In August 2016, Mount Airy City Schools undertook a community-based strategic planning initiative. Our desire was to involve community representatives, district administrators, school-based personnel, and the Board of Education in the development of a district strategic plan and building-level plans. Through the district and building-level plans, we set goals, identified strategies, and established action plans for moving the district to a more intentional process of district and school improvement. This document is the result of that initiative.

Mount Airy City Schools is a high performing district with a tradition of excellence. However, we are always continuously improving our processes to provide the best education for the students of Mount Airy. This strategic plan represents innovative thinking of a diverse group of persons who are committed to the Mount Airy City Schools and the Mount Airy Community. The plan offers a thoughtful process for implementing goals and strategies leading to improved teaching and learning.

This plan includes a vision to guide the district in the future, a mission to focus our daily work, and a set of core values to ensure consistency in how we do our work. Further it highlights action plans to direct our improvement efforts in four priority areas:

Priority Focus Area 1: We want to empower students to maximize their full potential.
Priority Focus Area 2: Our desire is to retain, recruit and reinvigorate our great staff.
Priority Focus Area 3: We need to create meaningful systems to promote teaching and learning.
Priority Focus Area 4: We must strengthen and build great partnerships strategic to this plan.

We are excited about the future of the Mount Airy City Schools and the plans outlined herein for intentional improvement that brings us closer to being the national leaders in education we desire to be. We ask for your support and involvement as we seek to maximize the potential and achievement of every child through the implementation of this plan.

Dr. Kim Morrison, Superintendent

Wendy Carriker, Chairman
Tim Matthews, Vice Chairman
Kate Appler
Ben Cooke

Alisha Dancy-Brown
Mike Marion
Phil Thacker
Dr. Kim Morrison, Superintendent

Mount Airy City Schools Community-based Strategic Plan 2016-2020
Area 3: Meaningful Systems (continued)

Goal 2–Provide safe facilities for students, staff, and community

Strategy 1: Each site will have a functioning School Safety Committee
Strategy 2: Each site will annually complete the four components of the Fire Safety Plan
Strategy 3: Each site will annually complete the components of the “Safety From Intruders” plan
Strategy 4: Each site will annually complete a Car Rider Safety review

Area 4: Strategic Partnerships

Goal 1–System of Partnerships

Strategy 1: Compile list of partners
Strategy 2: Create Partnership/Grants/Fundraiser Office

Goal 2–Innovative Partnerships

Strategy 1: Investigate entrepreneurship opportunities with partners
Strategy 2: Research ways to better serve current partners
Strategy 3: Investigate new partnerships/avenues that encourage out-of-state and global travel
Strategy 4: Research local businesses/community organizations that benefit from bi-lingual employees
Strategy 5: Contact local businesses not currently involved in district partnerships

Goal 3–Engaged Families

Strategy 1: Assess family engagement practices
Strategy 2: Train and plan with teams around family engagement
Strategy 3: Pilot Family Engagement Academy Sessions
Our Strategic Objectives

Vision

All Mount Airy City Schools students will think critically, innovatively solve problems, and be responsible citizens and confident leaders with a passion for learning.

Mission

The mission of the Mount Airy City Schools is to deliver a superior curriculum that establishes a foundation of knowledge and empowers students to choose their future and experience success. We will provide a safe, supportive, and stimulating learning environment that motivates and develops the confidence and persistence necessary for students to meet the challenges of education, work, and life.

Core Beliefs

The Mount Airy City Schools embraces the following as its core values and beliefs. Through all district operations and activities, it will:

• Inspire relationships and interactions among students, parents, staff, and the community based on respect, dignity, trust, and integrity.
• Maximize the potential and achievement of every child through innovative leadership and teaching.
• Act with compassion embracing diversity of thought and nurturing goals and dreams.
• Create a learning environment valuing perseverance, innovation, and a strong work ethic.
• Strive consistently for measurable improvement by establishing high expectations for all.

Area 2: Retained, Recruited, and Reinvigorated

Goal 1—Highly Qualified Staff
Strategy 1: Increase presence at job fairs
Strategy 2: Expand partnerships with local colleges and universities
Strategy 3: Utilize social media to share vacancies
Strategy 4: Continue to improve human resources procedures
Strategy 5: Establish a system to identify potential transfers or retirements
Strategy 6: Create an incentive plan

Goal 2—Recognition of Employees
Strategy 1: Create a staff advisory committee to determine/enhance recognition system
Strategy 2: Secure business-sponsored incentives for MACS employees
Strategy 3: System established at the district and school level for monthly or at least quarterly recognition of employees

Goal 3—Support and Development for New and Current Employees
Strategy 1: Implement exit surveys
Strategy 2: Monitor beginning teachers and mentor support system
Strategy 3: Formation of a staff wellness committee
Strategy 4: Provide ongoing professional development for all classified areas
Strategy 5: Calibrate the NCEES process for district administrators
Strategy 6: Explore ways to provide additional time for professional development in the district calendar
Strategy 7: Create employee attendance incentives

Area 3: Meaningful Systems

Goal 1—Globally Connected Classrooms
Strategy 1: Implement media/technology teams beginning with the 2017/18 school year.
Strategy 2: Research and implement new technology assets program
Strategy 3: Increase the number of teachers using technology for virtual reality/simulations
**Our Strategic Objectives**

**Area 1: Empowered Students**

**Goal 1—Academic Excellence**

**Strategy 1:** Increase early learning support

**Strategy 2:** Support collaboration through professional learning communities

**Strategy 3:** Support professional growth through administrative walkthroughs

**Strategy 4:** Implement Power Standards K-12, problem/project-based learning (PBL) in mathematics and expand to other areas, and Balanced Literacy (K-12)

**Strategy 5:** Include student voice in the learning environment

**Strategy 6:** Conduct academic summer camps

**Goal 2—College and Career Ready Students**

**Strategy 1:** Ensure juniors and seniors visit college campuses

**Strategy 2:** Provide teachers and students internships with business/education partners

**Strategy 3:** Grow RCR partnership to include after-school clubs, internships and other partners

**Strategy 4:** Provide college courses while in high school through community colleges and/or 4 year universities for students

**Strategy 5:** Improve the percent of students passing ELA, Math, and Science EOG/EOCs and ACT composite

**Strategy 6:** Develop online classes for all core subjects

**Goal 3—Innovative Thinking**

**Strategy 1:** Integrate problem/project-based learning into science

**Strategy 2:** Integrate PBL into mathematics

**Strategy 3:** Integrate technology into lessons

**Strategy 4:** Integrate the arts into core instruction

**Strategy 5:** Conduct an Innovation Day each year based on student interest and input

**Strategy 6:** Provide at least four STEAM (Science, Technology, Engineering, Arts, and Mathematics) camps for students in the summer

**Goal 4—Global Skills and Exposure**

**Strategy 1:** Every child will have the opportunity to travel out of state and/or out of the country before graduation

**Strategy 2:** Every child will have the opportunity to take at least one foreign language in elementary school and secondary school.

**Strategy 3:** Each school will implement cultural events around the language they implement

**Goal 5—Healthy Students**

**Strategy 1:** Implement the student at-risk survey each year

**Strategy 2:** Build an action plan based on the student at-risk survey each year

**Strategy 3:** Sponsor the 5K on the Greenway in conjunction with Mount Airy Parks and Recreation

**Goal 6—Students as Leaders**

**Strategy 1:** Encourage students to implement 100 hours of service each year

**Strategy 2:** Provide service opportunities through Future Leaders Academy

**Strategy 3:** Promote service learning through clubs and Leader in Me

**Strategy 4:** Support K-5 schools to reach Lighthouse status in Leader in Me

**Strategy 5:** Expand Leader in Me to K-8