

MNIC School Strategic Goals for FY 2009-2010, 2010-2011 and 2011-2012

Developed by the Strategic Planning Committee following extensive explorations over the last two years

MNIC Strategic Goals target four areas: Student Success, Staff Success, Student Supports, and School Operation & Management. Five goals are proposed with objectives and comments listed after them.

Strategic Area	Goals	Update
Student Success	<p><u>School Goal:</u> The MNIC School District will improve AYP Test results so that the number of students achieving proficiency in all MCA tests increases by 6% points each year over the next 3 years.</p> <ul style="list-style-type: none"> • Objectives for each year will be the AYP targets for each site and determined by the site staff for each year to achieve this AYP School Goal. • Each year each site will improve in the categories of attendance, retention, testing, and graduation in small increments in order to reach safe harbor by 2012. 	
Student Success	<p><u>Program Goal:</u> Internship Programs will continue to be established at all sites, providing for students skills and training to transition to higher education and jobs. Enable students to leverage a combination of mastering English and academics, post-secondary credits, and career/job training by 2012.</p> <ul style="list-style-type: none"> • MNIC will develop and integrate internship and academic curriculum and activities to ensure that by June 2012 100% of graduating students are ready for a vocational career or higher education. • MNIC will maintain a minimum of 1 internship program at each site and will develop and increase the number of internship programs offered at each site. • Increase by 20 percentage points each year the number of students each who 	

	<p>successfully participate in the internship programs.</p> <ul style="list-style-type: none"> • Develop the MNIC Job College (working name), focusing on medical careers for the 1st year, to open Fall 2009 and add 1-3 vocational programs each year through partnerships. • The MNIC Job College will be a state recognized private training program by 2012. 	
<p>Staff Success</p>	<p>MNIC will achieve and maintain 100% highly qualified teachers and staff; each MNIC staff person will implement a staff development plan by 2010.</p> <ul style="list-style-type: none"> • Provide mandatory, relevant and targeted professional development training toward recertification four times a year starting in 2009-2010. • Develop and implement a Professional Learning Community among MNIC staff to increase teaching proficiency and effectiveness starting 2009-2010. Have minimum of 2 department PLC meetings a year. • Starting in 2009-2010 increase cross-campus communication and partnerships between staff and campuses, success measured by staff survey and other evidence of collaboration. 	
<p>Student Supports</p>	<p>MNIC will provide or partner in the provision of a range of services and opportunities for students that supports their personal development, well-being and success. Services and opportunities will come through school activities, events, programs and partnerships with community-based organizations. These services and opportunities will lead to reduction in school incidents, improvement in a positive school culture, student health and security (within school and outside of school), safety, increase in student attendance and retention.</p> <ul style="list-style-type: none"> • School Safety <ul style="list-style-type: none"> ✓ MNIC will continue to cultivate and implement school safety and a 	

	<p>positive school culture in all sites through a variety of multi-site events and projects, until each site is fight-free for an entire year by 2012 (172 days with no fight). Other sub-measures and practices will be developed to support movement towards this goal. One anticipated consequence of this goal is increases in reports from newly recruited students who perceive MNIC sites as safe and secure.</p> <ul style="list-style-type: none"> • Student Leadership Opportunities. MNIC will increase opportunities for student leadership to build positive school culture and build student leadership capacities. <ul style="list-style-type: none"> ✓ Create Student site councils with one staff advisor from each site; each site council chooses a representative for the Student District Council. Provide means and time for one meeting per month each of the site councils and district council. ✓ Establish restorative justice practices in the school culture by the year 2012 to resolve or defuse conflicts. Resources, training and other initiatives will be needed to accomplish this. • Student – Family Supports <ul style="list-style-type: none"> ✓ Empower students as parents or care-givers of children to provide age-appropriate care to children through a combination of classes, after-school programs (in-school or other organization), counseling services starting 2009-2010 and substantially operational by 2012. ✓ Increase communication and involvement of parents/guardians of MNIC students so that they can provide support for students' learning at home. The percentage of parents/guardians of students involved with MNIC will increase from 15% in 2009-2010 to 45% by 2012. ✓ Add a minimum of 2 new partnerships with service providers each year to increase resources for student success. 	
<p>Operation and School</p>	<p>MNIC as a school and non-profit organization will achieve stable operations in all areas leading to:</p>	

✓ Management	<ul style="list-style-type: none">• An effectively functioning Board and Administration by June 2012, evidenced by each group and individual showing improved leadership practices and behaviors through continuing annual training and evaluation.• Financial stability with an increase in MNIC cash reserve by a minimum of 5% per year through effective budget planning and management, training for board and staff in financial management.<ul style="list-style-type: none">✓ By the 2009-2010 school year each site and the special education department has and manages a site budget.• A completed three-year strategic plan for MNIC development and operations will be approved by the Board before July 2009.• Right after classes end in June, each year site leaders and administrative personnel will evaluate school performance for the school year and make adjustments to and implement plans for the next school year, in accordance to the strategic plan.	
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