

## Instructional Services Strategic Planning

*Our mission is to maintain the McAlester Public Schools' focus on high student achievement by creating multiple and diverse opportunities for learning. These learning opportunities will be extended to teachers, administrators, parents, paraprofessionals, substitutes and support personnel, allowing them to continually reflect on practice, to focus on teaching and learning, to develop leadership skills and to create an exemplary learning community for all MPS stakeholders.*

### *Our Vision*

*The Vision of our department is that McAlester Public Schools will become an exemplary learning community that supports innovation and is committed to challenging all learners. In collaboration with educators district wide, our learning community will develop curriculum, instructional strategies and assessments that ensure that all students will graduate prepared for life, work, and college in a globally competitive world. We will provide relevant, ongoing, job-embedded professional development to insure student achievement that is supported by evidence and results.*

Goal 1. To create a culture of continuous instructional improvement through structured and allocated time for professional conversations, observations, and reflection on best practices for every classroom.

### Action Steps:

- We will recruit and retain the highest quality faculty, staff, and administrators and maximize their effectiveness through high quality training and support.
- We will continually assess district wide professional development goals/needs.
- We will encourage and support a personal commitment to professional development whereby each individual becomes reflective and responsive to goals related to their growth as an educator.
- We will actively promote the allocation of district resources to promote the growth of its educators.

Goal 2. To engage every student in meaningful, authentic and rigorous work through the use of innovative instructional practices and supportive technologies that will motivate students and prepare them for the demands of post-secondary learning and the 21<sup>st</sup> century work force.

### Action Steps:

- We will develop and implement engaging, innovative, and rigorous curriculum that will optimize learning.
- We will adopt a systemwide approach to inspire and empower students beyond traditional academics.
- We will design and develop a technology infrastructure that is adaptable to the evolving needs of our students and our learning communities.
- We will engage all facets of the community as partners in accomplishing our mission and objectives.
- We will align people and resources strategically to maximize impact.