

Superintendent Action Steps

District Goals 2023

Goal 1. Mexico promotes continuous improvement in student achievement by:

- recognizing how learning happens,
- implementing a high quality, well-rounded educational experience that meets the needs of every student,
- instilling the skills and confidence necessary to be successful, and
- supporting the emotional and physical safety and wellbeing of students.

Objectives

- Communicate a clear and shared focus where everyone understands their role in achieving the vision.
 - ✓ Create a prioritized list of measurable goals and objectives.
 - ✓ Share expectations in a clear and consistent manner.
 - ✓ Provide multiple opportunities for staff to discuss, comment, and question their roles.
- Set high standards and expectations and ensure that all teachers and staff believe that all students can learn and that they can teach all students knowing that there are barriers for some students to overcome, but the barriers are not insurmountable.
 - ✓ Use data analysis to drive the need to change our instructional practices to those with high impact on improving student outcomes.
 - ✓ Maintain a consistent message on improving student outcomes.
 - ✓ Implement the selected tool to measure social and emotional well-being K-12.
- Identify effective leaders who will advocate, nurture, and sustain a culture and instructional program conducive to student learning and staff professional growth.
 - ✓ Hire a Middle School Principal who has strong skills in supporting instruction.
 - ✓ Offer ongoing professional development opportunities that will allow building leaders to deepen their understanding of pedagogy and offering effective feedback to their staff members.
- Develop high levels of collaboration and communication between and among teachers of all grades where everyone is involved and connected, including parents and members of the community, to solve problems and create solutions.

- ✓ Create opportunities for collaboration.
 - ✓ Offer mentoring support as needed.
 - ✓ Implement a comprehensive multi-tiered system of behavioral and academic supports PreK-12.
- Align curriculum with local, state, and national standards using research-based and research-proven materials and teaching and learning strategies that have high leverage impact on student outcomes.
 - ✓ Support the work of content area and grade level teachers in revising and aligning curriculum to Next Generation Learning Standards.
 - ✓ Share high leverage instructional practices with teachers and offer regular feedback on effective implementation in using those strategies.
- Frequently monitor student progress and needs using a variety of assessment procedures then using those results to improve student performance and improve the instructional program.
 - ✓ Identify common teacher created assessments, benchmark assessments and summative assessments for content areas and grade levels.
 - ✓ Schedule collaborative opportunities to analyze student data and determine needed remediation or enrichment for scholars based on the analysis.
- Provide focused professional development for all educators that is aligned with the district's strategic plan for instruction.
 - ✓ Implement the committee created Professional Learning Plan.
 - ✓ Reflect on current practices and offer identified professional learning opportunities that will improve student outcomes as needed.
- Provide a safe, civil, healthy, and intellectually stimulating learning environment where students feel respected, connected with the staff, and are engaged in meaningful learning tasks.
 - ✓ Evaluate operation and maintenance needs to ensure the district has enough staff and resources to keep our students and staff safe and healthy.
 - ✓ Offer feedback to staff through weekly walkthroughs identifying implementation of high leverage instructional practices.
- Ensure high levels of parent and community involvement where all educational stakeholders understand their responsibility to educate students.
 - ✓ Offer multiple opportunities for parents to engage in curricular discussions.

- ✓ Increase communications that share specific information with families and other community members.

Goal 2. Mexico's operations and budget are intentionally structured to:

- **maintain safe and efficient facilities,**
- **provide adequate resources that support our academic goals, and**
- **reflect the financial values of the community.**

Objectives

- Review spending from the past year to increase understanding of the budget process so we can make improvements on resources allocation.
 - ✓ Evaluate the actual costs of various expenses to work out spending capacity.
 - ✓ Make an educated forecast of the district's financial needs for the upcoming fiscal year.
- Mobilize key stakeholders, gather information on academic performance and cost structure, and establish principles and policies to guide the budget process.
 - ✓ Analyze current levels of student learning.
 - ✓ Identify a communications strategy allowing structured opportunities for internal and external stakeholders to provide input on budget decisions.
- Root the budget in the priorities of the district and develop a strategic financial plan.
 - ✓ Research and develop instructional priorities.
 - ✓ Evaluate choices within the instructional priorities and weigh the options for achieving the district's desired goals in order to focus on those with the greatest potential for student achievement impact.
 - ✓ Create a budget calendar.
 - ✓ Have building leaders and supervisors submit budget requests.
- Analyze current resources and expenditures to find capacity to pay for top instructional priorities.
 - ✓ Apply cost analysis to the budget process to identify how the district might allocate limited resources.
 - ✓ Prioritize use of resources to support the instructional priorities.
 - ✓ Create a tentative budget taking the following into consideration:

- Expenditure estimates
 - Debt service
 - Employee salaries
 - Employee benefits
 - Appropriations for contingencies
 - Revenue estimates
 - Miscellaneous
 - State and federal aid
 - Estimates of available fund balance
 - Real property taxes
 - ✓ Present tentative budget to the board for discussion
 - ✓ Publish notice public hearing
 - ✓ Adopt budget
 - ✓ Calculate tax levy
- Create a plan of action to implement the long term strategic financial plan.
- ✓ Develop a three to five-year perspective on how the district will pursue its instructional priorities and how success will be determined.
 - Ensure the alignment of budget decisions with the strategic plan goals.
 - Identify opportunities to improve efficiency and outcomes.
 - Review spending in key areas of concern.
 - Determine whether cost savings can be realized by outsourcing functions.
 - ✓ Allocate resources to the buildings in a manner that is consistent with the district's overall strategy.
 - ✓ Develop a budget presentation that is well organized and clearly presents the challenges the district is facing and how the financial plan will address those challenges.
 - ✓ Lead the planning for needed Capital Projects.
 - Collaborate with the members of the Board of Education on priorities.
 - Identify debt ceiling with Business Official and Fiscal Advisers.
 - Collaborate with Architect to plan for needed replacements or renovation.
 - Collaborate with the members of the Board of Education on a final cost.
 - Identify a Construction Manager.
 - Finalize the plan.
 - Create a presentation for the community.
 - Present the need to the community.
 - Offer a referendum for community vote.

- Ensure sustainability of the planning and budgeting process.
 - ✓ Maintain a focus on student learning and the district strategic goals emphasizing that budget decisions will be made in the best interest of students.
 - ✓ Achieve operational efficiencies and effectiveness.
 - ✓ Maintain facilities to avoid the effects of deferred maintenance and ensure safe and secure environments.
 - ✓ Establish a system to implement the budget plan and monitor its progress while making necessary adjustments to stay on track.
 - ✓ Analyze audit reports and corrective action plans.