







McKINNEY ISD

PILLAR	OBJECTIVE	STRATEGY	SPECIFIC RESULT
 SAFETY & SECURITY	1. Design systems for safety and security to meet the needs of our school community.	1.1 Develop and implement a comprehensive plan to meet the social-emotional and mental health needs of students and staff.	1.1.1 Fortify personal and community wellness through student instruction, staff training, partnerships, and community engagement.
		1.2 Refine safety and security systems while ensuring all stakeholders are informed.	1.2.1 Disseminate relevant safety information with the MISD community. 1.2.2 Design or refine processes and procedures to create a safe and secure environment for all MISD campuses.
 TEACHING & LEARNING	2. Ensure a guaranteed and viable curriculum that includes effective instructional programs that address the needs of all learners and promote student achievement and growth.	2.1 Design a collaborative system that ensures a curriculum cycle for development and refinement.	2.1.1 Ensure every department that engages in curriculum development collaborates to support and sustain a consistent implementation of the curriculum cycle for all student groups. 2.1.2 Ensure every campus has the opportunity to participate in the development and refinement of the curriculum cycle to impact student achievement.
		2.2 Provide effective and relevant programs for our diverse community.	2.2.1 Refine instructional programs with pathways that result in graduates being college, career, and military ready. 2.2.2 Increase equitable access to specialized programs so that each classroom reflects the diversity of the district.
		2.3 Implement a comprehensive professional development program.	2.3.1 Develop a systematic framework to support the professional growth of all MISD employees in alignment with district priorities and initiatives. 2.3.2 Redesign and create a sustainable professional network to support the professional growth of all MISD Staff.
 MCKINNEY ISD FAMILY	3. Make continuous efforts to uphold a staff consisting of highly qualified employees.	3.1 Design and strategically implement creative recruitment methods to attract passionate MISD family members.	3.1.1 Secure highly qualified employees through a variety of recruitment approaches and procedures.
		3.2 Design and strategically implement creative retention methods by developing and recognizing every member of our MISD family.	3.2.1 Retain highly qualified employees through a variety of measures to ensure the success of every student, every day.
 CULTURE	4. Enhance collaboration between students, staff, parents, and community to build a positive learning environment.	4.1 Establish an environment that welcomes and promotes community engagement and partnerships.	4.1.1 Create and maintain an inclusive process to communicate and provide engagement opportunities for all stakeholders. 4.1.2 Create, foster, and maintain opportunities for every student to get plugged in and engage in activities of interest, with support from all stakeholders.
		4.2 Cultivate a culture built on high expectations, core values, and accountability.	4.2.1 Foster and uphold systems that guarantee the inclusion of every student, promoting an environment where every individual feels valued and supported. 4.2.2 Establish and maintain systems to ensure that staff foster a work culture that values diversity, equity, and inclusiveness.
 COMMUNICATIONS	5. Provide transparent and consistent communication to all stakeholders while being cognizant of the diverse community.	5.1 Create a framework for internal and external communication systems that is accessible to all stakeholders.	5.1.1 Ensure internal communication is professional, transparent, and consistent throughout the district. 5.1.2 Ensure external communication is professional, transparent, consistent, and easily accessible by all stakeholders.
 FINANCE & FACILITIES	6. Develop a comprehensive financial plan which demonstrates transparency, good stewardship, and efficiency.	6.1 Review and identify inefficient programs.	6.1.1 Develop an intentional review process that measures individual program impact on student success.
		6.2 Analyze the staffing allocation matrix to improve efficiency.	6.2.1 Ensure that the staffing allocation matrix houses relevant information for a complete decision-making process.
	7. Create an updated master plan to address current and future facility needs.	7.1 Identify and repurpose facilities that are underutilized.	7.1.1 Create a Long Range Facilities Planning Committee to plan for the utilization of current and future facilities to maximize their full potential.
		7.2 Build new facilities to differentiate MISD from other districts and to attract growth.	7.2.1 Employ a Long Range District Facilities Planning Committee to provide recommendations to the school board that will guide MISD for the next 20 years.