Milan Area Schools BIG REDS
Founded on Tradition · Focused on Excellence

Academics Programs	Goal	Objectives		
	Expand relevant and individualized learning opportunities for all students.	Expand the use of Educational Development Plans for students	Increase Social Emotional Learning and 21st century programming	Continue the implementation of a K-12 Social Emotional Learning and 21st century learning continuum
Measures	Paddock	Symons	Middle School	High School
Test Scores NWEA - Nationally normed assessment given 3 times a year CGP - Conditional Growth Percentile (fall to spring) SGP - Student Growth Percentiles (assessment to assessment) NDC - No Data Collected by the State NYA - Not Yet Available from State	NWEA Math CGP 2019 - 67.5 2020 - NDC 2021 - 38.4 2022 - 53.3 2023 - 52.5 2024 - 62.2 3-Year Weighted Avg - 57.5 NWEA ELA CGP 2019 - 53.0 2020 - NDC 2021 - 41.6 2022 - 52.1 2023 - 52.4 2024 - 51.0 3-Year Weighted Avg - 51.6	NWEA Math CGP 2019 - 49.8 2020 - NDC 2021 - 40.3 2022 - 63.3 2023 - 51.1 2024 - 67.0 3-Year Weighted Avg - 61.5 NWEA ELA CGP 2019 - 49.5 2020 - NDC 2021 - 34.5 2022 - 55.7 2023 - 53.9 2024 - 46.3 3-Year Weighted Avg - 50.5 MSTEP/PSAT Math SGP 2019 - 58.2 2020 - No Data 2021 - 29.1 2022 - No Data 2023 - 55.7 2024 - 50.6 Weighted Avg - 52.64 MSTEP/PSAT ELA SGP 2019 - 52.4 2020 - No Data 2021 - 39.8 2022 - No Data 2023 - 50.3 2024 - 48.3 Weighted Avg - 49.1	NWEA Math CGP 2019 - 40.8 2020 - NDC 2021 - 38.0 2022 - 42.8 2023 - 54.6 2024 - 62.4 3-Year Weighted Avg - 56.1 NWEA ELA CGP 2019 - 44.1 2020 - NDC 2021 - 34.5 2022 - 43.0 2023 - 58.3 2024 - 51.3 3-Year Weighted Avg - 51.7 MSTEP/PSAT Math SGP 2019 - 39.2 2020 - NDC 2021 - 27.5 2022 - 30.2 2023 - 54.9 2024 - 46.8 Weighted Avg - 45.9 MSTEP/PSAT ELA SGP 2019 - 42.6 2020 - NDC 2021 - 40.3 2022 - 40.9 2023 - 52.2 2024 - 48.9 Weighted Avg - 48.3	SAT 2022 Milan Avg - 1005.7 2022 MASB Peers Avg - 980.6 2022 State Avg - 926.8 2023 Milan Avg - 1011.2 2023 MASB Peers Avg - 978.7 2023 State Avg - 924.6 2024 Milan Avg - 949.9 2024 MASB Peers Avg - 966.4 2024 State Avg - 926.0 2021-2022 Total AP Students: 54 AP Students with 3+: 32 % of AP Students 3+: 59.3% AP Scholars: 12 AP Scholars with Honor: 2 AP Capstone Diploma: 1 2022-2023 Total AP Students: 73 AP Students with 3+: 43 % of AP Students 3+: 58.9% AP Scholars: 7 AP Scholars with Honor: 2 AP Capstone Diploma: 1 2023-2024 Total AP Students: 76 AP Students with 3+: 35 % of AP Students 3+: 77% AP Scholars: 13 AP Scholars with Honor: 8 AP Capstone Diploma: 0

| Participation Rate in Extracurriculars

Number of participants
(2022-2023)(2023-2024)(2024-2025) | Lego League (12)(12)() | Lego League (16)(21)()
Community Ed Programs | 7th G Basketball (12)(0)()
8th G Basketball (11)(8)()
MS Football (37)(31)(35)
MS Swim (30)(28)(36)
7th B Basketball (14)(15)(13)
8th B Basketball (13)(15)(14)
MS Wrestling (16)()(11)
7th Volleyball (13)(12)(13)
8th Volleyball (15)(13)(14)
MS Cross Country (7)(7)(11)
MS Track (72)(50)()
MS Tennis (24)(25)()
Fuel Up to Play 60 (60)(35)()
NJHS (17)(14)(27)
MMS Play (40)(63)()
Chess Club (20)(21)(24)
Yearbook Club (8)(22)(18)
Spelling Bee (72)(36)(15)
Quiz Bowl (13)(13)()
Robotics (15)(17)(11)
esports club ()(31)() | Marching Band (~50)(~43)(~40)
Fall Play (~45)(~40)(~40)
FCA (~25)(~20)(~12)
Peer-2-Peer (~10)(~10)(~10)
Language Club (~15)(~15)(~20)
Robotics (35)(26)()
Varsity Football (28)(35)(28)
JV Football (31)(18)(18)
Varsity B Soccer (20)(21)(12)
JV B Soccer (16)(13)(12)
Varsity B Tennis (12)(12)(12)
JV B Tennis (11)(11)(6)
B Cross Country (11)(10)(6)
B Varsity Basketball (15)(16)(12)
B JV Basketball (10)(12)(12)
B Frosh Basketball (7)(0)(11)
Varsity Wrestling (12)(20)(15)
B Swim/Dive (17)(18)(14)
B Varsity Bowling (16)(14)(6)
B JV Bowling (n/a)(n/a)(10)
B Ice Hockey (5)(3)(4)
Varsity Baseball (18)(12)()
JV Baseball (15)(9)()
B Track (54)(47)()
B Golf (21)(17)()
Equestrian (10)(5)(4)
G Cross Country (15)(11)(7)
V Sideline Cheer (16)(15)(18)
JV Sideline Cheer (0)(9)(0)
G Swim/Dive (23)(23)(23)
Varsity Volleyball (13)(10)(15)
JV Volleyball (8)(9)(12)
Freshman Volleyball (10)(10)(9)
G Varsity Golf (6)(6)(7)
G Varsity Basketball (9)(10)(9)
G JV Basketball (9)(8)(10)
G Varsity Bowling (11)(11)(8)
G Ice hockey (1)(1)()
Varsity Softball (15)(21)()
JV Softball (0)(13)()
G Track (40)(30)()
G Varsity Soccer (12)(16)()
G JV Soccer (12)(12)()
G Varsity Tennis (12)(15)()
G JV Tennis (4)(5)()
G Water Polo (12)(10)()
Figure Skating ()(1)(1)
Coed Powerlifting ()(24)()
Unified Basketball ()()() |

Promotion Rate June 2024 NYA - Not Yet Available from State	K: 100% 1st: 100% 2nd: 100%	3rd: 100% 4th: 100% 5th: 100%	6th: 100% 7th: 100% 8th: 100%	MHS Graduation rate: 2019: 92.68% 2020: 93.98% 2021: 89.93% 2022: 93.60% 2023: 92.03% 2024: NYA

Learning Environment Culture	**Goal**		**Objectives**	
	Improve and foster a safe learning environment that supports the academic, social, emotional, physical, creative, and cultural needs of the individual.	Support professional development opportunities in the areas of mental health, trauma, diversity, and responsive teaching	Review district programming and structures	Monitor support staff numbers and hours
Measures	Paddock	Symons	Middle School	High School
Attendance Percents represent the average daily attendance for the month	8/23: 97.3% 9/23: 93.2% 10/23: 92.8% 11/23: 93.4% 12/23: 90.8% 1/24: 92.8% 2/24: 90.7% 3/24: 89.4% 4/24: 92.8% 5/24: 93.8% 6/24: 94.6% 8/24: 97.0% 9/24: 94.4% 10/24: 93.2% 11/24: 91.8% 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 98.0% 9/23: 95.3% 10/23: 94.5% 11/23: 93.9% 12/23: 92.9% 1/24: 93.3% 2/24: 92.8% 3/24: 92.1% 4/24: 92.8% 5/24: 93.1% 6/24: 95.2% 8/24: 96.6% 9/24: 96.0% 10/24: 94.0% 11/24: 93.9% 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 97.3% 9/23: 93.8% 10/23: 93.6% 11/23: 93.3% 12/23: 90.2% 1/24: 92.4% 2/24: 90.6% 3/24: 90.3% 4/24: 90.5% 5/24: 91.2% 6/24: 91.1% 8/24: 97.2% 9/24: 95.6% 10/24: 93.2% 11/24: 91.4% 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 98.0% 9/23: 94.4% 10/23: 94.6% 11/23: 94.2% 12/23: 93.5% 1/24: 93.7% 2/24: 93.2% 3/24: 93.6% 4/24: 93.4% 5/24: 94.0% 6/24: 95.9% 8/24: 98.2% 9/24: 94.6% 10/24: 93.4% 11/24: 93.8% 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:

Attendance Chonically Absent - when a student is absent for 10% or more of the days in a school year for any reason Truant - when a student has 10 or more unexcused absences at any point in the school year <10 used when the count is between 1 and 10	2023-2024 Chronically Absent - 98 Truant - 29 2024-2025 Chronically Absent - Truant -	2023-2024 Chronically Absent - 71 Truant - 19 2024-2025 Chronically Absent - Truant -	2023-2024 Chronically Absent - 108 Truant - 39 2024-2025 Chronically Absent - Truant -	2023-2024 Chronically Absent - 211 Truant - 62 2024-2025 Chronically Absent - Truant -
Disciplinary Actions ISS = In School Suspension OSS = Out of School Suspension Due to the effectiveness of ISS for different age groups, Paddock and MHS do not have ISS programs.	8/23: 0 OSS 9/23: 1 OSS 10/23: 3 OSS 11/23: 1 OSS 12/23: 0 OSS 1/24: 0 OSS 2/24: 2 OSS 3/24: 2 OSS 4/24: 8 OSS 5/24: 1 OSS 6/24: 0 OSS 8/24: 1 OSS 9/24: 0 OSS 10/24: 2 OSS 11/24: 3 OSS 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 0 ISS, 0 OSS 9/23: 3 ISS, 2 OSS 10/23: 6 ISS, 0 OSS 11/23: 3 ISS, 3 OSS 12/23: 1 ISS, 2 OSS 1/24: 1 ISS, 0 OSS 2/24: 1 ISS, 5 OSS 3/24: 1 ISS, 4 OSS 4/24: 5 ISS, 11 OSS 5/24: 2 ISS, 12 OSS 6/24: 0 ISS, 1 OSS 8/24: 0 ISS, 1 OSS 9/24: 2 ISS, 0 OSS 10/24: 1 ISS, 0 OSS 11/24: 0 ISS, 0 OSS 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 2 ISS, 2 OSS 9/23: 16 ISS, 13 OSS 10/23: 26 ISS, 6 OSS 11/23: 13 ISS, 9 OSS 12/23: 21 ISS, 12 OSS 1/24: 8 ISS, 4 OSS 2/24: 24 ISS, 9 OSS 3/24: 34 ISS, 12 OSS 4/24: 25 ISS, 14 OSS 5/24: 41 ISS, 10 OSS 6/24: 5 ISS, 4 OSS 8/24: 2 ISS, 1 OSS 9/24: 21 ISS, 5 OSS 10/24: 34 ISS, 19 OSS 11/24: 20 ISS, 21 OSS 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:	8/23: 3 OSS 9/23: 8 OSS 10/23: 19 OSS 11/23: 3 OSS 12/23: 8 OSS 1/24: 5 OSS 2/24: 16 OSS 3/24: 8 OSS 4/24: 9 OSS 5/24: 3 OSS 6/24: 0 OSS 8/24: 4 OSS 9/24: 21 OSS 10/24: 12 OSS 11/24: 13 OSS 12/24: 1/25: 2/25: 3/25: 4/25: 5/25: 6/25:
CBP - Percent of suspensions attributable to students with chronic behavior concerns (more than 4 suspensions in a year)	2023-2024 CBP: 8%	2023-2024 CBP: 0%	2023-2024 CBP: 36.8%	2023-2024 CBP: 0%

Ongoing Learning Environment and Culture Initiatives	Science of Reading Decodable Texts WIN Time Mindset For Learning C.A.S.E.L. SEL Kindness Campaign Behavior Specialist Body Safety Summer Programs Paddock Pals Peer-to-Peer Student Groups Sensory Paths TRAILS Xello Reading Intervention	WIN Time Math Intervention Reading Intervention TRAILS CBT/Mindfullness Behavior Specialist Summer Programs Sensory Tools Student Groups Movement Breaks Upstander Club Student Council Xello	TRAILS Peer-to-Peer Reading Intervention Math Intervention Student Council PBIS Classroom 180 Mindfulness Behavior Specialist Summer Programs Therapy Dog Student of the Month Peer Mediation Restorative Practices Zone Xello	TRAILS Peer-to-Peer Advanced Programming Leadership Class (SNAP) Staff Led PD Big Red Media Production Behavior Specialist Summer Programs Big Red Buddies Student Groups Student Mentoring Xello

Communications	**Goal**		**Objectives**	
Community Engagement	Develop and implement a comprehensive plan to foster student, family, staff, and community engagement and partnerships.	Engage the District Communication Committee in reviewing the communication perception survey responses	Review and analyze the recommendations from the District Communications Committee	Investigate district branding and develop a marketing plan
Measures	Paddock	Symons	Middle School	High School
Current Communication Methods	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Updates Academic Planners Building Newsletters School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences	PowerSchool Announcements School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences

Personnel	**Goal**	**Objectives**

Leadership	Recruit and retain skilled, passionate, and effective staff who are committed to the success of Milan Area Schools and its place in the community.	Review and adapt operations based on staff culture survey responses	Expand programming for support of new teachers (years 0-5)	Monitor and benchmark all district salaries
Measures	Paddock	Symons	Middle School	High School
New Hires 2024-25 School Year	D. Hill J. Taylor E. Zehnder A. Robinson V. Baker	A. DiMelis J. Naccarato	A. Bourdeau J. Hawkins L. Henderson S. Kleyla C. Schettenhelm C. Vocke R. Smith	A. Dutka E. Hill N. Lopez K. Meneses A. Olson J. Bleiler M. Whittaker
Resignations/Retirements 2024-25 School Year	S. Kaminski	M. Kadykowski C. Miller J. Evans	E. Romans C. Schmidt M. Davis C. Rankin	C. Kraft S. O'Neill A. Upton A. Jaster A. Kiser

Finance Operations	Goal		Objectives	
	Maintain and improve facilities/equipment to support safe, innovative programs.	Identify and attend to critical technology, HVAC, roof, parking lot, and bus needs	Investigate a sinking fund millage	Investigate and address critical safety needs
Measures				
		HVAC Inspections Complete HVAC Improvements In Progress Roof Inspections Complete Roof Improvements in Progress Parking Lot Repairs Planning Sidewalk Repairs in Progress Bus Purchases in Progress MHS Facad Repairs in Progress Athletic Bleachers Planning Athletic Facilities Planning Playgound Equipment Planning MMS Water Main Planning Technology Updates Planning	Sinking Fund Approved by Voters	Working with Secure Environmental Consultants (SEC) Classroom Locks Complete Door Numbering Complete "Stop the Bleed" Kits Complete Handheld Radios Complete Classroom Go Bags Complete Safety Plans Complete Full Time SRO Complete Camera System Complete CRG Site Mapping Complete
District Fund Balance	06/30/2021: $5,924,740 (audited) 06/30/2022: $4,931,946 (audited) 06/30/2023: $4,973,829 (audited) 06/30/2024: $5,007,730 (audited)			

Fund Balance Above 10% (10% is Board of Education goal)	06/30/2021: $3,261,616 (audited) 06/30/2022: $1,994,198 (audited) 06/30/2023: $1,685,015 (audited) 06/30/2024: $1,726,678 (audited)		
	Objective Key:	Objective Met	Objective On Track	Objective Not Met