



3-5 Year Strategic Plan

Marshall Public Schools

2022-2027

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Our Vision

Marshall Public Schools will **inspire** and **prepare** each student to **grow** to their full potential to **achieve** productive lives as community members and lifelong learners.

Our Mission

Marshall Public Schools will ensure that each student receives high-quality, equitable, inclusive instruction and services.

Our Core Beliefs

Continuous improvement through equity.

All learners deserve an education that responds to their unique needs and empowers them to reach their fullest potential.

All teachers will use culturally responsive instructional practices.

All learners, families, and teachers will be held to high expectations.

Educational achievement is a collaborative process engaging students, families, teachers, administrators, board members, business partners, and the community.

All families will experience two-way partnerships and effective communication.

All students and staff have the right to safe physical, emotional, and social learning environments.

Our Pillars of Excellence

Educational Quality and Culture

Personnel Excellence

Family Partnerships and Communication

Business and Financial Performance

Educational Quality and Culture

We prepare our students to succeed this year and in their future

District

Goal 1

100% of students will achieve at least one year of growth in literacy and mathematics.

Strategic Actions

1. We will apply Marshall's Strategic Assessment System to measure student growth and proficiency.
2. We will implement an Equitable Multi-Levels Systems of Supports for each student.
3. We will expand high leverage culturally responsive instructional practices in each classroom to reduce the achievement/opportunity gaps that are present across the district.
4. We will align K-12 curriculum through Marshall's Renewal and Design Process.

Timeline

2022-2023
2023-2024
Ongoing
Annual Rotation

Educational Quality and Culture

We prepare our students to succeed this year and in their future

District

Goal 2

We will ensure that standards-based grading and reporting accurately reflects student learning.

Strategic Actions

1. We will provide standards-based grading staff training.
2. We will communicate the elements of standards-based grading with families.
3. We will report student learning progressions to families through conferences, report cards, and Infinite Campus reflecting the Wisconsin academic content standards.

Timeline
2023-2024
2024-2025
2024-2025

Educational Quality and Culture

We prepare our students to succeed this year and in their future

District

Goal 3

We will increase student classroom engagement.

Strategic Actions

1. We will prioritize equity and access for all learners/students.
2. We will create career exploration opportunities.
3. We will create opportunities for student voice, in what they are learning, at the classroom level.
4. We will develop and implement a structure for five-year Academic and Career Plan implementation for students in grades 7-12.
5. We will increase our students' daily attendance and graduation rates.
6. We will implement the Wisconsin Social and Emotional Learning Competencies.

Timeline

2022-2023
2023-2024
2022-2023
2024-2025

Ongoing
2023-2024

Personnel Excellence

We value employees who foster Marshall's vision and values, worthwhile work, and who make a difference for each child.

District

Goal 1

We will increase all staff feedback on professional development focused on meeting the professional growth needs within each employee's role.

Strategic Actions

1. We will expect all staff to communicate their learning needs to Instructional Coaches, Principals and/or supervisors.
2. We will provide culturally responsible professional learning focused on the needs of each grade level and department.
3. We will gather staff feedback following each full-day of professional learning.

Timeline

Ongoing

Ongoing

2022-2023

Personnel Excellence

We value employees who foster Marshall's vision and values, worthwhile work, and who make a difference for each child.

District

Goal 2

We will increase communication and transparency with district staff through district updates and by two-way conversations.

Strategic Actions

1. We will increase visibility and two-way conversations from Superintendent and Directors in buildings.
2. We will host monthly District Updates & Advisory to foster staff involvement/voice.
3. We will create and communicate monthly Board meeting recaps.
4. We will gather feedback regarding effectiveness of communication.

Timeline

2022-2023
2022-2023
2022-2023
Ongoing

Personnel Excellence

We value employees who foster Marshall's vision and values, worthwhile work, and who make a difference for each child.

District

Goal 3

We will retain high-quality staff.

Strategic Actions

1. We will complete 30/60/90 / interviews all new staff.
2. All staff will be asked to complete a climate survey three times each school year.
3. We will foster staff growth through professional learning and instructional coaching.
4. We will encourage staff input/voice with their supervisor.
5. We will recognize completion of certifications and degrees through salary increases for all staff.
6. We will foster employee trust through transparent communication.
7. We will model appreciation for employee successes.
8. We will create a compensation plan for non-certified staff.
9. We will compare staff compensation to area districts for both certified and support staff.

Timeline

Ongoing
Ongoing
Ongoing
2022-2023
2022-2023
2022-2023
2022-2023
2023-2024
2022-2023

Family Partnerships and Communication

We engage families and community members in partnering to support student success.

DISTRICT

Goal 1
We will develop methods of communication with community stakeholders.

Strategic Actions

1. We will create a communications plan to grow communication with students and staff.
2. We will create a communications plan to grow communication with families, residents, alumni, businesses, and civic/service organizations).
3. We will publish and send a quarterly District Newsletter containing celebrations, general info & 4 pillars updates.
4. We will increase teacher communication with families using Seesaw & Google Classroom.
5. We will livestream Board meetings, athletic events, and concerts.
6. We will meet with local municipalities to create and accomplish shared goals.
7. We will communicate district reminders, updates, and celebrations one or more times each day on email and/or social media in English and Spanish.

Timeline

2022-2023
2022-2023
2022-2023
2022-2023
2022-2023
2023-2024
Ongoing

Family Partnerships and Communication

We engage families and community members in partnering to support student success.

DISTRICT

Goal 2

We will study the benefits and explore the next steps for creating a community school.

Strategic Actions

1. We will study the benefits of creating a community school.
2. We will educate district stakeholders on the benefits of creating a community school.
3. We will create partnerships with community and area resources needed for a community school.
4. We will participate and invite community leadership to visit examples of successful community schools in our area.
5. We will determine the financial needs and identify the next steps in creating a community school.
6. We will create school-sponsored events that draw diverse family participation.

Timeline

2023-2024

2023-2024

2023-2024

2023-2024

2023-2024

2023-2024

Business and Financial Performance

We plan and use resources responsibly to best support the district vision and goals.

District

Goal 1

We will develop and implement a plan to improve each school building's school safety and security needs.

Strategic Actions

1. We will create a prioritized list and timeline to implement security and safety improvements at each school (building entrances/access structural changes, fire alarm upgrades, and building public address system upgrades).

Timeline
2022-2023

Business and Financial Performance

We plan and use resources responsibly to best support the district vision and goals.

District

Goal 2

We will increase the availability for residents to use district facilities and grounds.

Strategic Actions

1. We will promote facilities-use and use of district grounds for community use through quarterly newsletter and through building communication.
2. We will identify and promote a school building to be open for resident walkers during the cold-weather months.
3. We will communicate with residents, in English and Spanish, regarding how to find and use the district facilities-use form.
4. Student needs and safety will be considered before facility use requests are approved.

Timeline

2022-2023
2023-2024
2022-2023
2022-2023

Business and Financial Performance

We plan and use resources responsibly to best support the district vision and goals.

District

Goal 3

We will develop a prioritized list of school facility upgrades and district grounds needs.

Strategic Actions

1. We will create a prioritized list and timeline for boiler and roof repair/replacement.
2. We will research and install energy efficiency and energy production upgrades.
3. We will complete an assessment of greenspace/district grounds needs.
4. We will develop a 10-year maintenance plan.

Timeline

2022-2023
2023-2024
2023-2024
2023-2024