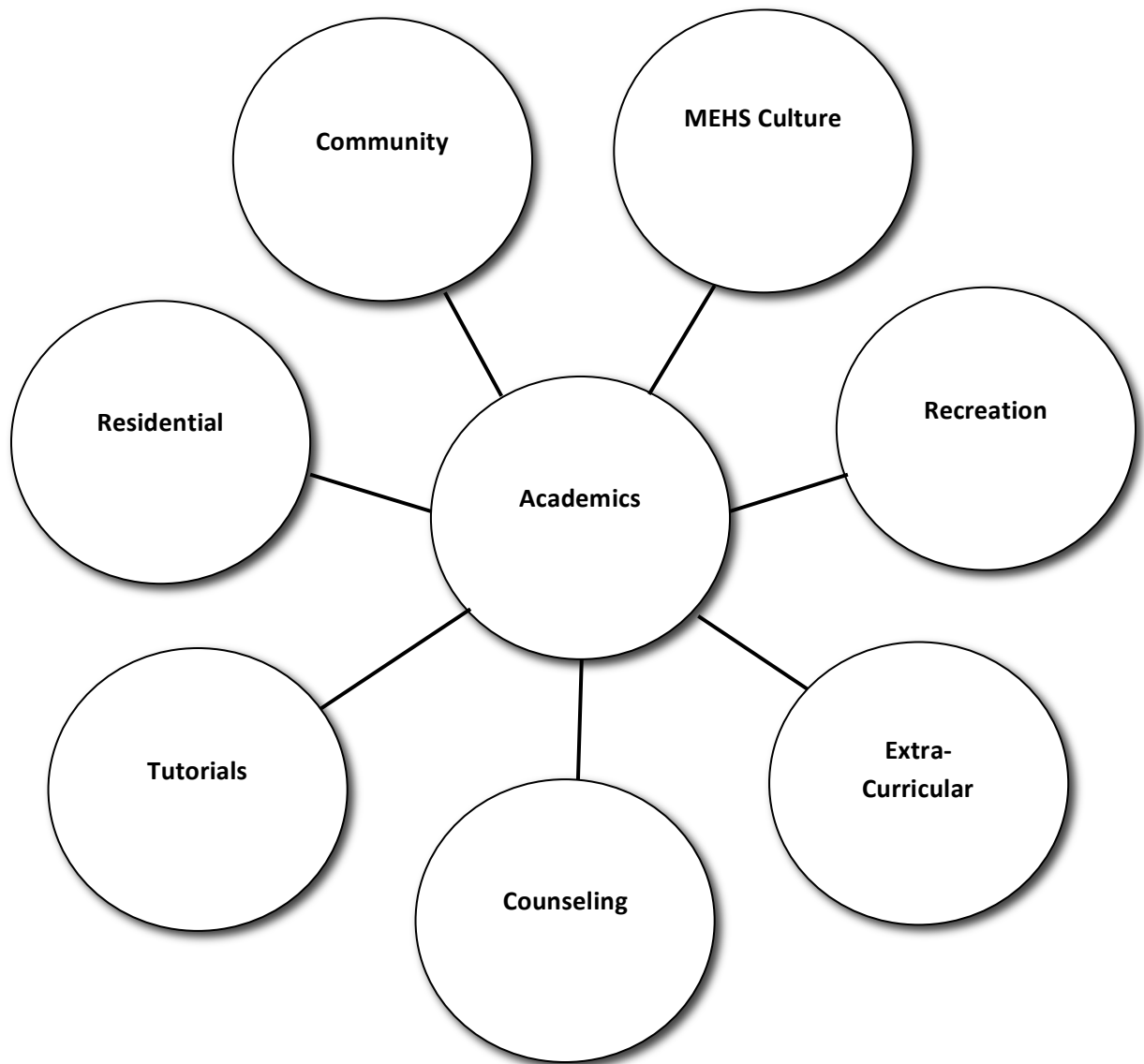


MEHS Strategic Plan



Spring 2016
For 2016-2019 School Years

The Mt. Edgecumbe Strategic Plan is on the premise that all components of a student's life have to be addressed in the strategic planning process. Those components are listed below.



During the strategic planning process, a survey was sent out to all MEHS students and parents via Survey Monkey, with questions geared to the components above. That information was utilized in the formation of the current Strategic Plan.

This plan was approved by the MEHS Advisory Board on May 4, 2016.

Mission

To provide a challenging, unique education in a residential setting that values rich cultural diversities and traditions, inspiring Alaskan students to become successful, responsible, global citizens.

Vision

MEHS inspires students to:

- Discover and expand their talents with multiple innovative opportunities.
 - Develop their dreams.
 - Meet high expectations for learning and living.
 - Prepare for a changing world.
 - Form meaningful and long lasting relationships.
 - Learn from and appreciate one's own and other's cultures.
 - Be ethical leaders.
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Academics

MEHS will provide opportunities, instruction, and support for every student to meet high expectations and reach his or her potential.

Students will:

- graduate with her/his class.
- achieve proficient performance in every class.
- learn to be responsible for their own learning.
- be prepared for post-secondary education or work force.
- be academically, socially, and emotionally balanced.
- progress at a pace/level specific to his/her abilities.
- show at least one year's growth in MAP testing.
- demonstrate proficiency based on Statewide testing.

All MEHS classes will:

- reflect student interests and needs.
- incorporate cultural components that reflect our students and a Pacific Rim curricular emphasis.

Staff will:

- be provided relevant professional development and support for delivery of instruction.

Accomplishments from goals identified on the 2012 Strategic Plan:

- ✓ Completed and implemented Academic Probation Policy.
- ✓ Implementation and significant progress in STEPP goals.
- ✓ Implementation and significant progress in RTI (Response to Intervention).
- ✓ Implementation and growth in using MAP testing data.
- ✓ Continued focus on communication with parents and constituents through website, Family Link, postcards, documentation of phone calls home, monthly parent teleconferences, and more.
- ✓ Received accreditation by AdvancED.
- ✓ Reviewed curriculum and reported curriculum characteristics to the State Board of Education (SBOE).
- ✓ Progressed in writing curriculum into the software Building Your Own Curriculum (BYOC).
- ✓ Streamlined student application and enrollment procedures using the internet.
- ✓ Reinstated lost Administrative Assistant Position (travel coordinator in the business office).
- ✓ Implemented foundation for Academy of Engineering (opted not to fully implement).
- ✓ Progressed in assessments aligned with Alaska State Standards.
- ✓ Focused on increasing and identifying a system of documenting direct staff communication with parents.

Continued Goals:

Area of Concentration: Communication

Goal: Staff communicates effectively and frequently with parents about learning expectations, student progress, and ways to reinforce learning at home (STEPP 4.07)

Area of Concentration: Professional Development

Goal: A professional development plan will be developed and written each year based on researched based practices, student achievement data, and continuous feedback from faculty, staff, parents, and administration. (STEPP 3.03, 5.01, 6.02, 6.08)

Area of Concentration: Student Academic achievement

Goals:

The MEHS system (RTI) for identifying and intervening for maximum academic achievement for each student will be continuously evaluated and refined. It will include a systematic process and refined procedures for collecting, analyzing, and utilizing student achievement data, provide appropriate student interventions, refine classroom instruction, and examine organizational conditions and programs for continuous improvement. (AdvancED #4, STEPP 2.03, 2.04, 3.02)

Each student will increase academic performance in language and math by 2 RIT points as evidenced by Measures of Progress (MAP) Fall and Spring scores.

Area of Concentration: Curriculum, Standards, and Assessment

Goals:

Student assessment data will be regularly and consistently reviewed to identify gaps or holes in the curriculum. (STEPP 1.04)

Build Your Own Curriculum (BYOC) will be revised on a regular basis to maintain accurate reflection of school curriculum as well as provide accurate curriculum information to parents.

Similar courses in in the MEHS Master Schedule (e.g. Algebra I, English 9) will have similar curriculum as illustrated in BYOC, have the same standards, have similar assessments, and have similar student performance and grading expectations. (AdvancED #1)

BYOC core Math and Language Arts curricula will reflect Alaska State Standards.

Students will know and clearly understand curriculum and standard performance expectations, as well as what they need to learn to meet those performance standards. (AdvancED #2 and #3)

A written MEHS policy will be developed in response to 4AAC06.065. Each MEHS course will have exit exams as outlined in the policy and 4AAC06.065.

Where possible, cultural diversity will be incorporated into the classroom curriculum.

A committee will be formed to explore the possibility and impact of the implementation of Parent Teacher conferences.

Career Awareness opportunities will be expanded so that students can project themselves into the future. (continued WOW Fair, job shadowing, using a counseling web page, etc.)

Each student will develop a personal career education plan, which will include identifying student interests and abilities, how those relate to occupational interests, and a plan as to how to get there.

New Goals: (from faculty and staff input)

A system of comparative and consistent student data collection will be identified and compared from semester to semester or year to year in order to determine the success of student achievement, retention, and success after graduation.

Staff will review schoolwide student expectations policies for consistency and applicability. The result will be incorporated into the Faculty Handbook.

Teacher time will be examined for maximum productivity related to student needs and accomplishment of the goals outlined in this plan, including Professional Learning Communities.

Expanded opportunities will be examined for learning from other boarding schools, including possible membership in an appropriate professional organization for boarding schools.

Strategies will be identified and implemented that promote students being accountable for their own learning.

MEHS staff will develop a range of strategies to address student emotional/behavioral characteristics that get in the way of academic achievement.

Additional and meaningful ways of recognizing student academic success will be developed and delivered.

Establish and integrate real life “Life Skills” instruction and practice program to prepare students for life after MEHS: how to: handle money, pay taxes, look for an apartment, apply and understand loans, understand the un-understandable cell phone plans, budget, etc. (this goal also appears under counseling/residential)

The faculty will revisit the “grading process” and applicable foundations of grading at MEHS, as well as consistency across student academic expectations. Some examples: NC (no credit), the zero effect, late work policies.

MEHS will examine the possibilities and possible implementation of the One to One computer program.

MEHS will increase the parent use of “Family Link” from the 2016 survey results.

Students will raise SAT and ACT scores by 5% each year

- Teachers will examine SAT and ACT test information so as to understand the expectations on the test.
- Teachers will provide test preparation support in content and test taking strategies.

Student Success Program (previous title: “Tutorials”)

Provide an Academic/Residential cooperative environment outside the classroom that is conducive to improvement of academic skills and educational progress of our students/school.

Accomplishments from goals identified on the 2012 Strategic Plan:

- ✓ Tutorial parameters clearly defined
- ✓ Increased accountability for student attendance
- ✓ Referral process is much improved and efficient
- ✓ RTI Process
- ✓ Residential academic “mentoring”
- ✓ “Help me with my class” sessions
- ✓ The addition of “Student Success Coordinator” position
- ✓ Evening “Study Time,” 5 days a week
- ✓ The use of student tutors
- ✓ RTI Lab

GOALS:

Identify and implement an academic support plan and tracking system for each student who needs academic intervention.

- plan should include both academic and residential settings
- plan should be communicated to parent
- plan should be documented
- plan should be reviewed periodically
- plan should meet student needs

Develop additional strategies to support students in upper level classes, math in particular.

Residential

Establish a residential environment which ensures communication, mutual respect, and collaboration while providing a safe, nurturing, and comfortable home satisfactory to all stakeholders.

- All students will feel safe in the residential setting.
- There will be uniform rules along with high expectations for behavior of all students in the residential setting.
- Issues within the residential setting will be communicated proactively to parents.
- Every student will feel connected with an adult associated with the residential setting.
- Student and staff will show mutual respect for each other.

Accomplishments from goals identified on the 2012 Strategic Plan:

- ✓ Student Handbook and School Policies are followed by all staff
- ✓ Student Handbook is reviewed with all staff and students

GOALS:

Increase and continue training across all residential adult groups.

- Continue and enhance the combined professional development at the beginning of the school year
- Continue staff training throughout the school year

Develop and maintain increased MEHS culture of mutual respect and kindness. (also appears in MEHS Culture section)

- Continue building developmental assets
- Establish a student/adult committee to increase positive awareness and strategies to build the culture of respect and kindness
- Continue consistent student rules and expectations
- Review rules and expectations periodically during the school year
- Respect and maintain physical living and learning spaces (dorms, grounds, classrooms, etc.)

Improve access to technology for students in the dorms for communication and academic achievement.

Develop strategies to increase the student connectedness to the MEHS community and each other.

Counseling

Provide a comprehensive guidance and counseling program, available for every student.

GOALS:

Expand counseling to a greater number of students through the use of need based counseling groups.

Establish a counseling web presence for the academic and residential counseling program which includes information for parents and students in common issues such as homesickness and more.

Establish and promote a student wellness program.

Establish and complete a formal sequence of suicide prevention strategies, including a brief screening for each student at the beginning of the school year.

Establish and integrate real life “Life Skills” instruction and practice program to prepare students for life after MEHS: how to: handle money, pay taxes, look for an apartment, apply and understand loans, understand the un-understandable cell phone plans, budget, etc. (appears in academic section also)

Recreation

Provide a wide-variety of physical, enjoyable, and quality of life-improving activities in a recreational atmosphere which enriches the lives and experiences of our students.

- Recreational activities offered will include cultural, outdoor-based, and structured social activities in order to provide healthy opportunities for students.
- Recreational activities will be organized in such a way as to maximize student involvement/safety and engage even the most reluctant student to participate.
- Student interests will be considered when implementing the recreation program.

GOALS:

Expand recreational activities to focus on the needs of our student population, as well as ensure that activities appeal proportionately to the school's demographics.

Increase student representation and participation by using continuous recreational planning and feedback in order to develop activities.

Develop strategies to increase activity offerings by RA's. Record these activities as a part of the whole MEHS recreational program.

Create a sustainable healthy program to focus on empowerment, nutrition, healthy activities, and self esteem. The first step would be to initiate a task force. This includes both genders with such programs as "Coaching Boys Into Men," respect, and responsibility.

Extra-Curricular

Provide an extra-curricular program that promotes leadership/sportsmanship, high student participation in a variety of activities, and promotes the ideals and integrity of a model MEHS student.

- All students will be strongly encouraged to find involvement in an extra-curricular activity.
- Each student that wants to participate in an extra-curricular activity has a way to do so.
- There will be enough opportunities in each extra-curricular activity to assure each participant can participate.
- Financial support will be advocated for extra-curricular activities.

(No new goals.)

MEHS Culture

Merge the most positive characteristics of individuals and groups comprised within the MEHS community to make us a wiser, stronger, and more caring educational institution.

- **Safety:** Emotional, Physical, Intellectual, Spiritual, Traditional
- **Knowledge:** Self, Diversity, Life Skills, Others
- **Leadership:** Elders in Training, Communication
- **Respect/Pride:** Self MEHS Community, Education, Culture
- **Civic Duty/Responsibility**
- **Initiative**
- **Traditions/Pride:** Family, Alumni, Cultural

Goals:

Re-evaluate the effectiveness of Family Night Dinner.

Develop additional ways to promote participation and training in leadership and leadership roles.

Continue and enhance culture and tradition at MEHS: Dance Groups, Founder's Week, Artists in Residence, Native foods, and more.

Develop and maintain increased MEHS culture of mutual respect and kindness.

- Continue building developmental assets
- Establish a student/adult committee to increase positive awareness and strategies to build the culture of respect and kindness
- Continue consistent student rules and expectations
- Review rules and expectations periodically during the school year
- Respect and maintain physical living and learning spaces (dorms, grounds, classrooms, etc.)

Community

Establish and maintain strong, healthy relationships with local, State and global communities.

- Improve communication with Alumni
- Create database of Alumni contacts.
- Invite community to be a part of MEHS.
- Strengthen the relationship with and educate the community on MEHS
- Promote the image of MEHS in a positive fashion with Sitka School District and the Sitka community
- Improve image/relationship among other schools within the State.
- Continue International Sister School relationships.
- Give back to the community (local, home communities, state, global)

Accomplishments from goals identified on the 2012 Strategic Plan:

- ✓ Significant decrease of the "Battle of the Bridge" rivalry

Goals:

Increase ways to communicate our mission and value to the local community as well as the State of Alaska.

- Focus on ANB/ANS
- Present regularly to community groups (Rotary, Chamber of Commerce, etc)
- Communicate with the Sitka business community on “student town expectations.”

Develop a more comprehensive alumni database so that MEHS can communicate better with all constituents, particularly alumni.

Identify current community service practices throughout all aspects of the program (NHS, Student Government, LEADS, etc). Examine and implement strategies so that each student performs a minimum of 5 hours of community service each year.

MEHS Capital Needs

Provide and maintain a comfortable and effective campus that maximizes student living and learning.

Goals:

MEHS will advocate for additional classroom and student “commons” space on the lower campus so as to reduce the misery and time of students passing from one class to another. This will also create a better climate for living and learning because students will be going to classes in the same area.

Dorm “Kitchenettes” will be examined to maximize student use.

The Fieldhouse classroom windows will be replaced so they don’t leak.

The main bathrooms in the Academic Building will be renovated.

“Weather protection” will be added to gym entrances.

The Main Dorm siding will be replaced, hopefully including greater energy efficiency for the building.