



STRATEGIC PLAN 2016-2020

In July 2016, the Board of Education approved the Strategic Plan of the Monona Grove School District. The plan includes five focus areas.



TEACHING AND LEARNING

- **Implement a high quality instructional service delivery model** – All students will succeed in reaching rigorous learning standards because of teachers' use of an integrated and comprehensive service delivery model.
- **Leverage technology to enhance teaching and learning** – Students will be positively impacted and achieve at higher levels due to effective use of technology in teaching and learning, using the SAMR and Triple E models to guide integration.
- **Deliver and expand a continuum of services for social and emotional learning** – Students will develop the personal qualities and life skills needed to successfully navigate their world and schools will proactively respond to all students' social and emotional needs in order to facilitate healthy relationships, increase academic achievement, and decrease problem behaviors.



GUARANTEE EQUITABLE OPPORTUNITY, ACCESS AND OUTCOMES

- **Build capacity** – Staff will recognize and effectively respond to personal, implicit, and systemic biases and barriers that limit access and opportunities in order to ensure an equitable learning environment and school community for all students and families.



HIGHLY EFFECTIVE PERSONNEL

- **Recruit and retain diverse and effective personnel** – The district will develop and implement systematic methods to recruit and retain diverse and highly effective personnel, enabling the district to achieve its mission.
- **Develop and engage all personnel** – Personnel will engage in professional development opportunities, offered and supported by the district, allowing personnel to contribute in meaningful ways to students and their learning.



ENGAGE THE COMMUNITY

- **Implement strategies to ensure effective and timely communication with stakeholders** – The District and its stakeholders will engage regularly in responsive and ongoing two-way communication so that students, families, district employees, and the community are united with common goals and purpose.



FINANCIAL SUSTAINABILITY AND EFFICIENCY

- **Plan for financial sustainability and communicating needs and progress** – The District will develop a transparent and sustainable financial plan that supports the District's goals and is understandable to all stakeholders.
- **Heighten efficiency** – The District will increase operational efficiency in order to enhance the overall financial sustainability of the District.

PROGRESS MONITORING

Annually, the overarching goals of the Strategic Plan will be reviewed. One-year SMART* Goals will include action plans with benchmarks for progress monitoring, arranged into three cycles ending December, March, and June. Progress on goals will be reported to the Board of Education after each cycle.

*SMART stands for specific, measurable, actionable, reasonable and time-specific.

VISION:

MGSD is a student-focused culture that empowers continuous learners to embrace global opportunities and excellence.

MISSION:

The mission of the MGSD is to enhance achievement for all students by cultivating a desire for learning and instilling social responsibility.

We will achieve this by...

- Building positive relationships among students, staff, parents, and community.
- Working together to inspire and engage students in meaningful learning opportunities by using research-based practices to address individual academic and social/emotional needs.
- Providing a safe and healthy environment that fosters respect and culturally responsive practices.
- Attracting, retaining, and developing a diverse, high-quality staff.
- Using resources efficiently and effectively.