



MT. VERNON  
COMMUNITY SCHOOL CORPORATION

# STRATEGIC PLAN

- 1) As good as we are, what can we do to be better?
- 2) What will be our strategic focus for the next 3-5 years?



# ***Process Overview***

**Meeting Dates & Times: 4:15 - 6:00 PM**

12/7	Getting on The Same Page
1/11	Community Input and Value Development
1/28	Value Refinement, Vision and Mission Development
2/8	Refinement of VVM, Goal Areas
2/29	Finalize VVM and Refine Goal Areas
3/28	Alignment Check and Goal Development
4/11	Finalize Goals







# ***Committee Members***

Amber Dowling  
Amber Sermersheim  
Beth Bauer  
Brandi Willis  
Brienne Williams  
Brooke Tharp  
Caitlin Crecelius  
Carla Nugent  
Chris Smedley  
Colette Childress  
Crystal Adams  
Delinda Deckard  
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Donnie Turner  
Forrest Gaston  
Greg Elkins  
Haley Frischkorn  
Jack Parker  
Joe Anderson  
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Kathryn Sims Loheide  
Kellie Freeman  
Kristen Lopshire  
Landon DeCraustos  
Laura Brost

Laura Durig  
Leah Michael  
Lindsey Knight  
Lisa Holverson  
Lola Halterman  
Lori Katz  
Mackenzie Woodard  
Maria Bond  
Megan DeVries  
Meghan Britt  
Michelle Dunahee  
Michelle Schreiber  
Michelle Shepherd

Mitch Young  
Phil Edwards  
Renee Oldham  
Ryan Kern  
Samantha Duncan  
Scott Shipley  
Seth Hamilton  
Shannon Walls  
Stacey Rohe  
Stephanie Miller  
Troy Guthrie  
Vince Edwards  
Will Pullins



# ***ThoughtExchange***

## **Community Survey, September 2023**

*What do you value most about Mt. Vernon Community School Corporation, and what can we do better to prepare our students for the future?*

### Engagement

Review your current engagement statistics to understand how engaged participants are on this topic.

 Participants

**1,264**

Last activity: 30+ days ago

 Thoughts

**815**

0.6 thoughts / participant

 Ratings

**32,113**

25.4 ratings / participant



# ***Other Input***

## **Focus Groups - Fall 2023**

- 10 Groups (Booster, PTO, Student Gov.)
- 187 Input Items

## **School Leadership Teams - May 2024**

Draft Goals discussed by principals with their leadership teams. Input formed final draft.





**Give me six hours to  
chop down a tree, and  
I will spend the first four  
sharpening the ax.**

Abraham Lincoln







# ***Values, Vision & Mission***

**Values** - Identifying shared values is an essential pre-cursor to highly collaborative decision making.

**Vision** - A shared vision represents the best that we can imagine and what we are working towards.

**Mission** - A mission statement is a clear and concise statement of who we are, who we serve, what we do, and why we do it. It is our measuring stick when making choices.



# ***Core Values***

## **The Mt. Vernon CSC Values...**

### **Community/Collaboration/Communication**

*...meaningful connections among students, staff, parents and our community through high levels of engagement and strong relationships. We demonstrate this through active collaboration and communication that is timely & transparent.*

### **Safe & Supportive**

*...providing a safe and supportive environment for our students and staff where each of our differences are valued and respected. We cultivate engaging and healthy relationships that foster trust and belonging which are essential for high levels of learning.*

### **Staff**

*...an invested, positive, compassionate staff who strive for continuous growth and improvement.*

### **Stewardship** (Fiscal and/or Resources)

*...the efficient use of our resources to sustain programs for our students now and in the future.*

### **Teaching & Learning**

*...engaging and effective high-quality instruction that is designed to meet the individual learning needs of all students.*





# ***Vision & Mission Statements***

## **Vision**

MVCSC is a vibrant community that empowers all students to succeed, thrive, and learn at their highest level.

## **Mission**

Mt. Vernon Community School Corporation will Engage, Educate, and Empower today's students to seize tomorrow's opportunities.



# ***Goal Development***

## **Distilling Down to 3**

63 Exciting Goal Ideas

38 Goal Areas

28 Goal Areas

19 Top Goal Ideas

3 Goals





# ***Goals***

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

**Goal #2** Enhancing Staff Recruitment  
And Retention

**Goal #3** Elevating Student Learning  
And College/Career  
Programming



# ***Goal #1***

## **Fostering a Sense of Belonging**

**Objective 1.1** - Every student has at least one adult who connects with them on a regular basis.

Key Result - P/T Connections

Key Result - Building based strategies

**Objective 1.2** - Professional Development

Key Result - Tips and strategies to build healthy relationships

Key Result - Ongoing support for TBRI







# ***Goal #2***

## **Enhancing Staff Recruitment and Retention**

### **Objective 2.1** - High staff retention

Key Result - Increase classified staff retention annually

Key Result - Stay interviews

Key Result - Teacher retention in top 25%

Key Result - Create a teacher mentorship program

### **Objective 2.2** - Attract high-quality candidates

Key Result - Registered Teacher Apprenticeship

Key Result - Annual teacher recruitment events

Key Result - Regular open interviews for classified

Key Result - Marketing via Indeed, LinkedIn, etc.





# ***Goal #3***

## **Elevating Student Learning and C/C**

**Objective 3.1** - Increase/Excel Collegiate and Trade Certification Opportunities

Key Result - Dual Credit Credentialed Teachers

Key Results - Dual Credits, ICCC, Trade Certs.

**Objective 3.2** - Increase Student Learning

Key Result - Proficiency on MV ELs

Key Results - Proficiency on Standardized Tests

**Objective 3.3** - Comprehensive Learning Plans

Key Result - Grades 8-12

Key Result - Students track progress

Key Result - Manageable and Productive PLCs







# ***Gratitude***

We are deeply grateful for the strong engagement of our school-community in helping to develop our Strategic Plan 2024.

