



Mattawan Consolidated School Dynamic Strategic Plan

Goal Tracker

Fall, 2023

Families & Community:

In June 2022, the District's Dynamic Strategic Plan was revised by the Board of Education. This plan revision resulted from a rigorous process, which involved feedback from students, staff, administration, parents, and community members. Data was gathered and used to craft a roadmap for the future of Mattawan Consolidated School.

This document serves as a 'goal tracker' for stakeholders to see progress on the action items surrounding our plan.

We sincerely appreciate your continued support as we move forward!

With gratitude,



Randy Fleenor, Superintendent

Promise

Empowering the future together....with Mattawan Pride

We Value:

- Partnerships. We engage with our school community to define our shared vision for student success.
 - Respect. We treat others the way we want to be treated.
 - Inclusion. We believe everyone should feel respected, valued, and supported for their diversity.
 - Development. We believe in continuous growth.
 - Excellence. We believe in setting and achieving high expectations.
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Vision

Mattawan Consolidated School will be the leading collaborative learning community in which every individual will be valued, engaged, and empowered in an ever-changing, global society.

Mission

Partnering with our community and families, we provide the highest quality education for all students in a caring, safe, and inclusive learning environment.

3-5 Year Targets

1. **Student Success.** Mattawan Consolidated School will promote the highest possible academic achievement for each individual student.
2. **Personnel.** Mattawan Consolidated School pathways will recruit, hire, develop, invest in and retain the most qualified staff to ensure high-quality services are provided to our students.
3. **Facility & Operations.** Mattawan Consolidated School will maintain facilities, properties, and equipment that are safe, secure, and meet the needs of our students and community.
4. **Fiscal Stewardship.** Mattawan Consolidated School will be a responsible steward of public finances and ensure resources are aligned with educational needs.
5. **Community Relations.** Mattawan Consolidated School will maintain clear, transparent, and open communications and relationships with our school and community partners.

Tracker KEY

Color	Status
Blue	Completed
Green	Good—On track/in-progress
Yellow	Initiated
Red	Pending Start

TARGET 1 STUDENT SUCCESS

Mattawan Consolidated School will promote the highest possible academic achievement for each individual student.

GOAL 1: Provide all students with clear and personalized pathways for success

Action Item	Status	Evidence
1. Develop post-secondary program mapping for clear and personalized pathways for students (college & career readiness and alternative education)		<ul style="list-style-type: none"> ● Reviewing curriculum guide offerings
2. Implement high-fidelity professional learning community (PLC) culture		<ul style="list-style-type: none"> ● PLC Structures developed and operating at each building ● Implemented consistent opportunities for teacher collaboration throughout schedules ● Investigate 'late-start' concept for 2024-25 School Year ● PLC Fidelity Inventories completed two times per year
3. Implement and align the Multi-Tiered System of Support		<ul style="list-style-type: none"> ● Professional development around Response to Intervention (RtI) in August 2023
4. Align the Special Education continuum to enhance programming and services		<ul style="list-style-type: none"> ● Professional development has been held with administration and staff around programming and services
5. Develop career readiness educational pathway.		<ul style="list-style-type: none"> ● Buildings are refining the Michigan Career Readiness Curriculum

GOAL 2: Provide all students with a diverse, rigorous, 21st-century curriculum, programming, and educational experience

Action Item	Status	Evidence
1. Implement high-fidelity professional learning culture to review written curriculum, instruction, and assessments	Green	<ul style="list-style-type: none"> Collaborative Teams defined/created/identified Curriculum (essential standards/learning targets/scope and sequence/common assessments) in all content areas/grade levels 23-24 District PD on Literacy Essential Instructional Practices & Disciplinary Literacy Instructional Practices
2. Implementation of content area Vertical Team meetings	Green	<ul style="list-style-type: none"> 3 half-day vertical team meetings built into the calendar vertical curriculum alignment instructional frameworks developed in math/social studies/science/ELA Adoption of new curricular resources (Social Studies, Math, Spanish)
3. Enhance educational programming and extra-curricular offerings (STEAM, World Language, Business Applications)	Red	<ul style="list-style-type: none"> Review of current program offerings

GOAL 3: Develop and align social and emotional, and mental health curriculum and services

Action Item	Status	Evidence
1. Launch, train, and implement Capturing Kids Hearts, fall 2022	Purple	<ul style="list-style-type: none"> Year one (2022) training complete
2. Conduct follow-up CKH Enhancement training fall 2023	Green	<ul style="list-style-type: none"> Year two (2023) training opportunities underway
3. Conduct CKH training for hourly staff fall 2023	Yellow	<ul style="list-style-type: none"> Transportation Dept. trained; additional hourly staff to be trained, fall 2024
4. Develop, align and implement social-emotional curriculum and programming	Yellow	<ul style="list-style-type: none"> Implementing CKH/Trails/Zones of Regulation curriculum Y5-8th Aligned curriculum to CASEL Framework Y5-8th Developed and aligned MTSS Framework for Social Emotional Supports/Intervention

		<ul style="list-style-type: none"> • Developing curriculum 9th-12th
1. Develop and implement social-emotional learning and interventions to a Multi-Tiered System of Support		<ul style="list-style-type: none"> • Implemented K-12 Capturing Kids' Hearts and Zones of Regulation (Y5-5) • Implementing Capturing Kids Hearts/Trails- (MS) • Implemented Bystander Intervention (7th-8th) • Developing Bystander Intervention (9th-12th) • Implemented Gatekeeper Program (7th, 8th, 9th) • Training in Everfi and Navigate 360 • Training in <i>Intervention</i> Navigate 360 (HS) • Panorama culture/climate student survey initiated in 2022
2. Develop a districtwide professional development plan		<ul style="list-style-type: none"> • 2023 Plan complete • Developing 2024 plan
3. Engage staff in data analysis to identify student needs and gaps in social-emotional learning		<ul style="list-style-type: none"> • Review Panorama Survey Data DSIT/BIT meetings

TARGET 2: PERSONNEL

Mattawan Consolidated School will recruit, hire, develop, invest in and retain the most qualified staff to ensure high-quality services are provided to our students.

GOAL 1: Identify, attract, and retain a diverse, qualified staff.

Action Item	Status	Evidence
Review tools used to market employment opportunities for possible transition to new tool (2023)	Yellow	<ul style="list-style-type: none"> Review Underway
1. Utilize the Grow Your Own Grant (2022)	Green	<ul style="list-style-type: none"> Developed (w/VBISD) and launched. About 27 participants this year

GOAL 2: Invest in our staff by developing and implementing a competitive, long-term compensation model

Action Item	Status	Evidence
1. Develop negotiating targets(2022)	Purple	<ul style="list-style-type: none"> Complete
2. Settle multiple-year contract (2023)	Purple	<ul style="list-style-type: none"> Complete
3. Review hourly staff pay structures at all departments and conduct an analysis	Yellow	<ul style="list-style-type: none"> Underway

GOAL 3: Establish and maintain a comprehensive long-term staff professional development plan for all employees that are focused on meeting student needs

Action Item	Status	Evidence
1. Develop a three-year PD plan for multiple employee groups	Green	<ul style="list-style-type: none"> Plan developed for certified staff Implemented 'new teacher academy' Implemented Transportation Professional Development (22-23) Implemented Paraprofessional Professional Development (22-23)
	Yellow	<ul style="list-style-type: none"> Developing plans for hourly staff

GOAL 4: Develop and implement a staff wellness plan that supports and promotes a positive culture and staff well-being.

Action Item	Status	Evidence
Secure District Nurse		<ul style="list-style-type: none"> • Hired
2. Develop and Implement employment wellness incentives		<ul style="list-style-type: none"> • Two initiatives implemented
3. Form District Wellness Team <ul style="list-style-type: none"> • Meets monthly • Focus on 8 Pillars of Wellness • Implemented Monthly Newsletter 		<ul style="list-style-type: none"> • Formed 22-23 school year • Monthly Staff Initiatives

TARGET 3: FACILITIES & OPERATIONS

Mattawan Consolidated School will maintain facilities, properties, and equipment that are safe, secure, and meet the needs of our students and community.

GOAL 1: Conduct a facility and equipment needs assessment for all departments.

Action Item	Status	Evidence
1. Develop facility and equipment needs assessment tool, 2023	Yellow	• Initiated
2. Complete needs assessment (2024)	Red	
3. Conduct safety assessment of all facilities (2022-23)	Green	• Review completed
Establish Local Safety Committee (2022-23)	Purple	• Committee formed in 2022-23; meeting monthly

GOAL 2: Develop a comprehensive master site plan that addresses long-term needs for infrastructure, facilities (e.g. academic, arts, athletic), and property management

Action Item	Status	Evidence
1. Secure third-party facilitator for site plan (2022)	Purple	• Secured TowerPinkster and AVB Construction
2. Develop site plan (2023)	Yellow	• Underway
3. Board adoption of the master site plan (2024-25)	Red	

TARGET 4: FISCAL STEWARDSHIP

Mattawan Consolidated School will be a responsible steward of public finances and ensure resources are aligned with educational needs.

GOAL 1: Establish a minimum fund balance percentage to ensure fiscal stability

Action Item	Status	Evidence
1. Conduct Fund Equity Analysis & discussion (2023-24)		
2. Adopt Fund Equity Target (Winter, 2024)		

GOAL 2: Successfully pass a future bond initiative

Action Item	Status	Evidence
1. Establish a general bond timeline (2022)		<ul style="list-style-type: none"> ● Timeline developed
2. Establish a bond site planning committee (2023)		<ul style="list-style-type: none"> ● Committee established and working
3. Establish Steering Committee (2023)		<ul style="list-style-type: none"> ● Committee established and working
4. Gather feedback on bond projects (2022-2023) <ul style="list-style-type: none"> ● Internal feedback (Winter 22/Spring 23) ● External feedback, 3rd party managed (Summer 2023) ● Digital Survey (Fall 2023) 		<ul style="list-style-type: none"> ● Conducted internal surveys (Spring, 2023) ● Conduct external surveys (Summer, 2023) ● Hire third-party pollster
5. Establish Vote YES! Committee		
6. Develop Marketing Plan and deploy (Fall 2023-24)		<ul style="list-style-type: none"> ● Initiated

GOAL 3: Establish and maintain a long-range capital plan.

Action Item	Status	Evidence
1. Review draft capital plans (2023)		<ul style="list-style-type: none"> ● Site assessments have been initialized within the district
2. Develop long-range capital plan (2024)		<ul style="list-style-type: none"> ● Develop Team and Meeting Schedule

TARGET: 5 COMMUNITY RELATIONS

Mattawan Consolidated School will maintain clear, transparent, and open communications and relationships with our school and community partners.

Goal 1: Develop and implement a district-wide strategic marketing/public relations plan.

Action Item	Status	Evidence
Develop 2-3 Year Marketing Plan		
Launch Key Communicators		<ul style="list-style-type: none"> Initial launch of small groups: parent group/booster, church leaders, local business
Marketing		

Goal 2: Develop and implement a comprehensive communications plan that effectively informs students and families of events and learning opportunities

Action Item	Status	Evidence
Develop and Implement a New District Website		<ul style="list-style-type: none"> Complete, 2022
Launch Mobile App		<ul style="list-style-type: none"> Complete, 2022
Review all building-level communication platforms (2024)		

GOAL 3: The board will review and adopt the board governance norms, annually in January

Action Item	Status	Evidence
The Board will continue to update and review standards of practice on a regular basis (2023-24)		<ul style="list-style-type: none"> Governance training completed; standard of practice discussed

GOAL 4: Enhance relationships with local and state entities.

Action Item	Status	Evidence
Develop communication protocol to keep local and state entities informed about MCS (2023)		