

*2021-2024*

**TRUTH OR CONSEQUENCES  
MUNICIPAL SCHOOLS**

**DISTRICT  
STRATEGIC  
PLAN**

**STUDENTS FIRST**



Adopted: September, 2021



*Students First*





# SCHOOL BOARD MEMBERS

## VISION:

Creating students of vision through quality education that prepares them with the ability to pursue lifelong excellence.

## MISSION:

To support students as they pursue their career and life goals.

## MOTTO:

Students first.

## STRATEGIC GOALS:

**GOAL #1:** To aid students' social emotional wellness and mental health needs focusing on supportive relationships.

**GOAL #2:** To prepare all students for career and college readiness.

**GOAL #3:** To accelerate academic achievement in literacy and numeracy for all students.

**GOAL #4:** To establish and maintain with the highest of expectations, a culture of care, support, and citizenship.

**GOAL #5:** To recruit and develop highly qualified faculty and staff.



**Board President:**  
Brett Smith



**Board Vice-President:**  
Dr. Barbara Pearlman



**Board Secretary:**  
Julianne Stroup



**Board Member:**  
Douglas Whitehead



**Board Member:**  
Christy LaFont



## **STRATEGIC GOAL #1:**

To aid students' social emotional wellness and mental health needs focusing on supportive relationships.

### **STRATEGIC GOAL DELIVERABLES:**

- Implementation of Multi- Layered Systems of Support.
- Implementation of Edgenuity Social Emotional Learning for Grades ().
- Implementation of Social Emotional Learning for Grades ().
- Access to Resources.
- Collaboration with External Partners.
- Develop a Culture of Care.
- Providing Opportunity for Student Voice in Decision-Making.
- A Counselor/Social Worker at Every School.
- SEL Competencies Taught at Each Grade Level.

## **STRATEGIC GOAL #2:**

To prepare all students for career and college readiness.

### **STRATEGIC GOAL DELIVERABLES:**

- Career and College Academic Advisor at Hot Springs High School.
- Annual Maintenance of Next Step Plans and Individual Meetings.
- Implementation of the AVID College and Career Readiness System at every school.
- Increase College Board Advanced Placement and Dual Credit Courses.
- Aligned and Sequential Career Pathways.
- Certificate Programs.
- Internships/Mentorships/Work Study Opportunities.
- College Visits.
- Career Fairs.
- Guest Speakers (In-Person and Remote).
- Learning Style Inventories.
- Career Exploration Inventories.
- College Application Day.
- FAFSA Workshops (Students/Families).
- PSAT, SAT, and AP Testing.
- Financial Literacy.
- Freshman Seminar Elective (High School Readiness Skill-Building for Every 9th Grader).
- Development of Life Skills.
- Graduation Rate for 2022:
  - 92%
- Graduation Rate for 2023:
  - 94%
- Graduation Rate for 2024:
  - 96%



## **STRATEGIC GOAL #3:**

To accelerate academic achievement in literacy and numeracy for all students.

### **STRATEGIC GOAL DELIVERABLES:**

- Development of Districtwide Instructional Priorities to Increase Teachers' and Students' Skills in AVID's WICORized Approach (Writing, Inquiry, Collaboration, Organization, Reading).
- Instructional Rounds.
- Utilize Data to Inform Decision-Making (School and District).
- Common Course Syllabi in Grades PreK-12).
- Curriculum Alignment/Power Standards in Grades PreK-12).
- Equitable Standards-Based 4-Point Grade Scale.
- Quarterly Common Formative Assessments in English Language Arts and Mathematics.
- Quarterly Common Writing Assessments Utilizing Rubrics.
- Achievement Goals in Reading, Mathematics, and Science for 2022:
  - Reading: 40% Proficient
  - Mathematics: 29% Proficient
  - Science: 48% Proficient
- Achievement Goals in Reading, Mathematics, and Science for 2023:
  - Reading: 45% Proficient
  - Mathematics: 34% Proficient
  - Science: 53% Proficient
- Achievement Goals in Reading, Mathematics, and Science for 2024:
  - Reading: 50% Proficient
  - Mathematics: 39% Proficient
  - Science: 58% Proficient

## **STRATEGIC GOAL #4:**

To establish and maintain with the highest of expectations, a culture of care, support, and citizenship.

### **STRATEGIC GOAL DELIVERABLES:**

- Positive Message Banners Hung in All School Buildings.
- Continued Training on Capturing Kids' Hearts.
- Development of Districtwide Commitments and Post in Every School and Classroom.
- School Environmental Scans (Our Walls Should Talk).
- Quarterly "Profile of a Tiger Graduate" Citizenship Grades.
- Modeling Ethical Behavior.
- Community Service.
- Staff, Student, Family, and Community Recognitions.
- Grade-Level Retreats/Teambuilding.



## **STRATEGIC GOAL #5:**

To recruit and develop highly qualified faculty and staff.

### **STRATEGIC GOAL DELIVERABLES:**

- Human Resource Strategy with a Year-at-a-Glance to Recruit Faculty and Staff.
- Competitive Salary Schedules.
- Attend Job Fairs.
- Implementation of a Balanced Calendar.
- Implementation of FLEX Friday:
  - 4 Days of Synchronous Learning.
  - 1 Day of Asynchronous Learning.
  - On-going Professional Development.
- Instructional Rounds.
- Faculty-led Professional Development at Each School.
- AVID Professional Learning Modules.





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