

Columbus Municipal School District STRATEGIC PLAN



One Team, One Columbus.

effective as of December 8, 2014

MISSION

The mission of the Columbus Municipal School District is to provide every student a rigorous educational experience equipping them to become contributors in a 21st century society.

VISION

Excellence all over- One Team, One Columbus.



DISTRICT GOALS

1. To increase student achievement across CMSD through data-driven decisions.
2. Provide an educational environment that incorporates and embraces technology usage.
3. Provide all students, parents, faculty and staff a positive K-12 educational experience.
4. Provide a safe, healthy, and culturally responsive school climate in all CMSD schools.
5. Establish and maintain exemplary school/community partnerships to ensure high quality educational programs.
6. Recruit, develop, and retain high quality administrators, faculty, and support staff.
7. Govern CMSD according to policy and accurate, timely, and appropriate data.

CORE VALUES

CMSD believes that....

1. All children can learn and must be afforded the opportunity to excel at every level, every day, in every school. (Goals I, II, III, IV V, VI, VII)
2. Parental and community involvement and commitment is essential for successful student achievement. (Goals I, III, IV, VI)
3. School climate should be safe and caring where diversity is valued. (Goals I, II, III, IV, V, VI, VII)
4. All students, teachers and staff should strive to become life-long learners. (Goals I, II, III, IV, V, VI, VII)
5. Accountability, Reliability, Respectability, and Integrity are key cornerstones to CMSD. (Goals I, II, III, IV, V, VI, VII)

Excellence all over can be realized by pursuing the seven strategic goals.

ACADEMIC/INSTRUCTIONAL STRATEGIC OBJECTIVES

Goal 1: Increase student achievement across CMSD using data-driven decisions.

1. Increase the performance rating for CMSD schools to “B” or above.
2. Increase the 4-year graduation rate to increase and exceed the state average.
3. Increase the percentage of career and college ready students taking the ACT test.
4. Increase the percentage ACT scores to be above the state’s average and core scores trending upward toward national average.
5. Increase the percentage of 1st, 2nd and 3rd grade students exiting on or above reading grade level.
6. The percentage of students scoring proficient and advanced on state assessment will increase.
7. The percentage of students scoring minimal and basic on state assessment will decrease.
8. The percentage of students with a passing score on state test will increase.
9. The percentage of students reading on grade level in grades 1-8 will increase.
10. The number of students enrolled in Advanced Placement classes and sitting for the exams will increase.
11. Develop a needs assessment for students with disabilities and identify ways to better meet student needs.
12. The number of students enrolled in Dual Enrollment classes will increase.
13. The overall performance level for CMSD will increase.
14. Increase the average student daily attendance rate to 95%.
15. Increase the average teacher daily attendance rate to 95%.

Goal 2: CMSD will provide an educational environment that incorporates and embraces technology usage.

1. Develop and implement short-term Technology Plan to address current District needs.
2. Develop long-term district-wide Technology Plan to include implementation of a 1 to 1 Initiative.

Goal 3: CMSD will recruit, develop, retain high quality administrators, faculty, and support staff.

1. Create and implement a talent management process and share outcomes with the Board
2. Completion of annual evaluations for all faculty, staff, and administrators.
3. Track and increase teacher retention.
4. Establish and track mentorship program for teachers

FACILITY/SERVICES STRATEGIC OBJECTIVES

Goal 4: CMSD will provide all students, parents, faculty and staff a positive K-12 educational experience.

1. Develop and implement a “whole child” model for educating across CMSD.
2. Determine survey to be used for School Climate assessment.
3. Establish baseline data for students, parents, and teachers surveyed on School Climate and identify opportunities for improvement. (Annual Report)
4. Provide survey results and feedback to stakeholders (students, parents, and teachers)
5. Establish and implement a process for accountability to increase average student daily attendance rate.
6. Establish and implement a process for accountability to increase average teacher daily attendance rate.
7. Establish and implement a process for accountability to drive high expectation for instruction.
8. Track and report teacher high expectation instruction accountability.
9. Establish counselor services in accordance to state mandated requirements; track and assess counseling services to students.
10. Highlight and publicize CMSD successes.

Goal 5: CMSD will provide a safe, healthy and culturally responsive school climate in all CMSD schools.

1. The District’s Crisis Management Plan will be approved annually by the MDE.
2. Develop and implement short and long-term comprehensive Facility Management Plan to address current and projected building/campus facility resource needs (including roof and HVAC) for each CMSD facility.
3. Administer School Climate survey to stakeholder (parents, students, and teachers) to gauge satisfaction and areas of improvement and share results annually.
4. Decrease the number of discipline incidents.
5. Decrease the number of serious school safety issues.

COMMUNITY/FAMILY PARTNERSHIP STRATEGIC OBJECTIVES

Goal 6: CMSD will establish and maintain exemplary school/community partnerships to ensure high quality educational programs.

1. Development and implementation of School Parental-Community Involvement strategies to increase parental participation and community engagement.
2. Increase the strength of University Partnerships (dual enrollment; academic competitions; recruiting fairs, etc.)
3. Ensure open and transparent information is available to the public.

GOVERNANCE STRATEGIC OBJECTIVES

Goal 7: Govern CMSD according to policy and accurate, timely and appropriate data.

1. Monthly policy review and policy creation/change consideration.
2. Conduct annual policy review and implementation of policy changes in adherence to all state legislation.
3. Board of Trustee decisions based on accurate, timely and appropriate data.