MADISON COUNTY SCHOOL SYSTEM

Madison County School System Strategic Plan 2025-2030

05/19/2025 - 06/30/2030

Plan Outline

Our Mission, Vision & Beliefs

Our Vision

A school system where the children of Madison County are loved and nurtured in a safe, supportive environment that provides opportunities to build a strong foundation of knowledge and skills for learning and life.

Our Mission

Graduating Independent, Productive Citizens

Guiding Principles

What is best for students drives all decisions.

To achieve our vision and mission, the Madison County School System is committed to these principles:

- We value students.
- We hold high expectations for our students and staff.
- We nurture positive relationships between schools, families, and the community.
- We support innovation to promote student success.
- We encourage collaboration and professional growth for staff.

Plan Outline

1. Strategic Goal Area: Improve Student Achievement

A. Performance Objective: Provide high-quality, effective instruction for all students

1. Initiative: Sustain data teams as the vehicle to implement quality research-based instruction in classrooms

a. Action Step: Use a balanced assessment system to continually inform instruction

b. Action Step: Prioritize collaborative planning time when developing master schedules

c. Action Step: Revise and redeliver frameworks to promote instructional collaboration, planning and implementation of research-based instruction, and reflection within the data team process

2. Initiative: Build teacher capacity to implement high-quality, cognitively-engaging instruction

a. Action Step: Annually develop a system-wide professional learning plan to increase teacher capacity to implement high-quality, cognitively-engaging instruction

b. Action Step: Increase leader capacity to drive instructional improvement

c. Action Step: Provide job-embedded coaching and feedback for instructional staff (explore adding instructional coaches)

d. Action Step: Refine the use of classroom observations and peer feedback to share best practices

3. Initiative: Provide a comprehensive, research-based approach to literacy for PK-12

a. Action Step: Continue to improve core literacy instruction PK-12

b. Action Step: Continue to foster parent and community engagement in improved literacy through outreach and training

c. Action Step: Expand and refine early interventions for birth to five literacy

4. Initiative: Incorporate instructional technology in ways that enhance learning

a. Action Step: Support the purposeful use of technology in age-appropriate ways that enhance learning based on curriculum standards

b. Action Step: Engage students with collaboration, critical thinking, communication, and creativity using digital resources

c. Action Step: Build students' digital literacy to prepare for college, career, and life experiences

d. Action Step: Develop a system-wide plan to address integration of Artificial Intelligence

B. Performance Objective: Provide systematic instructional supports to promote student growth

1. Initiative: Use data to make instructional decisions

a. Action Step: Regularly monitor student progress and use data to inform adjustments to instruction and intervention

b. Action Step: Annually revise and update a system assessment plan PK-12

2. Initiative: Provide intervention and support

Plan Outline

a. Action Step: Continue to implement a multi-tiered system of supports to ensure student success

b. Action Step: Provide additional resources (e.g. tutoring, after-school programs, summer learning opportunities) for students who need support

c. Action Step: Restructure the alternative school to promote student achievement and growth academically and behaviorally

3. Initiative: Provide enrichment opportunities that foster creativity and critical thinking

a. Action Step: Expand student access to extracurricular activities that promote creativity, problem solving, and critical thinking

b. Action Step: Support learning opportunities and experiences that take students "beyond the walls of the classroom"

4. Initiative: Expand and improve early learning opportunities (Birth-K)

a. Action Step: Continue to add classes and resources at the Early Learning Center

b. Action Step: Add specialized support at the Early Learning Center to meet the needs of a diverse student population

C. Performance Objective: Promote college, career, and life readiness

1. Initiative: Expand learning opportunities

a. Action Step: Explore the expansion of CTAE pathways and dual enrollment opportunities at the high school based on community stakeholder and student feedback, as well as high need areas

b. Action Step: Explore the expansion of CTAE courses at the elementary and middle school levels and academic courses at the middle school level

c. Action Step: Ensure that students are informed of and can access alternate paths to graduation

d. Action Step: Continue to offer and expand access to Advanced Placement and dual enrollment courses

2. Initiative: Prepare life-long learners

a. Action Step: Expand opportunities for students to develop soft skills

b. Action Step: Prepare all students (PK-12) for diverse career pathways

c. Action Step: Expand access to work-based learning, apprenticeship, entrepreneurship, and leadership opportunities for students

3. Initiative: Integrate the skills needed for college, career, and life into the academic classroom

a. Action Step: Provide age-appropriate opportunities for the teaching of multiple literacies (financial literacy, digital literacy, data literacy)

b. Action Step: Embed age-appropriate opportunities to learn “soft skills” or “adulting” skills (i.e. accountability, self-control, time management, rules in the workforce, encourage curiosity, resourcefulness, problem-solving, public speaking)

c. Action Step: Increase access to CTAE (Career, Technical and Agriculture Education) and/or STEM (Science, Technology, Engineering, and Math) exploration in elementary and middle school

Plan Outline

d. Action Step: Promote engagement and motivation through integration of academic content with real-world knowledge and skills for college, career, and life

2. Strategic Goal Area: Recruitment, Retention, and Support of Personnel

A. Performance Objective: Recruit highly qualified staff

1. Initiative: Promote the Madison County School System as an attractive place of employment

a. Action Step: Market our brand and culture by creating multimedia platforms and publishing an annual report to highlight the system

b. Action Step: Explore and implement a competitive salary and benefits package based on professional/classified certification and experience

c. Action Step: Continue to implement a faculty and staff induction and mentor program

d. Action Step: Mentor, coach, and support student teachers

e. Action Step: Consider providing incentives to recruit staff in high need areas

B. Performance Objective: Retain highly qualified faculty and staff

1. Initiative: Provide supports to retain highly qualified employees

a. Action Step: Build professional capacity by providing job-embedded and role-specific professional learning including coaching support in areas of need

b. Action Step: Explore a uniform supplemental salary scale to encompass additional duties staff take on beyond their specified duties (grade level chair, ISC, coaches, etc.)

c. Action Step: Explore offering stipends for teachers and staff who add certifications, endorsements, or degrees in high need areas (gifted, ESOL, or classified certifications)

d. Action Step: Explore options for providing wellness opportunities and/or classes for staff members

e. Action Step: Bianually convene a recruitment and retention committee to study and recommend actions to recruit and retain highly qualified staff

3. Strategic Goal Area: Efficient Operations and Use of Resources

A. Performance Objective: Ensure safety

1. Initiative: Continuously refine school safety plans and initiatives based on the most current state and national recommendations

a. Action Step: Conduct annual review of school safety plans in collaboration with public safety officials

b. Action Step: Conduct safety walks and drills to ensure understanding and implementation of safety protocols

2. Initiative: Continuously monitor and improve our cybersecurity readiness to protect student and staff data from unauthorized access, breaches, and cyberattacks

a. Action Step: Provide ongoing training on data privacy

Plan Outline

b. Action Step: Continue vetting process for online tools and providers

c. Action Step: Maintain and monitor hardware and software security measures such as firewalls, intrusion detection systems, network configurations, etc. to prevent unauthorized access

d. Action Step: Maintain and update annually a plan for cybersecurity breach

3. Initiative: Safety Specialist

a. Action Step: Establish a district-wide Safety Specialist position to coordinate and implement safety initiatives

B. Performance Objective: Ensure adequate funding and business services

1. Initiative: Ensure financial transparency

a. Action Step: Continue to use a transparent budget process that promotes stakeholder input

b. Action Step: Continue to practice sound fiscal management using procedural controls, prioritizing needs of the district

c. Action Step: Continue transparent communication with stakeholders about the use of resources to meet the needs of the school district

C. Performance Objective: Continuously evaluate, maintain, and expand facilities

1. Initiative: Promote well-maintained facilities

a. Action Step: Conduct annual facility walk-throughs at all campuses to prioritize renovations and upgrades

b. Action Step: Ensure maintenance and cleanliness of facilities

2. Initiative: Prepare for growth in student population

a. Action Step: Add space at Comer Elementary to accommodate growth

b. Action Step: Design, plan, and construct a new facility for Ila

c. Action Step: Continue to monitor facilities for growth and long-term planning

3. Initiative: Explore facilities for extracurricular activities and programs

a. Action Step: Explore Fine Arts Center

b. Action Step: Explore the need for new or expanded extracurricular facilities

c. Action Step: Expand accessible outdoor spaces

D. Performance Objective: Ensure access to technology hardware and infrastucture

1. Initiative: Continuously evaluate, maintain, and expand technology resources and safeguards

a. Action Step: Continue to maintain a device acquisition and replacement plan

b. Action Step: Continue to maintain high-speed internet access and filter protections

c. Action Step: Explore the use of artificial intelligence for efficient operations

Plan Outline

4. Strategic Goal Area: Effective Communication, Climate, and Relationships with Stakeholders

A. Performance Objective: Support the well-being of students and staff

1. Initiative: Support the whole child by growing wraparound services to support the well-being of students, staff, and families

a. Action Step: Further explore and expand on-site services for medical and mental health offered on campus

b. Action Step: Continue to strengthen partnerships with community agencies and expand upon resources to support students and families

c. Action Step: Explore ways to further support students, families, and staff through an increase of staffing to target specific school needs of mental health, college and career, parent engagement, etc.

B. Performance Objective: Effective Communication

1. Initiative: Improve public relations through effective communication

a. Action Step: Implement a Communications Director to ensure effective communication with stakeholders

b. Action Step: Increase and/or continue to implement various forms of communication with stakeholders

C. Performance Objective: Effective Climate and Culture

1. Initiative: Foster a positive learning environment by promoting behavioral and social-emotional growth among teachers, students, and families

a. Action Step: Increase professional learning opportunities for staff related to behavioral and social-emotional intelligence

b. Action Step: Strengthen behavior supports for students in order to increase learning time in the classroom

c. Action Step: Strengthen Positive Behavior Interventions and Supports implementation within a tiered system of supports to increase student learning and well-being

d. Action Step: Increase support and education for families in the area of behavior and social emotional learning

2. Initiative: Foster positive community relations

a. Action Step: Sustain participation of local elected officials as members of school governance teams

b. Action Step: Continue and expand partnerships with organizations serving the Madison County community (i.e. Board of Commissioners, Chamber of Commerce, Rotary, MART)

c. Action Step: Continue to forge relationships with elected officials, locally and at the state level, to advocate for the needs of students

3. Initiative: Promote positive school and system culture focused on student success

a. Action Step: Ensure regular communication with families to foster a collaborative relationship in supporting student learning

Plan Outline

b. Action Step: Annually develop an action plan to address absenteeism and lack of engagement using research-based practices

c. Action Step: Ensure an annual focus on positive school culture by including culture-focused goals in school-wide improvement plans

d. Action Step: Continue to implement the Positive Behavior Interventions and Support framework within the multi-tiered system of supports at all schools