



# SCHOOL DISTRICT OF MELROSE-MINDORO

## 2023-2028 STRATEGIC PLAN





# LETTER FROM THE SUPERINTENDENT

## LETTER FROM THE SUPERINTENDENT:

Dear Melrose-Mindoro Community,

We are excited to present the Melrose-Mindoro School District Five-Year Strategic Plan. This plan serves as a blueprint to navigate our school district toward a future of continuous improvement. It offers a collective vision and assists us in determining the district's priorities, improving operations, and creating a set of common goals to move towards the overall success of our students and the productivity of our operations.

As your superintendent, I am deeply committed to fostering an environment that nurtures the potential of every individual, whether they are students, staff, or community members. Our Five-Year Strategic Plan is a testament to our dedication to providing an exceptional educational experience for our students while preparing them for the challenges and opportunities they will face in their future.

Addressing these priorities will take a commitment from everyone as we aim to create a thriving community and strive towards high levels of learning and excellence for all. I appreciate your partnership along this journey and look forward to working together as we live out our mission of KIDS Come First!

Sincerely,

*Deanna M. Wiatt*





## GOAL:

Melrose-Mindoro School District will improve student achievement as evidenced by reaching the level of “Exceeds” or “Significantly Exceeds Expectations” in all report cards as measured by the annual Wisconsin State Report Card.

## ACTION PLANS:

- Professional Learning Communities (PLC) will be utilized in all grade levels as a means to share best practices, analyze data, and ensure all the needs of all of our students are being met.
- The district will be ranked in the top half of the identified 12 school districts in the state and regional cohort districts based on the Wisconsin State Report Card.
- The district will grow all student groups by achieving a value-added score of 3.0 or higher in both English Language Arts and Math on the Wisconsin State Report Card.
- The district will target social-emotional learning through the delivery of instructional programming, intentional relationship building, and interpersonal skill development as monitored by the district screener and other perception surveys.
- Multi-Tiered Systems of Support framework will be refined and implemented to support all students with their academic and behavioral needs by the end of the 2026-2027 school year.
- All students will be College or Career as well as Life Ready when they graduate from high school as measured by Wisconsin State Readiness Indicators.



# 1

# TEACHING AND LEARNING



# EMPLOYEE ENGAGEMENT

# 2

## GOAL:

Melrose-Mindoro School District will implement the best possible strategies to hire, retain, engage, and develop an outstanding workforce dedicated to our mission of Kids Come First!

## ACTION PLANS:

- The district will increase wellness opportunities and events throughout the year for employees to enhance staff culture and community.
- The district will recognize and celebrate employees for their success and longevity annually through our staff recognition program.
- The district will implement advertising and recruitment practices that attract and retain quality candidates throughout the district.
- The district office will design and implement an exit survey to monitor employee transitioning out of the district and implement employee retention strategies.
- The district will increase personalized professional development for support staff and for new hires.



### GOAL:

Melrose-Mindoro School District will enhance, develop, and implement more effective communication strategies to connect with all parents, staff, and community members.

### ACTION PLANS:

- The district will increase marketing opportunities to promote and showcases the work of our staff and students.
- The district will improve the district's website to provide easier access to pertinent information.
- The district will continue to foster and facilitate district communication through community newsletters, listening sessions, web presence, and media relationships.
- The district will create annual opportunities for parents and community members to meet the district leadership to hear and share feedback.





### **GOAL:**

Melrose-Mindoro School District will provide safe, healthy, and efficient facilities, programs, and services to ensure success for all students and accountability to all stakeholders.

### **ACTION PLANS:**

- The district will create an annual budget that meets the needs of current and long-term needs of the district.
- The district will develop a budget and compensation model to meet staffing needs.
- The district will explore and expand grants, donations, and financial opportunities with businesses and community partnerships.
- The district will investigate ways to increase enrollment and outside revenues.
- The district will work with an architectural firm and general contractor to complete the established additions and renovations by the end of the 2026-2027 school year.
- The district will maintain a priority list of facility maintenance and capital improvements that will be completed as funding allows.