

Vision

OC students/staff will:

- Respect others
- Experience learning
- Build relationships
- Expect excellence
- Lead
- Seek opportunities

Mission

Provide opportunities and resources for students to develop perseverance and a passion for life-long learning.

Beliefs

- Students provided hands-on, personalized learning opportunities
- Parents engaged to play a well-defined & meaningful role w/students
- Students challenged intellectually
- Everyone does not learn the same way
- Students deserve the best possible education
- Compassionate teachers need to challenge their students

Graduate Profile

Objectives

- Provide opportunities for students to show competencies necessary to achieve their next transition.

Critical Initiatives

- Create a graduate profile with aligned goals and activities for all students preK-12.

Literacy/numeracy

Objectives

- Provide common frameworks for instruction, curriculum, and assessment to ensure student success.

Critical Initiatives

- MBMS teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement.

Social Emotional Learning

Objectives

- Identify S-E barriers to student success and provide strategies and resources to overcome them.

Critical Initiatives

- Teachers and staff will be trained on Social and Emotional Learning through the poverty simulator, trauma informed schools training, and the PREPaRE Workshop
- Students grades 3-12 will be administered the Resiliency Poll.
- Community partnerships will be

Recruitment and Retention

Objectives

- Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Critical Initiatives

- Create a positive public identity that encourages staff recruitment and retention.
- Provide opportunities for staff camaraderie
- Recognize staff and teacher leaders
- Provide a structured staff induction

Personalization

Objectives

- Create flexible, personalized learning opportunities for all students.

Critical Initiatives

- Implement personalized learning strategies and opportunities to increase student engagement.

Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives
		identified and developed around supports for the social and emotional needs of students.	process.	
Key Measures	Key Measures	Key Measures	Key Measures	Key Measures
<ul style="list-style-type: none"> • Grad. Profile with defined transition goals • Focus Group Feedback • Graduate survey data. • Annual stakeholder survey data 	<ul style="list-style-type: none"> • The ELEOT Walkthroughs • Agendas and Minutes of PLC meetings • KY Framework for Teaching Observations • OTISS Observation Tool • SBDM Council Agendas and Minutes • Teacher Lesson Plans 	<ul style="list-style-type: none"> • Annual KIPP Survey • Training agendas and attendance rosters • Teacher reflection on impact of training. • Resiliency Poll results • Student support plans for at -risk students • Student Discipline Data • Student Performance Data • Student Discipline Data • Student Performance Data • Student support plans for at -risk students • Mental Health Collab. meeting agendas and minutes 	<ul style="list-style-type: none"> • Staff turnover rate • Applications in AppliTrack • Employee entrance and exit surveys • Participation in job fairs • Attendance at staff events • Tell Survey Data • Annual staff survey data • Staff turnover rate • Tell Suvey Data • KY Framework for Teacher Observations • Staff turnover rate • Annual staff survey data • Staff turnover rate • Induction process with defined outcomes • KY Framework for Teacher Observations 	<ul style="list-style-type: none"> • Teacher Lesson Plan • Student Performance Data • KY Framework for Teacher Observations • OTISS Observation Tool • ELEOT walk-through tool