2018-19. Items noted with an asterisk (*) are aligned to World's Best Workforce.

21st Century Schools:

Establish a culture of learning that supports the needs of the 21st century learner and develops the whole student to thrive in a changing world.

Objectives for 2018-19

- ***College, Career and Life Readiness Goals:***
 - a) The percentage of 2019 graduates meeting all four college benchmarks on the ACT will increase from 28% to 30% by Aug. 30, 2019.*
 - b) The district's classroom score, which reports proficiency with 21st century skills (collaboration, communication, critical thinking and creativity), will increase from 980 to 986 according to BrightBytes student and teacher survey results in spring 2019.*
- ***Graduation Goal:*** Moorhead Area Public Schools will improve the four-year graduation rate from 80.55% to 83.55% for the graduating class of 2018 by February 2019.*
- By June 2019, staff and students will be recognized as examples of the culture of learning at Moorhead Area Public Schools.

School and Community:

Build comprehensive and responsive communication systems and partnerships with community stakeholders to promote and advance quality education for all learners.

Objectives for 2018-19

- By June 2019, Moorhead Schools will continue collaborations to strengthen opportunities for partnerships with community, business and higher education.
- The percent of district residents pleased with the quality of education provided by Moorhead Area Public Schools will be maintained at 90 percent on the 2018 community survey.
- By June 2019, Moorhead Area Public Schools will enhance content on the district's social media channels of Facebook and Twitter through collaborative district, school and activities office communication to increase followers by 15% (July 2018: Facebook 2,647; Twitter 1,668) and maintain an average Facebook weekly reach of 2,600.
- The 2018-19 Portrait of a Graduate committee will complete the action plan and report or recommend further actions to administration by June 2019.

Strategic Priorities, Goals & Objectives

Facilities:

Provide equitable education facilities and financial resources for technological tools and the infrastructure needed across the district to meet the needs of students, families and communities.

Objectives for 2018-19

- By the spring of 2019, Moorhead Area Public Schools will utilize the High School Facilities Task Force recommendations to determine the second phase of the facilities master plan.
- By the spring of 2019, Moorhead Area Public Schools will establish a plan to address capacity concerns at the elementary level.
- By the spring of 2019, a comprehensive facilities improvement plan will be developed (to identify efficiencies).

Equitable Educational Opportunities:

Provide programs and services to all students to eliminate race/ethnicity and socioeconomic indicators as predictors of student success.

Objectives for 2018-19

- ***Reduce Achievement Gap Goal:*** Moorhead Schools will increase the percentage of proficient students in all groups (students who qualify for federal supported meals, students who qualify for special education services, students who are English Learners, and students who self-identify as minorities) by a minimum of 4 percent on 2019 Minnesota Comprehensive Assessments.*
- ***School Readiness Goals:***
 - a) 70% of all kindergarten students will be at or above an instructional level C by the end of the 2018-19 school year, as measured by Fountas and Pinnell Benchmark Assessment System.*
 - b) 90% of all kindergarten students will demonstrate a proficiency at an AddVantage Math Recovery construct one in addition and subtraction by the end of the school year as measured by Bridges assessments and spring AVMR data.*
- ***Read Well by Grade 3 Goal:*** The percentage of Moorhead Area Public Schools grade 3 students proficient on the reading MCA III will increase from 44.2% to 50% by the spring of 2019.*
- The percentage of Moorhead Area Public Schools students achieving medium or high growth in reading and math will increase by 2% or more according to 2018-19 Student Progress section of the Minnesota School Report card (2017-18: Math 64.9%, Reading 71.3%).
- The percentage of Moorhead Area Public Schools students graduating in five years will increase from 79.2% to 82.2% and those graduating in six years from 83% to 85%, for the graduating class of 2018 by February 2019.
- The percentage of Moorhead Area Public Schools students with IEPs spending at least 80% of the day in the general education setting with same-age peers will increase from 55.5% to 57% by June 2019.

Strategic Priorities, Goals & Objectives

Mental Health / Character Development:

Create a safe, caring and welcoming environment for all students, where the unique qualities and diversity of students are recognized and respected.

Objectives for 2018-19

- By June 30, 2019, 7-12 licensed staff and food service, transportation and custodial staff will receive trauma training.
- By December 31, 2018, elementary staff will implement K-5 Second Step bullying curriculum.
- Moorhead Area Public Schools will provide monthly support to building administration and teams in using consistent behavioral data collection systems and analysis of the data collected to identify behavioral trends, set goals, and plan interventions based upon those trends.
- By June 30, 2019, Moorhead Area Public Schools will audit mental health services provided in the schools by our partner agencies to identify strengths and gaps in service.

Human Resources:

Provide processes for the quality, effectiveness and continuity of staff through the use of comprehensive recruitment, professional development, supervision and evaluation.

Objectives for 2018-19

- By July 1, 2019, 100% of probationary staff for the 2018-19 school year will be evaluated prior to the end of the probationary period and work to identify an evaluation cycle for non-instructional staff.
- By June 1, 2019, support safe and healthy working environments by providing education a minimum of two times per month.
- By June 1, 2019, create a district-wide Human Rights Advisory Committee.
- Moorhead Area Public Schools will retain 95% of high quality teachers in the 2018-19 school year.



Moorhead Area Public Schools

Independent School District 152

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