

MALCOLM PUBLIC SCHOOLS, DISTRICT #148
BOARD OF EDUCATION REGULAR MEETING AGENDA
Tuesday, June 7, 2022 6:00 PM
SCHOOL DISTRICT BOARD ROOM

{{Name: Agenda Item Name}}

1. **Call Regular Board Meeting to Order - Roll Call**
2. **Communication From the Public: Communications in general or about a specific agenda item.**
3. **Discuss the Strategic Plan**
4. **Enter into Executive Session if needed**

(This item will be on the monthly agenda in case something comes up that we need to discuss in an executive session)

5. **Adjournment**

NOTICES:

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the Bulletin Board on the North wall of the meeting room.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

Getting Started: The Board of Education will receive public comment on individual agenda items or communication from any district patron on any issue. When it is your turn to speak during the “Communications from the Public” portion of the agenda, please come forward to the table situated immediately in front of the Board, sign your name and address on the sign-in sheet and state your name to the Board of Education.

Time Limit: You may speak one time, but please limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board of Education meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

SCHOOLS

BY: MALCOLM PUBLIC

BOARD OF EDUCATION

Priority 1

**MPS Guiding Principle I:
Student Achievement
Opportunities and Programming**

AQuESTT Tenets Aligning to Strategy 1.2: Leadership; Educational Opportunities and Access; Student Achievement and Growth
Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems

Objective: To provide comprehensive learning opportunities that prepare and empower students to be engaged through challenging, creative, and rigorous curriculum and quality instruction that accelerate the growth of each student.

Strategy 1: Challenge and engage students in learning experiences that promote personal growth and learning success

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Increase HAL and gifted learner opportunities			PK-6 7-12	<ul style="list-style-type: none"> Investigate potential expanded learning opportunities Investigate supplemental curriculum Explore increased acceleration and/or depth of instruction Explore online opportunities 	<p>Funding: TBD</p> <p>Evidence: Documentation of research on the action plan bullets or enhanced programming</p>	
	Target Date	Priority	Responsible				
	Initial: 9/2022 Secondary: 5/2023 Ongoing	Priority #1	PK-6 Principal 7-12 Principal Guidance Counselor Stud. Serv. Director				

Priority 1

**MPS Guiding Principle I:
Student Achievement
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Strategy 1: Challenge and engage students in learning experiences that promote personal growth and learning success

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Employ and Track interventions and support programs (Tier 2 and 3)			PK-6 7-12	<ul style="list-style-type: none"> Investigate supplemental intervention programs/resources Update SAT information (forms, fliers, packets, etc.) Employee SAT Teams (PreK, K-2, 3-5, 6-8, 9-12) Scheduling/staffing 		
Target Date	Priority	Responsible					
Initial: 9/2022 Benchmark: 12/2022 Review: 5/2023 Continuous Improvement: Ongoing	Priority #1	PK-6 Principal 7-12 Principal Guidance Counselor Stud. Serv. Director					

Priority 1

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Strategy 1: Challenge and engage students in learning experiences that promote personal growth and learning success

			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Target Date	Priority	Responsible				
TACTIC	Develop personal learning plans		PK-6 7-12 Student Services Guidance Counselor	<ul style="list-style-type: none"> • Step #1: Select a team to discuss, deliberate, and identify the elements, format and process for the development of the personal learning plans • Step #2: Produce a user-friendly document that will be distributed to the staff for implementation • Step#3: Select teachers and students to test the implementation of the plan in a pilot program • Step #4: The team will meet at strategically set times to discuss the plan and the process, making any necessary (or exploratory) modifications as they see fit. • Step #5: End of the year review to assess the plan, process and impact • Step#6: Adjust the plan or process accordingly • Step #7: Produce the plan in final form to be implemented on a large district wide scale • Step #8: Implementation 			
	Initial Plan Development: 9/2022 Pilot Implementation: 12/2022 Review: 5/2023 Large Scale Implementation: 8/2023 Continuous Improvement: Ongoing	Priority #1	PK-6 Principal 7-12 Principal Teaching Staff SPED Staff Guidance Counselor Stud. Serv. Director				

Priority 1

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Strategy 1: Challenge and engage students in learning experiences that promote personal growth and learning success

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Increase cooperative/expanded learning opportunities		9-12	<ul style="list-style-type: none"> Identify potential partners for cooperative learning experiences <ul style="list-style-type: none"> Higher education institutions Businesses Individuals Explore and Identify dual-credit credit courses that could be available to our students 			
	Target Date	Priority	Responsible	<ul style="list-style-type: none"> Encourage MPS staff to become certified for dual-credit instruction. Establish criteria, protocols and expectations for a cooperative/expanded learning program Utilize multiple communication methods to inform students about potential cooperative learning opportunities 			
		Priority #1	9-12 Principal 9-12 Guidance Counselor 9-12 Student Services				

Priority 1

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Objective: To provide comprehensive learning opportunities that prepare and empower students to be engaged through challenging, creative, and rigorous curriculum and quality instruction that accelerate the growth of each student.

Strategy 1: Challenge and engage students in learning experiences that promote personal growth and learning success

TACTIC	Develop and employ an expanded/cooperative learning plan—student qualification, course selection, application, teacher of record, grading, etc.		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Target Date	Priority	Responsible				
	Initial: August 2022 Updates: Ongoing	Priority #1	7-12 Principal 7-12 Guidance Counselor	<ul style="list-style-type: none"> Select an expanded learning committee Select qualification criteria for potential student participants Develop an application for students that qualify for expanded learning Establish a timeline from qualification/application—placement. Align the expanded learning opportunity to NDE requirements for accreditation. Consider a teacher-mentor field-experience for our students considering teaching Build relationships with potential partners in the private sector Consider establishing internships and externship prg. 	Funding—TBD Evidence—completed physical copy of the program plan		

Priority 2

**MPS Guiding Principle II:
Whole Child Focus**

AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success; Educational Opportunities and Access
Nebraska Framework: Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 1: Further strengthen school culture and improve student behavior by using the MTSS model to provide positive behavior supports and improve social-emotional skills

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Develop, improve and increase Positive Behavior Supports and programming		District Wide	<ul style="list-style-type: none"> Investigate Positive Behavior Programs – school-wide programs Update ANCHOR expectations Anchor Calendar (assemblies, celebrations, etc.) SEL screeners Community partners 			
	Target Date	Priority	Responsible				
Initial: August 2022 Updates: Ongoing	Priority #2	PreK-6 Principal 7-12 Principal Guidance Counselor MTSS Team					

Priority 2

**MPS Guiding Principle II:
Whole Child Focus**

AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success; Educational Opportunities and Access
Nebraska Framework: Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 1: Further strengthen school culture and improve student behavior by using the MTSS model to provide positive behavior supports and improve social-emotional skills

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Continue to build and improve Positive Learning Environments		District Wide	<ul style="list-style-type: none"> • Mission/Vision • ANCHOR expectations • Build relationships • Communication • SEL training for staff • SEL learning opportunities for students • School safety • Wellness team • Engagement strategies 			
	Target Date	Priority	Responsible				
Ongoing	Priority #2	PK-6 7-12 Student Services Guidance Counselor					

Priority 2

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AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success; Educational Opportunities and Access

Nebraska Framework: Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

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Strategy 1: Further strengthen school culture and improve student behavior by using the MTSS model to provide positive behavior supports and improve social-emotional skills

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Develop/Select and implement a Social Emotional Learning program		PK-6 7-12	<ul style="list-style-type: none"> Review, select and adopt a social emotional learning curriculum Implement the social emotional learning curriculum Social/Emotional supports Scheduling/staffing 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
Review Phase: December 2022 Selection: January 2023	Priority #2	PK-6 Principal 7-12 Principal Guidance Counselor Student Services Director LMHP					

Priority 2

**MPS Guiding Principle II:
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AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success; Educational Opportunities and Access
Nebraska Framework: Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 1: Further strengthen school culture and improve student behavior by using the MTSS model to provide positive behavior supports and improve social-emotional skills

Tactic	Improve Student Attendance rate		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Target Date	Priority	Responsible	District Wide	<ul style="list-style-type: none"> Utilize school management system to track attendance Communicate attendance expectations with stakeholders Update truancy forms, letters, etc. Chronic absentee student plans Other intervention strategies as needed 	Funding: TBD Evidence: Documents	
Process Development: August 2022	Priority #2	PK-6 Principal 7-12 Principal Guidance Counselor Student Services Director LMHP					
Updates: Ongoing							

Priority 3

**MPS Guiding Principle I:
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Opportunities and Programming**

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Objective: To provide comprehensive learning opportunities that prepare and empower students to be engaged through challenging, creative, and rigorous curriculum and quality instruction that accelerate the growth of each student.

Strategy 1: Curriculum, assessment, and data

			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	TACTIC	Develop a comprehensive academic plan from the student level through the district level		PK-6 Principal 7-12 Principal Teaching Staff SPED Staff Guidance Counselor Stud. Serv. Director	<ul style="list-style-type: none"> Select a team to develop the comprehensive academic plan Identify the critical elements of a comprehensive academic plan <ul style="list-style-type: none"> Course offerings and programming Curriculum <ul style="list-style-type: none"> Content Depth Breadth Sequencing Maps Instruction <ul style="list-style-type: none"> Instructional Model Levels <ul style="list-style-type: none"> Standard Education Special Education Differentiated Education Materials/Resources Assessment and Accountability <ul style="list-style-type: none"> Progress Monitoring Professional Development and Professional Learning Communities Develop and maintain a course catalog for 9-12 students Promote career pathways research 	Funding: TBD Evidence: Reports on Progress Other documentation	
Target Date		Priority	Responsible				
Development phase: May 2023 Implementation: August 2024 Updates: Ongoing		Priority #3	Executive Team Teachers				

Priority 3

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Strategy 1: Curriculum, assessment, and data

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Maintain or Improve the Curriculum adoption and implementation (fidelity) Process		PK-6 7-12 District Office	<ul style="list-style-type: none"> Establish grade-level and subject area curriculum teams Standards/Curriculum Alignment Identify selection criteria Identify a selection process Board of Education Presentation Develop implementation and appropriate usage criteria Establish an accountability process 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
Initial: August 2022 Updates: Ongoing	Priority #3	PK-6 Principal/Staff 7-12 Principal/Staff District Office					

Priority 3

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Strategy 1: Curriculum, assessment, and data

TACTIC	Standards adoption and implementation—curriculum maps, pacing guides, etc.		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
			District Wide	<ul style="list-style-type: none"> Update curriculum maps and pacing guides Standards adoption and training Curriculum alignment – vertical and horizontal Establish department cohorts to monitor scope and sequence 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
Initial: August 2022 Updates: Ongoing	Priority #3	PreK-6 Principal 7-12 Principal Teachers					

Priority 3

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Strategy 1: Curriculum, assessment, and data

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Improve/maintain and track student achievement and growth		PK-6 7-12 District Office Student Services	<ul style="list-style-type: none"> Identify assessment tools and data sources Develop a data management program Review, maintain or modify reporting criteria <ul style="list-style-type: none"> What is reported Who receives the reports When are the reports disseminated Determine how the data will be used 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
	Initial Work: October 2022 Improvements: Ongoing	Priority #3	PK-6 Principal/Staff 7-12 Principal/Staff District Office Student Services Director and Staff				

Priority 4

**MPS Guiding Principle IV:
Personnel Effectiveness**

AQuESTT Tenets Aligning to Strategy 4.1: Leadership; Positive Partnerships, Relationships, and Success; Student Achievement and Growth
Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Commitment to Continuous Improvement

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 1: Assess, maintain, and cultivate a culture of professional collaboration and accountability

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Adopt/employ a new personnel evaluation system		District Wide	<ul style="list-style-type: none"> • Research/investigate evaluation tools (Marzano & NDE) • Adopt evaluation tool <ul style="list-style-type: none"> ○ Professional Goal ○ Teacher evaluation <ul style="list-style-type: none"> ▪ Self-assessment ▪ Walk-through ○ Professional Development plan • Train administration and teachers 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
May 2023	Priority #4	Superintendent PreK-6 Principal 7-12 Principal Teachers					

Priority 4

**MPS Guiding Principle IV:
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Strategy 1: Assess, maintain, and cultivate a culture of professional collaboration and accountability

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Maintain, update, and refresh our work within the Marzano Instructional Model		District Wide	<ul style="list-style-type: none"> • Marzano refresher and/or training • ESU 6 Assistance? • MPS...PLC • Team Meetings • Etc • Teaching strategies • Learning strategies 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
December 2022	Priority #4	PreK-6 Principal 7-12 Principal Teachers					

Priority 4

**MPS Guiding Principle IV:
Personnel Effectiveness**

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Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 1: Assess, maintain, and cultivate a culture of professional collaboration and accountability

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Identify, utilize and evaluate district and school level PLC-teams		District Wide	<ul style="list-style-type: none"> • Create PLC teams (grade-level, subject, etc.) • Create PLC tracking form (timeframe, expectations, goals, etc.) • Identify goals and objectives for the teams • Develop an evaluation tool for teams 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
Initial draft of the plan: August 2022 Updates: Ongoing	Priority #4	PreK-6 Principal 7-12 Principal Teachers					

Priority 4

**MPS Guiding Principle IV:
Personnel Effectiveness**

AQuESTT Tenets Aligning to Strategy 4.1: Leadership; Positive Partnerships, Relationships, and Success; Student Achievement and Growth
Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Commitment to Continuous Improvement

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 1: Assess, maintain, and cultivate a culture of professional collaboration and accountability

TACTIC	Seek professional development opportunities for the district, school, grade level, and subject areas		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
			District Wide	<ul style="list-style-type: none"> Update professional development plan Establish PD selection criteria Establish PD expenditure limit for individual staff members <ul style="list-style-type: none"> Travel Lodging Meals Registration Professional development tracking system Professional development calendar 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
	Initial draft of the plan: August 2022 Updates: Ongoing	Priority #4	PreK-6 Principal 7-12 Principal Teachers				

Priority 4

**MPS Guiding Principle IV:
Personnel Effectiveness**

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Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 1: Assess, maintain, and cultivate a culture of professional collaboration and accountability

TACTIC			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	Develop and apply an on-boarding, mentoring, and support program		District Wide	<ul style="list-style-type: none"> • Research On-boarding programs to identify critical elements/common characteristics that we should use. • Establish a mentor team • Update mentor program (goals, expectations, timeframe, etc.) • Train mentors 	Funding: TBD Evidence: Documents		
	Target Date	Priority	Responsible				
Initial Draft: August 2022 Updates: Ongoing	Priority #4	PreK-6 Principal 7-12 Principal Mentor Team (admin & teachers)					

Priority 5

**MPS Guiding Principle III:
Communication and Stakeholder Engagement**

AQuESTT Tenets Aligning to Strategy 3.1: Leadership; Positive Partnerships, Relationships, and Success
Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: Grow and sustain a mutually supportive and trusting partnership with stakeholder groups for the benefit of the mission and vision of Malcolm Public Schools and to sustain a positive connection with and among the community at large.

Strategy 1: Develop, implement, and employ a comprehensive communication plan

TACTIC	Communication Plan		Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
			District Wide	Elements of the Communication Plan Expressive Communication: <ul style="list-style-type: none"> • Target Audience • Message • Timeline • Mechanism(s) Receptive Communication: <ul style="list-style-type: none"> • Target Audience • Message • Timeline • Mechanism(s) 	Funding: Special Building Fund Evidence: Documents		
	Target Date	Priority	Responsible				
	Initial Draft: August 2022 Updates: Ongoing	Priority #5	Primary: Supt./Business Off. Secondary: Executive Team Tertiary: Other staff and stakeholders				

Priority 6

**MPS Guiding Principle V:
District Resources**

AQuESTT Tenets Aligning to Strategy 3.1: Leadership; Positive Partnerships, Relationships, and Success
Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 1: Create a comprehensive facilities plan

			Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2022-23	Funding/Evidence of Progress 2023-24	Funding/Evidence of Progress 2024-25
	TACTIC	Facilities Plan		District/Board Level	Elements of a Facilities Plan Immediate Wants/Needs <ul style="list-style-type: none"> • Timeline • Estimated Cost • Parties Involved • Other Short-Term Wants/Needs <ul style="list-style-type: none"> • Timeline • Estimated Cost • Parties Involved • Other Long-Term Wants/Needs <ul style="list-style-type: none"> • Timeline • Estimated Cost • Parties Involved • Other 	Funding: Special Building Fund Evidence: Documents	
Target Date		Priority	Responsible				
Setting meeting times and dates: July 2022 Initial Draft: October 2022 Updates: ongoing		Priority #6	Superintendent Building and Grounds Board of Education Pk-12 School Level	Establish a set of meeting dates for the Buildings and Grounds Committee Identify Regular Board Meeting Dates for a Building and Grounds Committee update/discussion			