



# MT. VERNON

## COMMUNITY SCHOOL CORPORATION

### Strategic Plan - 2024-2029

#### Goal #1 - Fostering a Sense of Belonging

**Objective - Every student has at least one adult who connects with them on a regular basis.**

Key Result Schedule parent/teacher connections

Key Result Each school will develop and implement strategies to increase student belonging in alignment with MVCSC Values, Vision and Mission. *Ideas include:*

- Differentiate support for students based on data, including academic, social, and emotional metrics, and track these metrics to ensure individualized attention
- Increase participation in affinity groups

#### Objective - Professional Development

Key Result Provide staff with regular tips and strategies to build healthy relationships with students.

Key Result Continue supporting Trust-Based Relational Intervention (TBRI) with targeted professional development sessions and regular follow-up.

#### Goal #2 - Enhancing Staff Recruitment and Retention

#### Objective - High staff retention

Key Result Increase classified retention rate each year by 5% annually, ensuring support roles are maintained.

Key Result Implement Stay Interviews, analyze data, and develop annual goals based on feedback.

Key Result Achieve teacher retention rates in the top 25% of comparable schools.

Key Result Create a teacher mentorship program for new staff.

#### Objective - Attract high-quality candidates for open positions

Key Result Develop a Registered Teacher Apprenticeship Program and track its success in attracting candidates.

Key Result Host annual teacher recruitment events with faculty involvement.

Key Result Conduct regular open interviews for classified staff, enhancing the candidate experience based on feedback.

Key Result Enhance marketing strategies via Indeed, LinkedIn, and other platforms to attract high-quality candidates, emphasizing competitive wages and a positive work environment.

## Goal #3 - Elevating Student Learning and College/Career Programming

### Objective - Increase/Excel Collegiate and Trade Certification Opportunities

- Key Result Increase the number of DCC teachers from 11 to 13 by the 2027-2028 school year.
- Key Result Increase the number of dual credits earned by students by 5% annually.
- Key Result The graduating class of 2028 will have 40 or more students earning the Indiana College Core Certificate.
- Key Result Increase the number of students earning a trade certification by 5% annually, ensuring programs are aligned with student interests and career goals.

### Objective - Increase Student Learning

- Key Result Increase the average student proficiency on MVCSC Essential Learnings by two percentage points annually.
- Key Result Increase the percentage of students passing IREAD by one percentage point annually.
- Key Result Increase the percentage of students passing ILEARN by one percentage point each year, with a focus on grade level growth.
- Key Result Increase the average SAT scores by two points annually.

### Objective - Develop Comprehensive Learning Plans

- Key Result Each student in grades 8-12 will have a personalized educational plan guiding them through graduation, involving regular updates and reviews.
- Key Result Students in grades 3-12 will actively track their learning progress on Essential Learnings, NWEA, and standardized testing, with regular reviews and updates in Skyward.
- Key Result Maintain and improve PLC practices, simplifying the process to ensure it is manageable and productive for teachers.