

# Meridian CUSD #15: Vision, Core Values, and District Goals

Updated: 2024



## VISION

Meridian CUSD #15 will promote growth and learning through caring relationships.

## CORE VALUES

In order to promote growth and learning through caring relationships, staff at Meridian will:

- Develop meaningful relationships.
- Promote a culture of good citizenship and community involvement.
- Encourage curiosity and a desire for lifelong learning.
- Maintain high standards and expectations.
- Support college and career learning paths.

## DISTRICT GOALS

### STUDENT ACHIEVEMENT AND CURRICULUM

#### GOAL 1

Offer challenging and diverse curriculum opportunities that provide for the needs of all students in order to achieve their future educational and life goals.

#### Objective 1.1

Provide educational opportunities to meet the academic needs and life skills of all students.

##### ACTION PLAN:

- A. Annually evaluate progress with the Illinois Balanced Accountability Measure.
- B. The school district will evaluate the literacy program to ensure alignment with evidenced based practices.
- C. The school district will continue its comprehensive Response to Intervention (RTI) Program with the goal of having all students in grades one and above read at grade level or higher each academic year.

- D. Evaluate program offerings and current curriculum for lifelong consumer and life skill competency.
- E. The school district will continue its' relationship with Richland Community College and Heartland Vocational Academy to explore additional dual credit course offerings, and ensure that students receive guidance and knowledge of the vocational programs that are available to Meridian High School.
- F. The school district will evaluate educational curriculum that teaches healthy living choices that spans all grade levels.

### Objective 1.2

Communicate curriculum guidelines and expectations between all members of the school community.

#### ACTION PLAN:

- A. The district will map all K-12 curriculum. Once complete, curriculum maps will be accessible on the district's website.
- B. The course sequence chart on the Guidance Counselor web page will be up to date to assist parents and students in course selection.
- C. Current course descriptions are posted on the Meridian High School and Meridian Middle School areas of the district website.
- D. Meridian Elementary School will post end of year grade level expectations on the school's area of the district website.
- E. Classes will continue to utilize Google Classroom in grades 6-12.
- F. Staff will keep updated grade and assignment information for parent and student access.

### Objective 1.3

Recognize student achievement including, but not limited to, academic success, academic improvement, attendance, and community service.

#### ACTION PLAN:

- A. Meridian High School will utilize recognition of the Students of the Month and will have recognition breakfasts for student who achieve Honor Roll status.
- B. Meridian Middle School will utilize the Hawk Bucks Incentive Program to promote positive behavior.
- C. Meridian Elementary School will continue a student achievement recognition program based off of PBIS strategies. Additionally, MES will recognize accomplishments through morning announcements and various community platforms.
- D. Each school will use display monitors to recognize student success and work.

## GOAL 2

Provide students with social and emotional support to promote a culture of good citizenship and service to enhance student social awareness in the present and the future.

### Objective 2.1

Utilize a district-wide student services program to provide support or intervention for students in need.

#### ACTION PLAN:

- A. Each school will maintain processes to aid in the identification of students needing additional assistance by reviewing a number of variables that include, but are not limited to, attendance records, grades, behavioral referrals and observational data from the certified staff.
- B. Student service processes will be evaluated annually using available data including attendance records, grades, behavioral referrals and observational data from the certified staff to assess the effectiveness of the program.

### Objective 2.2

The continuum of available student services will be made available to the Board and community.

#### ACTION PLAN:

- A. The Superintendent will work with the administrative team to communicate available services through available platforms.

## PERSONNEL & FACULTY

### GOAL 3

Recruit, hire and retain highly qualified employees, and provide relevant and value-add professional development.

### Objective 3.1

Provide successful mentoring, on-going training, and appropriate professional development and performance feedback to all staff.

#### ACTION PLAN:

- A. The district will provide coordinated efforts for all state and local professional development opportunities for staff members including requests from the Regional Office of Education for specific topic areas.
- B. The district will ensure that all new staff members or staff members re-assigned to subject areas have mentoring services provided from experienced district staff.
- C. The administrative team will ensure that fair and accurate evaluations for all staff are completed according to the evaluation schedule and that evaluation information, results, and/or summary is shared with the Board as required or requested.

### Objective 3.2

Employee compensation will remain fair and equitable with districts of similar size and demographics.

#### ACTION PLAN:

- A. Administration will provide relevant information to the Board of Education annually with compensation comparisons from school districts in Illinois.
- B. As requested, the administration will provide recommendations on approaches and ideas to maintain a competitive balance between similar districts in Central Illinois with respect to the District's overall financial health and sustainability.

## FINANCE

### GOAL 4

Demonstrate fiscal responsibility each year.

### Objective 4.1

Maintain a balanced and responsible annual budget that ensures sustainability and funding for long-term goals.

#### ACTION PLAN:

- A. The Superintendent will provide ongoing analysis of the current budget to the Board of Education throughout the school year.

- B. The Superintendent will provide a budget forecast prior to the new fiscal year. The forecast will include an analysis of anticipated changes in revenue and expenditures.
- C. The Superintendent will maintain a cash flow document to track revenue and expenditures to identify factors that will affect the budget positively or negatively.

## FACILITIES

### GOAL 5

Facilities will be safe, efficient, clean, and attractive in order to consistently deliver an environment that is both conducive to learning and a sense of pride for the community.

#### Objective 5.1

Develop and implement a preventative facility maintenance plan to meet district needs and expectations.

##### ACTION PLAN:

- A. The Superintendent, in conjunction with the Head of Maintenance and Transportation, will present a facility update maintenance plan to the Board of Education at the regularly scheduled August Board meeting that informs the Board of the maintenance of all mechanical systems, upkeep of the interior of buildings, upkeep of the grounds, athletic fields, bus shed and all maintenance equipment.
- B. The Superintendent, Head of Maintenance, and Transportation Director will provide a report annually to the Board of Education at the regularly scheduled May Board meeting that outlines the yearly maintenance work accomplished as well as recommendations for repair and upkeep of facilities.
- C. The Head of Maintenance will provide a monthly report of monthly maintenance and new and/or ongoing issues.
- D. The Transportation Director will develop and maintain a record of all vehicles that includes a record of repairs for each vehicle.

#### Objective 5.2

Ensure district facilities will accommodate changing technology needs in a secure, consistent, planned, and cost-optimized manner.

##### ACTION PLAN:

- A. The Superintendent will ensure and verify that process and procedures are implemented towards the consistent monitoring (scanning and real-time) of all technological components, and give updates on the District's networks and security, including any security intrusions or network breaches (both internal and external).
- B. The Superintendent will identify and document any potential procurement needs of technology related equipment on an annual basis.
- C. Technology staff will maintain a working document of the applications (paid and free) and equipment that the district utilizes in compliance with SOPPA.
- D. The Superintendent will ensure that all applications used within the District (paid or free) are properly licensed, and that processes and procedures are implemented to ensure all applications do not create security risks or issues (i.e., viruses, malware, ransomware, etc).
- E. The administration and district technology coordinator will receive professional development on the trends of technology use for educational facilities.
- F. Continue evaluating and updating technology contracts to optimize and upgrade district applications and infrastructure.

# DISTRICT-COMMUNITY RELATIONSHIP

## GOAL 6

Provide stakeholders (parents, students, staff and community) a variety of opportunities to be fully informed, involved, and welcomed.

### Objective 6.1

Continue an organized approach to promote District successes and ideas for improvement through consistent outreach and partnering with family and community members.

#### ACTION PLAN:

- A. The school district will send monthly articles to local papers that include updates on school news, student successes, etc.
- B. Schools will post student successes and events in the applicable areas of the District website.
- C. Schools will use grade and age level appropriate communications (i.e., newsletters, school newspapers, group emails, shared documents, etc.) to keep students, parents and community members informed.
- D. The District website will have content and documents kept current, be well organized, and provide a user friendly experience in the ability to quickly and easily find, or search for, information.
- E. The Superintendent will periodically organize informal meetings, roundtable discussions, or other interactions that provide feedback from the public on interest topics, or a pulse of the public views and sentiments of the District.

### Objective 6.2

Utilize a variety of communication mediums to advance stakeholder awareness and involvement.

#### ACTION PLAN:

- A. Each school will use display monitors to recognize student success and work.
- B. School newsletters will be posted in the applicable areas of the District website, emailed to all parents and, in part, provided to the local newspaper for publication.
- C. Promote the use of the Meridian Mobile Phone Application and the District website to provide timely updates to the community, parents, and students.