Mount Pulaski High School
MPHS & MPGS School Improvement Plan
Fall 2025 - Spring 2026

Primary Goal Area: Highly Qualified Staff	**Primary Goal Rationale:** Highly qualified staff are the cornerstone of student achievement and overall school success. By recruiting, developing, and retaining exceptional educators and support staff, the district ensures that students benefit from high-quality instruction, meaningful relationships, and a culture of continuous growth.

Goals:

- Recruit and hire highly qualified candidates who align with district values.
- Provide, participate, seek and encourage ongoing professional development that promotes instructional excellence and innovation.
- Provide mentorship, recognition, and wellness initiatives to support all staff.

Specific, Measurable Steps to Be Taken (Activity/Strategy)	Timeline	Person(s) Responsible w/Accountability	Measures for the Activity	Resources for the Activity
Recognize staff at end-of-year events.	Yearly	• Superintendent • Principals • Activities Director	☐ Staff recognition completed (end-of-year breakfast, coaches banquet)	Budget for recognition
Differentiate PD opportunities to promote instructional excellence, innovation, and student engagement.	Yearly	• Principals • Curriculum Dir. • Activities Director • BLT	☐ Teacher feedback on PD sessions	Activity specific resources, speakers, etc.
Encourage content specific PD, peer observations, and outside training	Yearly	• Superintendent • Principals • Certified Staff • Paraprofessionals	☐ Professional Development participation	PD funds, time, substitutes
Conduct exit interviews.	Ongoing	• Superintendent • Principals • Activities Director	☐ Exit Interview Data	Survey Questions
Actively recruit highly qualified candidates at Career Fairs, through university partnerships, and through	Ongoing	• Superintendent • Principals • Curriculum Dir.	☐ Recruitment Numbers ☐ Application numbers for Open Positions	Substitutes, Travel/Mileage Reimbursement, Flyers

targeted outreach.		• Activities Director • Certified Staff		
Implement district-wide structured onboarding and mentorship programs for new staff to ensure strong integration into district culture.	Ongoing	• Principals • Mentor Teachers • Curriculum Dir. • Activities Director	☐ Retention rates in years 1-3 ☐ Mentoring survey results	Mentor Stipends, Mentor Handbook & Checklists, Mentoring post-survey
Develop district-wide wellness initiatives to support staff well-being and retention.	Annually	• Superintendent • Principals • Activities Director • BLT	☐ Retention rates ☐ Wellness survey results	Wellness survey

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Primary Goal Area: Communication	**Primary Goal Rationale:** Effective communication fosters trust, collaboration, and transparency between the district, staff, families, and the community. By prioritizing open and timely communication, we ensure the opportunity for stakeholders to be well-informed, engaged, and confident in the district's vision and decisions.

Goals:

- Strengthen two-way communication between schools and families.
- Provide clear, consistent, and accessible information across multiple platforms.
- Increase opportunities for stakeholder feedback and engagement in district initiatives and activities.

Specific, Measurable Steps to Be Taken (Activity/Strategy)	Timeline	Person(s) Responsible w/Accountability	Measures for the Activity	Resources for the Activity
Develop and maintain a district-wide communication plan to ensure consistent messaging across platforms (including classrooms).	Annually	• Superintendent • Office Support Staff • Principals • Activities Director • Certified Staff	☐ Published communication plan. ☐ Evidence of consistency in posting information. ☐ Teacher use of posting platforms and communication tools. ☐ Parent use of communication tools (site visits, email logs, etc.)	Website, social media apps, school apps, TeacherEase, planning time, digital tools
Use multiple platforms to share timely, accessible information with stakeholders.	Ongoing	• Superintendent • Office Support Staff • Principals • Activities Director • Certified Staff	☐ Software analytics on engagement. ☐ Stakeholder surveys.	
Establish two-way communication channels to gather stakeholder input.	Semi-annually	• Superintendent • Principals • Activities Director	☐ Participation rates ☐ Parent 5Essentials Survey Responses	Surveys, town halls, board meetings, Handbook committees, feedback forms, survey tools, meeting spaces, facilitation materials
Expand Parent involvement opportunities through events,	Ongoing	• Superintendent • Principals	☐ Parent attendance rates	FAFSA Night, Athletic Contests, Fine Arts Events,

programming, and collaboration.		• Activities Director • BLTs • Staff		Club/Activity Events, P/T Conferences, Book Fairs, Meet your Teacher Nights, Open Houses, Building Tours, Mental Health programming, topical parenting programming
Provide training for staff on effective, consistent communication strategies with families and the community.	Annually	• Principals • Directors • Certified Staff	☐ Completion rates of training ☐ Parent 5Essentials Survey Responses	PD funding, training resources, time allotted on SIP days
Publish a quarterly newsletter highlighting student achievements, initiatives, and important updates.	Quarterly	• District Office • Principals • Activities Director • Curriculum Director • Certified Staff	☐ On-time publication	Design tools, distribution platforms
Provide orientation programs for new families and students (PreK, K, 6th, 9th)	Annually	• Principals • Staff	☐ Participation Numbers ☐ Survey Results ☐ Phone Call Follow Ups	Orientation materials, building space
Send BLT minutes to staff.	Monthly	• Principals • BLT	☐ Meeting documentation	Posting space on Information Hubs, emails

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Primary Goal Area: Student Centered	**Primary Goal Rationale:** Centering decisions on students ensures that learning, growth, and well-being remain the district's top priorities. By valuing student voice, addressing diverse needs, and creating personalized pathways, we prepare all learners for lifelong success.

Goals:

- Incorporate student voice in decision-making processes.
- Differentiate instruction to meet the needs of diverse learners.
- Provide academic, social, and emotional supports that enhance student well-being.

Specific, Measurable Steps to Be Taken (Activity/Strategy)	Timeline	Person(s) Responsible w/Accountability	Measures for the Activity	Resources for the Activity
Establish opportunities for student voice and choice through clubs and groups, surveys, classroom activities, and leadership roles.	Ongoing	• Principals • Activities Director • Support Staff • Certified Staff • Coaches • Club/Group Sponsors	☐ Participation Rates ☐ Student Survey ☐ Career Fair & Life Skills day debrief/participation rates ☐ Student roles in handbook committee, clubs/groups, leadership positions school-wide	Survey tool, meeting spaces, facilitation guides
Develop a feedback mechanism for all students to engage with their Student Council representatives.	Ongoing	• Student Council Sponsors • Student Council	☐ Participation rates in Office Hours with student council members ☐ Suggestion box at lunch for JH	Google Form, meeting space for 8th hour at High School, lunch meetings for Junior High
Differentiate instruction using data-driven strategies and personalized learning plans.	Ongoing	• Certified Staff • Paraprofessionals • Curriculum Director	☐ Student growth on benchmark assessments ☐ Observation data	Professional development, instructional tools, adaptive resources (online platforms)
Implement academic, social, and emotional supports.	Ongoing	• Principals • Student Services Coor. • Counselors • Support Staff • Certified Staff	☐ Decreased behavior referrals ☐ Improved SEL survey data	MTSS, counseling, wellness initiatives, adaptive resources (online tools)
Provide professional development	Ongoing	• Principals	☐ Completion rates of training	Professional development

on trauma-informed practices, cultural responsiveness, and whole-child supports		• Student Services Coor. • Counselors		budget, expert trainers, SEL resources
Increase family and community partnerships to enhance student supports and engagement.	Ongoing	• All Staff	☐ Participation rates in partnership events like the Career Fair and Life Skills Day (High School) ☐ MPGS family nights, spirit nights	Social media invites to all events, Career Fair & Life Skills Day Presenters,
Celebrate whole-student growth and encourage advocacy/self-advocacy.	Ongoing	• Principals • Activities Director • Certified Staff • Coaches • Club/Group Sponsors • Support Staff	☐ Participation in volunteer opportunities. ☐ Event participation rates. ☐ Student reflection data.	Awards, event resources
Encourage relationships between adults and students to foster openness.	Ongoing	• All Staff	☐ Observation data indicating use of CKH tools (2A in the Danielson rubric). ☐ 5Essentials Climate Survey Data	CKH Tools, 2022 Danielson training for teachers

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Primary Goal Area: Safety & Security	**Primary Goal Rationale:** Ensuring a safe and secure learning environment is the foundation for academic and personal growth. When students, staff, and families feel confident in their safety, they are free to focus on teaching and learning without distraction. By prioritizing safety, our district reinforces trust, promotes well-being, and creates schools where every individual feels protected, supported, and ready to succeed.

Goals:

- Maintain and update emergency preparedness plans.
- Provide trauma-informed and social emotional training for staff.
- Provide regular training for staff and students on safety procedures.
- Promote a culture of respect, inclusion, and emotional safety.

Specific, Measurable Steps to Be Taken (Activity/Strategy)	Timeline	Person(s) Responsible w/Accountability	Measures for the Activity	Resources for the Activity
Implement “I Love You Guys” protocols.	Annually	• All Staff	☐ Training record ☐ Drill Certification Sheet for ROE17	Standard response protocol, teacher binders, PD time during SIP day
Conduct ZeroEyes software training.	Dec. 2025	• SRO • Principals • Superintendent • Activities Director	☐ Completion of software training.	Software/App access, trainer
Initiate daily student SEL check-ins	Ongoing	• Student Services Coor. • Counselors • Certified Teachers	☐ Student completion rates of daily check-ins	Software subscription, student devices, allotted class time
Develop mentor/support sessions for students	Fall 2026	• Student Services Coor. • Counselors • School Social Worker	☐ Student participation rates	Mentors, scheduling matrix
Provide hygiene & clothing items for students with needs.	Ongoing	• Principals • SRO • Counselors • Student Services Coor.	☐ Items purchased and distributed	Funds for items, matrix of needs

		• Support Staff • Nurse		
Develop a comprehensive school visitor plan for all offices to follow.	Fall 2026	• Superintendent • SRO • Principals • Support Staff	☐ Visitor logs	Visitor badges, background checks for volunteers,

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Primary Goal Area: Resources for a Growing Special Education Population	**Primary Goal Rationale:** Meeting the needs of a growing special education population requires intentional resources, staffing, and supports that ensure equitable opportunities for all learners. By investing in specialized programs, training, and services, our district can provide individualized instruction that fosters academic, social, and emotional growth. Prioritizing these resources reflects our commitment to inclusivity and prepares every student to reach their fullest potential.

Goals:

- Expand staffing and specialized supports to meet student needs.
- Provide targeted professional development in special education practices.
- Enhance resources and services that promote appropriate inclusion in all school settings that meet individual student needs.

Specific, Measurable Steps to Be Taken (Activity/Strategy)	Timeline	Person(s) Responsible w/Accountability	Measures for the Activity	Resources for the Activity
Conduct a comprehensive needs assessment to evaluate current special education staffing, programming and resources.	Bi-Annally	• Special Education Administrator • Superintendent • Special Education Teachers	☐ Completed assessment report ☐ Recommendations implemented	Data tools, staff time, frameworks
Appropriate special education staffing based on needs assessment to address growing student needs.	Ongoing	• Superintendent • Special Education Administrator • Special Education Teachers • Principals	☐ Improved adult/student ratios ☐ Retention rates within the Special Education department	Recruitment funds, effective social media and vacancy postings, university partnerships
Provide targeted professional development on inclusive practices and evidence-based strategies for all staff (teacher and paraprofessionals).	Ongoing	• Special Education Director • Curriculum Director • Principals • BLT	☐ Training participation rates	PD Funds, expert trainers, outside PD resources/workshops, instructional materials
Develop and implement a paraprofessional mentoring program.	Fall 2026	• Special Education Director • Special Education	☐ Mentorship participation	Staff planning time

		Teachers • Veteran Paraprofessionals		
Schedule collaboration time for general ed and special ed teachers.	Annually	• Principals • Special Education Teachers • General Education Teachers	☐ Collaboration logs	SIP time, schedule flexibility, staff meetings
Develop a plan for space and safe sensory rooms in both campus locations.	2025-2027	• Superintendent • Special Education Administrator • Principals • School Board	☐ Building plan completion	Building project funding