

MCS 2026-2031 Strategic Plan -Goals and Objectives Only

Mission Statement: To assure academic and personal success for each student.

Vision: All students and stakeholders are known, safe, challenged and empowered.

Goal 1: MCS will raise achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.	
Objectives	
Priority Objective 1: For all students in grades 3-6, increase the percentage of students scoring on or above a proficient level on state-assessed subjects annually by an average of 2.5% and maintain TVAAS scores of a minimum of 3 or higher in ELA and math.	Priority Objective 2: For all students in grades K-2, increase the percentage of students scoring on or above grade level on district benchmark assessments annually by an average of 2.5%
Priority Objective 3: Decrease the percentage of SWD and ELLs who are scoring in the below level in ELA and Math annually and Maintain Level 3 TVAAS growth for SWD and ELL student groups in ELA and Math annually.	Priority Objective 4: For students in grades 3-6 who perform in the bottom 25%, maintain level 4 TVAAS growth.

Goal 2: MCS will promote the success of every child by supporting their social, behavioral, and non-academic needs in partnership with families and the community so that students are ready to learn.	
Objectives:	
Priority Objective 1: Decrease non-academic, behavioral, and social emotional barriers to learning by providing multiple pathways to tiered services and support as measured by an increase in our average daily attendance to 96% and decreasing Out of School Suspensions from 7.3% to 5% or less by 2031.	Priority Objective 2: Increase support and learning opportunities for parents to serve as their child's first and most important teacher as measured by 90% of families stating they receive information from the school/district about how to help their child.
Priority Objective 3: Identify, implement, and support a variety of extracurricular opportunities for students in athletics, STEAM, Performing Arts, and advanced academics.	

Goal 3: MCS will invest in the growth and retention of our employees so that every student benefits from a well-prepared and highly qualified team.	
Objectives:	
Priority Objective 1: Retain at least 90% of highly effective educators, defined as teachers earning a Level of Effectiveness (LOE) score of 4 or 5.	Priority Objective 2: Engage in proactive recruitment and strategic partnerships to ensure less than 1% of certified positions are unfilled at the start of each school year.
Priority Objective 3: Ensure workforce stability and high-quality staffing through retention in all district positions as measured by less than 1% of all positions are unfilled by August 1 st of each year.	

Goal 4: MCS will ensure operational efficiency so that resources effectively support and enhance student learning.	
Objectives:	
Priority Objective 1: MCS will strategically manage facilities, equipment, and infrastructure through a data-informed, multi-year planning process where 100% of major assets are tracked and used to inform a multi-year CIP.	Priority Objective 2: Maintain safe and secure learning environments that reduce risk to students and staff in which annually 100% of staff are thoroughly trained and 100% of schools complete an annual security assessment with documented findings and action steps.
Priority Objective 3: Maintain secure technology systems aligned with the NIST Cybersecurity Framework and Tennessee K–12 requirements to protect district operations, instructional continuity, and student and staff data. Success will be measured through 100% semi-annual access audits, a 14-day critical patch window, 95% cybersecurity training completion, monthly phishing simulations with a click rate below 5%, and zero unauthorized data disclosures.	Priority Objective 4: Maintain financial stability and sustainability to protect instructional resources and support long-term district priorities by ensuring a minimum 10% fund balance in the general-purpose fund and labor cost at, or below, 88%.

Goal 5: MCS will strategically promote and expand the strengths and opportunities of our schools so that we are recognized as the district of choice for families.	
Objectives	Strategies
Priority Objective 1: Enhance our brand and public narrative by communicating consistently, transparently, and positively about the work happening across the district as measured by parent, staff, and community surveys.	Priority Objective 2: Expand family access to high-quality educational programmatic options by increasing opportunities for school choice within the district.