

2022-2025

Mineral Point Unified School District

School Board Priorities



About these priorities:

The Mineral Point Unified School District School Board and Superintendent Mitch Wainwright engaged in a process beginning in June 2022 to establish goals and priorities for the 2022-23 and the 2023-24 school years. Though day-to-day priorities will continue, the school board will unite around key themes and strategies aimed at continuous improvement.

School Board Members:

2022-2023 - Andy Busch, Aaron Dunn, Will Harris, Joni Heisner, Bob Janetka (replaced by Rachael Bergstrom), Christie Johnston, and Justin Skelding

Mineral Point Unified School District Mission Statement:

Grounded by our history, as one of the oldest publicly supported schools in Wisconsin, MPSD is the heart of a small community that educates and inspires our students for a bright future in a big world.

Mineral Point Unified School District Vision Statement (Core Values):

- The Mineral Point School District will be a recognized leader in education.
- Students will attain higher levels of academic achievement, resulting in greater lifetime opportunities.
- Individualized learning will be embraced through innovation and technology.
- The district will provide a collaborative and professional environment for teachers to learn and develop innovative instructional strategies.
- Student learning will be enriched by cultivating family, community, and business partnerships.

Board Commitment to Consensus

- A belief by the group that you have the expertise and collective knowledge to solve your own problems.
- A commitment to the process
- A belief the group of leaders is smarter than any one member.

Consensus Process:

School Board Members and Superintendent Wainwright brainstormed nearly 40 ideas. Each reflected, wrote ideas, and shared priorities with the entire school board. Board members then narrowed the 40 ideas to 10. They used the process once again to narrow their priorities to three focus areas.

Focus Areas:

Based on discussion about current events and needs in the immediate future, the following were selected as areas of Focus in order of top votes.

1. Develop a Recruitment and Retention Plan for teachers/staff
2. Prioritize understanding of the social and emotional needs of students and staff to develop a district-wide plan to create a school community rooted in belonging and physical and psychological safety for all.
3. Enhance Board Governance (examples: Define roles, increase use of committees, establish guiding principles).

Focus Area #1 -Recruitment and Retention Plan for teachers/staff

Overarching Goal

The Mineral Point School District Board of Education recognizes that our nation and state are experiencing a teacher shortage. The Board is committed to retaining high quality staff who are currently a part of the Mineral Point Unified School District team. The School Board will strive to recruit and retain high-quality professionals who:

- Are committed to the continuous improvement process.
- Understand the developmental, social, and emotional needs of students
- Possess the knowledge, will, and skill to inspire, engage, and encourage students in content that is rigorous and relevant.

The board then created priorities for recruitment and retention.

Recruitment Activities and Goals

- 1) The Board will promote a positive work environment.
- 2) The District will create recruitment materials (Video and Literature)
- 3) The District will increase the number of student teacher placements in the district.

Goal 1: The Board will promote a positive work environment so new hires view Mineral Point Unified School District as a desirable place of educational employment.

- A) School board members will increase their visibility by attending scheduled activities throughout the school year. The purpose is to build positive and professional relationships with staff members and contribute to a positive working environment, which is one of the deciding factors prospective candidates consider when choosing employment.
- B) During the 2023-24 school year, the district will organize two formal meetings with 12-15 representative staff members to gather input about creative ways to improve working conditions and culture. The committee of representatives may also meet as needed to address concerns as they arise. The Board's intent is to seek more ways to increase communication opportunities and transparency between staff members and the school board. This process will be shared with prospective candidates, so they know the Mineral Point Unified School District values staff as vital stakeholders.

Goal 2: The District will create recruitment materials (Video and Literature)

By the end of the 2023-2024 school year, Mr. Wainwright will coordinate with the Mineral Point Communications Director and the Pointer Media team to create a recruitment brochure and video specifically geared toward attracting new staff. The materials will highlight the strengths of the district and the community as a whole.

Goal 3: The District will increase the number of student teacher placements in the district.

During the 2023-2024 school year, the district will engage in a pilot program to increase the number of student teachers placed in the Mineral Point Unified School District. The program will provide student teachers with incentives throughout the semester such as gift cards and gas cards. The district will also promote the engagement in the community by providing Mineral Point Chamber Dollars and promotional materials. Student-teachers will be provided complimentary lunches from the school menu during their rotation.

The Mineral Point School Board and Mr. Wainwright recognize the importance of teachers who take the time and effort to host and supervise student teachers. During this pilot, cooperating teachers will be provided with a small, but meaningful, token of appreciation at the discretion of the administration.

Retention Activities and Goals

- 1) The Board will provide a voice for teachers.
- 2) Administration will gather input for opportunities to increase support.
- 3) The Board will provide and support continuous growth through Professional Development Opportunities.

Goal 1: The Board will promote a positive work environment for current employees. (Please refer to Recruitment Goal #1 above)

Goal 2: Administration will gather input for opportunities to increase support.

This will occur at the discretion of the administrative team on an ongoing basis throughout the school year.

Goal 3: The Board will provide and support continuous growth through Professional Development Opportunities.

- A) Each year, the superintendent will provide the Board with the current professional development opportunities and budget totals.
- B) The board will gather input from staff representatives about opportunities that would help them grow professionally.
- C) The administrative team will provide a list of professional development needs to help reach building and district goals.

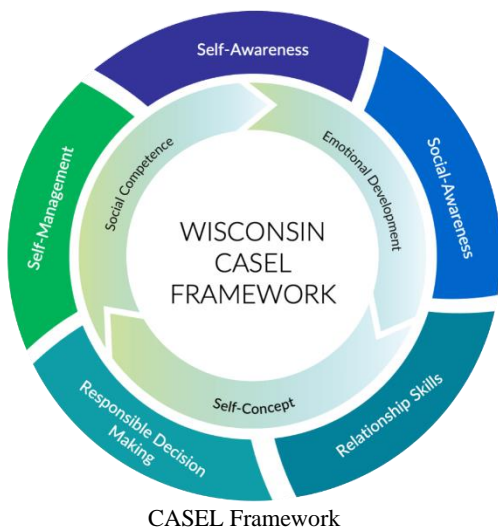
Focus Area #2 -To prioritize an understanding of the social and emotional needs of students and staff to develop a district-wide plan to create a school community rooted in belonging and physical and psychological safety for all.

Overarching Goal

To enhance students with social and emotional instruction and a multi-tiered system of social and emotional support for all students.

Goal 1: All schools within the district will utilize Tier One universal lessons for all students.

- A) Elementary: Beginning in 2022-23, social and emotional / health lessons have been implemented in all grades so students gain SEL competencies that include self-awareness, social awareness, relationship skills, responsible decision-making, and self-management
- B) Middle School and High School: Beginning in 2023-24, Sources of Strength curriculum will be implemented with a focus on increasing help-seeking behaviors and promoting connections between peers and caring adults.



Goal 2: By the end of the '23-24 school year, all schools will develop student support teams, gather information for Tier 2 and Tier 3 interventions, and identify early intervening services..

Goal 3: Beginning in the '22-23 school year the district will use the School Health Assessment and Performance Evaluation System (SHAPE)* assessment as a guide to increase the effectiveness of their SEL framework through continuous improvement.

- A) Starting with the '23-24 school year, the district will designate a K-12 SEL team to continually reassess performance measures and use 'testlets' to introduce change action.
- B) The School Board will prioritize available resources, including appropriate staff and funds, to provide stability with SEL programming, services, and support.

Goal 4: By the end of the 2024-2025 School Year, a higher percentage of students will report a sense of belonging according to the Wisconsin Youth Risk Behavior Survey (YRBS).

*The SHAPE assessment includes: Teaming, Needs Assessment and Resource Mapping, Screening, Mental Health Promotion Services and Supports, Early Intervening Services and Supports, Funding and Stability, and Impact)

Focus Area #3 -Board Governance

Overarching Goal

We, the Mineral Point School Board, will build trust with our stakeholders by demonstrating mutual respect and transparency toward those we serve and each other. Through board policy, decision-making, and role delegation, we will provide effective and efficient oversight based on school board best practices. Our priorities and practices will keep students at the center through goal development, analysis & evaluation, with a commitment to continuous improvement. Each Mineral Point School Board member will model competencies expected from administration, staff, and students that include: Self-Awareness, Self-Management, Responsible Decision Making, Social Awareness, and Relationship Skills.

Goal 1: Starting in the 2023-2024 School Year, each member of the Mineral Point Unified School District Board of Education will complete the WASB School Board Meeting Self-Evaluation Tool quarterly.

Goal 2: Starting in the 2023-2024 School Year, the President of the Mineral Point Unified School District Board of Education will facilitate a discussion of the full board based on the individual results of the WASB School Board Meeting Self-Evaluation Tool. At the conclusion of the discussion, the Board will make recommendations for up to three improvements that align with the above Overarching Goal.

Goal 3: Starting in the second quarter of the 2023-2024 School Year, the President of the Mineral Point Unified School District Board of Education will lead a discussion to gather feedback to assess the progress from the recommendations made in the previous quarter and discuss the results of the most recent WASB School Board Meeting Self-Evaluation.

Goal 4: By the regularly scheduled August School Board meeting, the Mineral Point Unified School Board will establish board norms for professional interaction. The Board will review interpersonal skills that are expected when conducting business at school board meetings. These skills model those taught to the staff and students, including Self-Awareness, Self-Management, Responsible Decision Making, Social Awareness, and Relationship Skills.