

Strategic Plan

2019 to 2023

YELLOW JACKETS



Vision Statement

To work together as a district and community to develop and support successful students.

Mission Statement

Grow successful lifelong learners through the commitment and unity of all.

Value Statement

- Share educational responsibilities among the student, the home, the school and the community
- Demand high academic expectations with clear purpose
- Ensure a safe, supportive, respectful and professional learning environment
- Provide opportunities to develop individuality, creativity and independence
- Appreciate and celebrate students' growth and success

Clayton Municipal School District

SMART Goal #1: All Students will be academically prepared for post-secondary college and/or career opportunities.

Rationale for the Goal: CMS Community is dependent upon the district to develop the potential of all students in order to prepare them for life.

Strategic Priority	Strategies to Accomplish Goal	Evaluation	Completion Date	Responsible
1) Career Readiness Programs	1.1 Develop soft skills and career exploration class for all middle school students. Implement an Interest Inventory for middle school students career exploration	1.1 Pre and post-test to measure soft skills acquisition at the middle school level and students will be able to identify areas of interest on their next step plan	1.1 May of 2020	1.1 Jr. High Principal
	1.2 Offer classes for grades 9-12, soft skill acquisition	1.2 High school students will receive a certificate for completion of soft skill classes. Collaborating with local businesses to give employment preference to CHS students with soft skills certificate.	1.2 May of 2020	1.2 High School Principal

Clayton Municipal School District

	<p>1.3 Offer internships for students in collaboration with community business partnerships</p> <p>1.4 SB 551 provides \$508,000.00 that will provide regional funding to develop career readiness opportunities.</p> <p>1.5 High Plains is authoring a grant that, if funded, will provide \$4,000,000.00 for career readiness programs regionally.</p> <p>1.6 Working with Northeast Network of NM that will provide phlebotomy and nursing prerequisites leading to dual credit with a possibility of obtaining CNA and/or phlebotomy certification.</p>	<p>1.3 Develop the criteria for the CHS internship program.</p> <p>1.4 Contingent on successful passage of SB 551.</p> <p>1.5 Contingent on successful grant award.</p> <p>1.6 Students will be tracked to determine how many obtained certifications.</p>	<p>1.3 May of 2020</p> <p>1.4 May 1, 2019</p> <p>1.5 January 2020</p> <p>1.6 May of 2020</p>	<p>1.3 High School Principal</p> <p>1.4 Legislature and Governor</p> <p>1.5 Executive Director of HPREC</p> <p>1.6 High School Counselor</p>
Budget for Goal	Personnel in hours: Hrs.	Expense in dollars: \$10,000	Contingency:	

Clayton Municipal School District

Strategic Priority	Strategies to Accomplish Goal	Evaluation	Completion Date	Responsible
2) Develop and implement Clayton learning expectations for English Language Arts that meet or exceed state standards and identify what students are expected to know and be able to do by grade level.	2.1 Provide professional development to guide staff through the process of ELA alignment	2.1 Identify SITE staff to assist with ELA alignment.	2.1 June of 2020	2.1 School Site Leadership
	2.2 Work with Professional Learning Community teams in development and implementation of ELA strategies	2.2 Expand PLC's to work vertically in scope and sequence of ELA curriculum	2.2 June of 2020	2.2 School Site Leadership
	2.3 Pre-K-12 vertical and horizontal ELA curriculum alignment	2.3 same as 2.2	2.3 June of 2020	2.3 School Site Leadership
2.1(a) Develop and implement Clayton learning expectations for Next Generation Science Standards that meet or exceed state standards and identify what students are expected to know and be able to do by grade level.	2.1(a) Provide professional development to continue preparing staff for NGSS implementation.	2.1(a) Access NGSS trainer for Clayton Science teachers through High Plains with CES if needed (Regional Collaboration)	2.1 (a) June of 2020	2.1 (a) School Site Leadership
	2.1 (b) Determine how the curriculum will be developed i.e. subject specific or integrated units.	2.1(b) Determine steps after the NGSS training to address the better approach to curriculum alignment	2.1 (b) June of 2020	2.1 (b) School Site Leadership

Clayton Municipal School District

	2.1(c) Supporting teachers in understanding the content in NGSS.	2.1(c) PLC collaboration with secondary teachers as the lead facilitators for K-12 in understanding content knowledge K-6	2.1(c) June of 2020	2.1(c) School Site Leadership
Budget for Goal	Personnel in hours:	Expense in dollars: \$10,000	Contingency:	
Q1 Deliverables	Q2 Deliverables	Q3 Deliverables	Q4 Deliverables	

Chairperson: Team Members:

Clayton Municipal School District

SMART Goal #2: CMS will develop students that are responsible and ethical contributors to society.

Rationale for the Goal: CMS Community is dependent upon the district to support the civic development of all students in order to prepare them for successful adult experiences.

Strategic Priority	Strategies to Accomplish Goal	Evaluation	Completion Date	Responsible
1) All students will be equipped with skills for social, emotional and physical wellbeing	1.1 Rachel's Challenge, a school community collaboration, addressing social and emotional wellbeing strategies.	1.1 Less bullying by students as measured by a pre-and post-test from Rachel's challenge, resulting in positive and caring student and adult interactions.	1.1 June 2020	1.1 Clayton Leadership Team
	1.2 Implementation of groups in grades 7-12, FOR (Friends of Rachel's Groups).	1.2 Increasing student academic engagement in the classroom, with the number of eligible students increasing.	1.2 June 2020	1.2 Clayton Leadership Team
	1.3 Building staff sensitivity and awareness to the social emotional needs of	1.3 Same as 1.2	1.3 June of 2020	1.3 Clayton Leadership Team

Clayton Municipal School District

	<p>the students. PD will be provided on Ruby Payne’s research on a <u>Framework for Understanding Poverty</u>, in order to develop student’s social and emotional wellbeing</p> <p>1.4 Incorporate a Social Emotional Learning (SEL) curriculum in grades K-8 to address building caring relationships, teaching social skills, and creating calm and orderly learning environments.</p>	<p>1.4 Number of office referrals will decrease and academic growth will continue to increase.</p>	<p>1.4 June of 2020</p>	<p>1.4 Clayton Leadership Team</p>
Budget for Goal	Personnel in hours: Hrs.	Expense in dollars: \$15,000	Contingency:	
Q1 Deliverables	Q2 Deliverables	Q3 Deliverables	Q4 Deliverables	

Chairperson: Team Members:

Clayton Municipal School District

SMART Goal #3: Continue to build a positive, productive, culture and climate in Clayton schools and community.

Rationale for the Goal: CMS Vision is “Together for Student Success.” In order to encourage greater effort and productivity, improve collegial collaboration, support successful change, improve efforts, and build commitments of students, staff, parents and community members.

Strategic Priority	Strategies to Accomplish Goal	Evaluation	Completion Date	Responsible
1) Strategies that will “recruit, support, collaborate, and retain” Clayton educational staff	1.1 Enhance marketing techniques (participate in educator fairs, advertise on NMREAP, website, area colleges, chamber website, etc.)	1.1 Recruitment and retention of high quality staff	1.1 Ongoing	1.1 District Leadership
	1.2 Continue to provide opportunities for teacher collaboration through networking (PLC’s)	1.2 PLC agendas, meeting minutes, and sign-in sheets	1.2 Ongoing	1.2 Site Administration
	1.3 Continue to provide teachers the necessary resources to be successful	1.3 Yearly staff needs assessment with analysis by administration to determine added value of requested resources and available funds	1.3 Ongoing	1.3 District Leadership

Clayton Municipal School District

	1.4 Continue to provide high quality induction and mentoring programs	1.4 Increase the percentage of retention of teachers that are employed in the district for the first time	1.4 Ongoing	1.4 District Leadership
	1.5 District administration will connect new staff with community members in compliance with the adopt a teacher program	1.5 Increase the percentage of retention of staff that are employed in the district for the first time	1.5 Ongoing	1.5 District Leadership
	1.6 Develop process for Board and administration recognition of staff (Applause Awards)	1.6 Increase the percentage of retention of staff that are employed in the district	1.6 Ongoing	1.6 District Leadership & Board of Education
Budget for Goal	Personnel in hours: Hrs.	Expense in dollars: \$5,000	Contingency:	
Strategic Priority	Strategies to Accomplish Goal	Evaluation	Completion Date	Responsible
2) Identifying strategies to address parental and community support for school staff (Parent engagement in their child's education)	2.1 Engage community in instructional activities	2.1 Track number of participants at instructional activities over the course of the year	2. 1 June 2020	2.1 School Site Leadership

Clayton Municipal School District

	2.2 School Board involvement and participating in school events. (Board presence in a variety of school activities)	2.2 Track number of activities where the Board of Education is represented throughout the school year	2. 2 June 2020	2.2 School Site Leadership
	2.3 Instill community pride in Clayton Schools instructional program	2.3 Track number of participants at instructional activities over the course of a year	2. 3 June 2020	2.3 School Site Leadership
Budget for Goal	Personnel in hours:	Expense in dollars: \$5,000	Contingency: Materials/Snacks	
3) Develop a communications plan that includes multiple strategies for outreach	3.1 Advocating in support of Clayton Schools during community interactions.	3.1 Track communications that relate to the district's identified priorities.	3.1 June 2020	3.1 School Site Leadership
	3.2 Increase digital media to communicate positive school activities that address key programs/activities in the school.	3.2 Track the performance of posts on the Districts Facebook page over the course of the year	3.2 June 2020	3.2 School Site Leadership
	3.3 Continue to expand community outreach	3.3 Track communications	3.3 June 2020	3.3 School Site Leadership

Clayton Municipal School District

	<p>efforts. Newspaper, radio, marquee, school website, Facebook, student information system (sis)</p> <p>3.4 Provide staff development on the use of digital media to communicate with parents and community.</p> <p>3.5 Provide monthly radio updates to the community of progress to meet the strategic plan goals.</p>	<p>that relate to the district's identified priorities.</p> <p>3.4 Agenda and signature sheet of training</p> <p>3.5 Track monthly communications</p>	<p>3.4 June 2020</p> <p>3.5 June 2020</p>	<p>3.4 District Leadership</p> <p>3.5 District Leadership</p>
Budget for Goal	Personnel in hours:	Expense in dollars: \$4,000	Contingency:	
Q1 Deliverables	Q2 Deliverables	Q3 Deliverables	Q4 Deliverables	

Chairperson: Team Members: