



Strategic Plan

2023-2028



OUR MISSION

Meeting the needs of every learner, every day.

OUR VISION

An equitable and inclusive community committed to student belonging, achievement, and growth.





Our Pillars & Five-Year Strategic Objectives

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OUR VISION

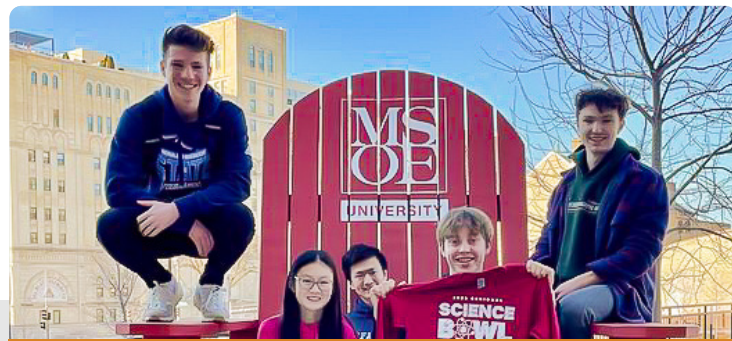
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DISTRICT PILLARS

The following district pillars organize our ongoing, continuous improvement work at the district and at the school level over the long-term. Listed under each core strategy are the 5-year strategic objectives for the system.

We will articulate key action steps on an annual basis within this five-year cycle to:

- A. Live our commitments and accomplish the 5-year strategic objectives
- B. Advance our mission and vision for student learning and organizational excellence



Educational Excellence

Improve academic achievement with a focus on literacy and closing gaps for traditionally underserved groups.



Family & Community Engagement

Bridge meaningful and constructive communication and partnerships to ensure equitable access, representation, and voice.



Exceptional Staff

Provide an inclusive work environment that fosters open communication, collaboration, growth, and support to promote high levels of well-being.

Actively recruit and retain a diverse staff representative of a global society.



Resource Allocation

Create a fiscally and environmentally responsible operational plan that is equitable, sustainable, and adaptable to evolving needs and priorities.

Deepen investment in district diversity, equity, and inclusion efforts through community partnerships and district actions.

EDUCATIONAL EQUITY

All of this work is done in pursuit of educational equity. The District has adopted the following definition of educational equity that is provided by the Department of of Public Instruction: "Educational equity means systems are set up so that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income."



MESSAGE FROM DISTRICT ADMINISTRATOR

On behalf of the McFarland School District and the Board of Education, I am pleased to share our 2023-2028 Strategic Plan. The process for its creation began in October 2021 and ended in December 2022, when this plan was approved by the McFarland School Board. I am deeply grateful for the diverse group of students, parents/guardians, community members, and staff members who participated in this process by completing surveys, participating in listening sessions, and/or serving on the strategic plan committee. Committee members took this important and often challenging work

seriously, as they analyzed the information that was gathered from constituents and district data to create a plan that builds upon our strengths and provides clear direction for the district for the next five years. Both the process and the product exceeded all expectations.

Our strategic plan includes an updated, relevant and meaningful mission, vision, and commitments. Priority areas or pillars for ongoing continuous improvement are identified, which include: educational excellence, family and community

engagement, exceptional staff, and resource allocation. Each pillar has objectives that guide our action planning and are used to monitor our progress.

The work in front of our school community is important and urgent. We are committed to holding ourselves accountable to the ambitious objectives that were set and sharing our progress along the way as we live by our mission of “meeting the needs of every learner, every day.”

Aaron Tarnutzer
District Administrator

OUR COMMITMENTS

Belonging:

We commit to providing welcoming and inclusive space for learners to be seen, heard, and valued as their authentic selves.

Growth:

We support each other in taking risks to grow professionally and positively, with the belief that all students can learn at high levels.

Safety:

We create an environment where all members of the school community feel physically, mentally, and emotionally safe.

Celebration:

We acknowledge the positive and the possible in our students, our staff, our community, and one another.

Continuous Improvement:

We strategically use data and high-quality instruction to advance student belonging, achievement, and growth.

Relationships:

We collaborate and build positive, trusting partnerships with our district and our community.

Communication:

We engage in clear, comprehensive, and consistent communication to make informed decisions.

Compassion:

We strive to teach empathy and kindness to create a community of acceptance for our differences and respect for ourselves and others.

