



***MASTER PLAN
FOR
MURFREESBORO CITY
SCHOOLS***

2013-2018

***Murfreesboro City School Board
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VISION STATEMENT

Murfreesboro City Schools will create a culture of collaborative learning focusing on the whole child assuring success in the global community.

MISSION STATEMENT

It is the mission of Murfreesboro City Schools to assure academic and personal success for each child.



BELIEFS OF MURFREESBORO CITY SCHOOLS

WE BELIEVE:

- Educational success focuses on the whole child.
- Education should consist of a guaranteed and viable curriculum, high quality instruction, and collaborative learning.
- Children should be prepared to be responsible, confident, and positive citizens who successfully meet and exceed the challenges of a changing global community.
- Children have the ability to learn and achieve their full potential.
- Children are most successful in a safe, affirmative, and culturally inclusive learning environment.
- Children deserve a school environment that is grounded in respect and integrity.
- Significant community and business partnerships are important for success.
- Student learning is a joint responsibility of home, school, and community.
- Public education is essential to a democratic society.

1. GOAL: WE WILL EDUCATE THE WHOLE CHILD TO ACHIEVE THEIR HIGHEST POTENTIAL.

Core to the work of Murfreesboro City Schools is the deeply embedded philosophy that children are more than numbers. The district has a profound commitment to both the academic and the personal success of each child. This means that a child's physical, emotional, academic, and social development matter—regardless of the child's learning capacity, ethnicity, or socioeconomic status. Strategies associated with this goal are designed to give challenge, enrichment, and support to every child we serve and to put tools in the hands of personnel so that all can achieve success in the global community.

STRATEGIES:

1. Provide learner-centered environments equipped with technology and learning resources to meet the individual, diverse needs of all learners.
2. Implement a comprehensive tiered instructional model, including differentiation in the content areas to maximize the academic learning of all children, and a tiered behavioral model to meet their social and emotional needs. This means that the unique needs of all subgroups of children—regardless of their academic, socioeconomic, cultural, or ethnic demographic—are held to a high standard.
3. Develop and utilize a data dashboard to improve decision making and inform instruction.
4. Increase opportunities for teachers to learn and collaborate in professional learning communities that develop and nurture staff in the study and use of research-based practices which accelerate student learning.
5. Implement research-based instructional practices that build creativity, critical thinking, problem-solving, and application.
6. Encourage students and staff to be versatile, communicative, optimistic global thinkers.
7. Increase ESP program offerings and participation to augment student learning.

2. GOAL: WE WILL RECRUIT, HIRE, TRAIN, EVALUATE, AND RETAIN HIGH QUALITY PERSONNEL.

Murfreesboro City Schools believes that education is the single most important profession in the world. Our support staff, teachers, principals, and district level administrators educate children who in turn become the leaders of the next generation. Because the main pillars of a progressive society are the personnel who work in our schools, the strategies associated with this goal are designed to attract and develop talented employees who can actively engage our students in diverse learning experiences that inspire and empower them to become contributing citizens.

STRATEGIES:

1. Build a pipeline of high quality teacher and administrator applicants from a variety of sources.
2. Implement comprehensive induction and mentorship programs.
3. Using peer collaboration, virtual resources, and pertinent educational authorities, implement a differentiated professional growth plan in which all staff learn how to individualize the academic program.
4. Initiate a staff recognition program to honor certified and classified staff.
5. Develop and nurture future leaders.

3. GOAL: WE WILL HAVE AN ONGOING FOCUS ON INSTRUCTIONAL TECHNOLOGY.

Murfreesboro City Schools acknowledges that technology is a natural part of our students' lives and should be integral to their educational experiences. Used appropriately, technology can drive instruction, engage students in meaningful learning, accommodate individual differences, and ensure that students are well-equipped to meet the challenges of a global community. The strategies associated with this goal are designed to enable staff to function more efficiently, promote high levels of achievement for all students, and create a culture that embraces technology as a natural part of everyday classroom experiences while at the same time attending to the safety of our children in a digital environment.

STRATEGIES:

1. Encourage and train teachers and students to achieve digital literacy and accelerate student learning by integrating instructional technology into the academic content areas.
2. Allocate time, resources, and access to technology-based tools and digital resources to ensure ongoing professional growth in technology fluency and integration.
3. Use technology to develop a bank of integrated lessons that are available for all teachers.
4. Establish a student information system and data warehouse to augment the effectiveness of meeting the needs of the whole child.
5. Create awareness among students and employees of the vulnerability that is inherent in the Internet and social media.

4. GOAL: WE WILL MAINTAIN HEALTHY, SAFE, CLEAN, ORDERLY, AND NURTURING ENVIRONMENTS IN WHICH CHILDREN AND ADULTS CAN WORK AND LEARN.

Murfreesboro City Schools is committed to a physically and emotionally non-threatening environment in which each child is healthy, safe, engaged, valued, and challenged academically. The strategies associated with this goal are designed to develop educational settings in which each student has access to an inclusive, encouraging, positive culture of respect.

STRATEGIES:

1. Establish procedures that create a welcoming environment while maximizing the safety of all occupants.
2. Promote an environment of wellness and good health practices.
3. Provide a variety of quality meal choices to encourage student participation in the school meal program while maintaining compliance with USDA regulations.
4. Implement a research-based character education program with a tiered behavioral response system and positive behavior support.
5. Provide cultural awareness and other appropriate training for staff to create an inclusive learning environment in which bullying does not occur.
6. Conduct a school safety audit of every school each year.
7. Develop and maintain a safety and crisis plan at each school, provide prescribed safety training in each school each year, and hold schools accountable for conducting all safety and crisis drills throughout the year.

5. GOAL: WE WILL PROVIDE CLEAR AND EFFECTIVE COMMUNICATIONS TO SUPPORT AND PROMOTE OUR MISSION AND GOALS.

Murfreesboro City Schools regards clear and effective internal and external communications as essential to supporting teaching and learning, improving relationships among staff, building credibility of the profession, and fostering positive collaboration between school, home, and community. The strategies associated with this goal are designed to nurture two-way communication with parents, keep our community informed and involved, provide avenues for feedback about the effectiveness of our programs, and solicit suggestions for improvement.

STRATEGIES:

1. Develop and support communication among/between students, parents, staff, and the community, including languages other than English where practicable.
2. Develop accessible and interactive technology tools to facilitate effective and transparent internal and external communication.
3. Provide systematic avenues for feedback from students, parents, staff, and the community about programs and services, effectiveness of communications, effectiveness of student learning, and quality of facilities.
4. Share district success stories with stakeholders.
5. Promote openness, access, and availability of information about Murfreesboro City Schools.

6. GOAL: WE WILL BUILD STRONG PARTNERSHIPS WITH FAMILIES AND THE COMMUNITY TO ENHANCE STUDENT LEARNING.

Murfreesboro City Schools acknowledges that we must create welcoming environments that encourage strong, comprehensive family and community partnerships through which all have the tools to advance student success. The strategies associated with this goal are designed to promote two-way communication between schools, families, and the community and to provide opportunities for meaningful and active collaborative involvement in the educational process.

STRATEGIES:

1. Develop parent and community involvement campaigns to maximize the level of parent and community participation in our schools in conjunction with celebrating all students.
2. Partner with outside organizations to bring real world practitioners to the classroom to link students with the world of work.
3. Expand community service projects and service learning opportunities for students and staff.
4. Develop and implement a plan to involve students, staff, parents, and community as partners in promoting Murfreesboro City Schools.
5. Communicate with parents regarding positive student behavior and achievement.
6. Enhance, add to, and improve web-based information at the district level and across schools.
7. Expand our cooperative partnership with the City Schools Foundation.

7. GOAL: WE WILL DEVELOP A COMPREHENSIVE PLAN FOR OPERATIONS, FINANCES AND FUNDING, FACILITIES, TRANSPORTATION, AND FOOD SERVICE THAT SUPPORTS STUDENT LEARNING.

Murfreesboro City Schools is committed to transparent and efficient use of resources that enable our district to effectively anticipate, respond to, and manage change. The strategies associated with this goal are designed to provide a foundation for policies and practices associated with the planning and management of services that support exemplary preschool through sixth grade education.

STRATEGIES:

1. Generate a plan for development and use of facilities based on growth projections and capacity analysis.
2. Seek out non-traditional revenue sources and secure funding from these sources to improve or enhance educational achievement.
3. Identify multiple-year budget needs and build responsible annual budgets that support educational measures which advance student learning.
4. Develop a comprehensive energy efficiency strategy.
5. Annually review technology infrastructure and equipment needs and plan for technology hardware maintenance and replacement.