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

Academics Programs	Goal	Objectives		
	Expand relevant and individualized learning opportunities for all students.	Convene a committee to investigate the Educational Development Plan process	Identify current Social Emotional Learning and 21st century programming	Investigate the development of a K-12 Social Emotional Learning and 21st centrury learning continuum
Measures	Paddock	Symons	Middle School	High School
Test Scores	NWEA Math CGP 2018 - 65.9 2019 - 67.5 2020 - No Data 2021 - 38.4 2022 - 53.5 3-Year Weighted Avg - 51.8 NWEA ELA CGP 2018 - 59.8 2019 - 53.0 2020 - No Data 2021 - 41.6 2022 - 54.6 3-Year Weighted Avg - 50.4	NWEA Math CGP 2018 - 46.5 2019 - 49.8 2020 - No Data 2021 - 40.0 2022 - 64.2 3-Year Weighted Avg - 54.1 NWEA ELA CGP 2018 - 47.2 2019 - 49.5 2020 - No Data 2021 - 34.5 2022 - 57.9 3-Year Weighted Avg - 49.2 MSTEP/PSAT Math SGP 2018 - 62.8 2019 - 58.2 2020 - No Data 2021 - 29.1 2022 - Not Available Weighted Avg - Not Available MSTEP/PSAT ELA SGP 2018 - 51.6 2019 - 52.4 2020 - No Data 2021 - 39.8 2022 - Not Available Weighted Avg - Not Available	NWEA Math CGP 2018 - 47.1 2019 - 40.8 2020 - No Data 2021 - 38.1 2022 - 42.7 3-Year Weighted Avg - 40.9 NWEA ELA CGP 2018 - 57.9 2019 - 44.1 2020 - No Data 2021 - 34.6 2022 - 43.0 3-Year Weighted Avg - 40.7 MSTEP/PSAT Math SGP 2018 - 39.7 2019 - 39.2 2020 - No Data 2021 - 27.5 2022 - Not Available Weighted Avg - Not Available MSTEP/PSAT ELA SGP 2018 - 54.8 2019 - 36.3 2020 - No Data 2021 - 33.0 2022 - Not Available Weighted Avg - Not Available	SAT 2019 Milan Avg - 1021.0 2019 MASB Peers Avg - 1003.6 2019 State Avg - 949.7 2020 - No Data 2021 Milan Avg - 1050.9 2021 MASB Peers Avg - 993.1 2021 State Avg - 952.1 2022 Milan Avg - NA 2022 MASB Peers Avg - NA 2022 State Avg - NA

| Participation Rate in Extracurriculars | Lego League (6) | Lego League (8)
Community Ed Programs | 7th Basketball - girls (14)
8th Basketball - girls (13)
MS Football (32)
MS Swim (23)
7th Basketball - boys (13)
8th Basketball - boys (14)
MS Wrestling (27)
7th Volleyball (16)
8th Volleyball (16)
MS Cross Country (11)
Fuel Up to Play 60 (35)
NJHS (16)
Art Club
Drama Club
MMS Musical (35)
Chess Club (17)
Yearbook Club (22)
Spelling Bee (15)
Quiz Bowl (8) | Marching Band (~40)
Fall Play (~40)
GSA (~30)
Diversity Club (~30)
Language Club (~30)
Barista Club (~30)
World Foods Club (~30)
Varsity Football (32)
JV Football (24)
Varsity Boys Soccer (16)
JV Boys Soccer (18)
Varsity Boys Tennis (12)
JV Boys Tennis (10)
Boys Cross Country (15)
Boys Varsity Basketball (12)
Boys JV Basketball (11)
Boys Freshman Basketball (12)
Varsity Wrestling (15)
Boys Swim/Dive (21)
Boys Varsity Bowling (12)
Boys Ice Hockey (9)
Varsity Baseball (15)
JV Baseball (13)
Boys Track (75)
Boys Golf (11)
Equestrian (15)
Girls Cross Country (14)
Varsity Sideline Cheer (16)
JV Sideline Cheer (12)
Girls Swim/Dive (22)
Varsity Volleyball (15)
JV Volleyball (12)
Freshman Volleyball (14)
Girls Varsity Golf (6)
Girls Varsity Basketball (8)
Girls JV Basketball (7)
Girls Varsity Bowling (4)
Girls Ice hockey (1)
Varsity Softball (17)
Girls Track (44)
Varsity Girls Soccer (20)
Girls Varsity Tennis (12)
Girls JV Tennis (11)
Girls Water Polo (5) |

Promotion Rate Ending June 2022	K: 99.3% 1st: 100% 2nd: 100%	3rd: 100% 4th: 100% 5th: 100%	6th: 100% 7th: 100% 8th: 100%	Graduation rate: 2019: 92.68% 2020: 93.89% 2021: 89.93% 2022: Not Yet Available

Learning Environment Culture	**Goal**	**Objectives**		
	Improve and foster a safe learning environment that supports the academic, social, emotiomal, physical, creative, and cultural needs of the individual.	Review professional development opportunities in the areas of mental health, trauma, diversity, and responsive teaching	Convene a committee to assess and review alternative education options	Review support staff numbers and hours
Measures	Paddock	Symons	Middle School	High School
Attendance	09/21: 92.9% 10/21: 92.4% 11/21: 90.0% 12/21: 86.4% 1/22: 88.5% 2/22: 92.6% 3/22: 90.4% 4/22: 92.2% 5/22: 90.3% 6/22: 96.1%	09/21: 92.7% 10/21: 92.7% 11/21: 89.3% 12/21: 87.2% 1/22: 87.0% 2/22: 92.2% 3/22: 92.4% 4/22: 92.0% 5/22: 91.7% 6/22: 95.3%	09/21: 91.8% 10/21: 91.6% 11/21: 85.4% 12/21: 83.1% 1/22: 83.3% 2/22: 90.5% 3/22: 88.7% 4/22: 90.4% 5/22: 88.4% 6/22: 91.2%	09/21: 94.1% 10/21: 91.9% 11/21: 90.4% 12/21: 88.0% 1/22: 86.1% 2/22: 92.4% 3/22: 91.7% 4/22: 92.2% 5/22: 93.6% 6/22: 94.9%
Disciplinary Actions	09/21: 2 OSS 10/21: 1 OSS 11/21: 1 OSS 12/21: 0 OSS 1/22: 0 OSS 2/22: 2 OSS 3/22: 1 OSS 4/22: 2 OSS 5/22: 2 OSS 6/22: 1 OSS	09/21: 2 ISS, 3 OSS 10/21: 1 ISS, 1 OSS 11/21: 3 ISS, 7 OSS 12/21: 2 OSS 1/22: 3 ISS, 3 OSS 2/22: 4 ISS, 11 OSS 3/22: 0 ISS, 6 OSS 4/22: 4 ISS, 3 OSS 5/22: 0 ISS, 9 OSS 6/22: 1 ISS, 1 OSS	09/21: 26 ISS, 7 OSS 10/21: 35 ISS, 12 OSS 11/21: 20 ISS, 18 OSS 12/21: 16 ISS, 12 OSS 1/22: 15 ISS, 15 OSS 2/22: 26 ISS, 10 OSS 3/22: 29 ISS, 18 OSS 4/22: 18 ISS, 15 OSS 5/22: 30 ISS, 21 OSS 6/22: 7 ISS, 9 OSS	09/21: 5 OSS 10/21: 10 OSS 11/21: 3 OSS 12/21: 4 OSS 1/22: 3 OSS 2/22: 6 OSS 3/22: 1 OSS 4/22: 1 OSS 5/22: 5 OSS 6/22: 0 OSS
Ongoing Learning Environment and Culture Initiatives	Science of Reading Decodable Texts WIN Time Mindset For Learning C.A.S.E.L. SEL Kindness Campaign	WIN Time Math Intervention Program Gaga Ball Pit Market Day TRAILS CBT/Mindfullness Playground Upgrades	TRAILS Peer to Peer Reading Intervention Math Intervention Student Council PBIS Classroom 180 Mindfulness	TRAILS Peer to Peer Advanced Programming Leadership Class (SNAP) Staff Led PD Big Red Media Production

Communications Community Engagement

	Goal	Objectives		
	Develop and implement a comprehensive plan to foster student, family, staff, and community engagement and partnerships.	Convene a committee to review and access district/building communication	Develop a communication perception survey	Conduct perception survey
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	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers	Building Updates Academic Planners Building Newsletters School Messengers Social Media Posts Website Emails Phone Calls	PowerSchool Announcements School Messengers Social Media Posts Website Emails Phone Calls

Personnel Leadership

	Goal	Objectives		
	Recruit and retain skilled, passionate, and effective staff who are committed to the success of Milan Area Schools and its place in the community.	Redesign staff culture survey	Expand programming for support of new teachers (years 0-5)	Review salary and extra duty compensation
Measures	Paddock	Symons	Middle School	High School
New Hires 2022-23 School Year	J. Kishiyama - Social Worker A. Creech - 2nd Grade R. Staley - Social Worker K. West - Speech Pathologist C. McMahon - First Grade	O. Aurand - 3rd Grade B. Wisnewski - TC E. Packard - TC	A. Furton - TC M. Ponik - Math L. Kutschman - Social Studies S. Moran - STEAM C. Rankin - Science K. Learman - TC	A. Groppe - Math A. Shoop - ELA
Resignations/Retirements 2022-23 School Year	T. Klein J. Belhaj	A. Wilkosz T. Yatzek	A. Kaplan C. Winter B. Smith E. Mansour N. Cousino	C. Zupi S. Porter

Finance Operations	Goal	Objectives		
	Maintain and improve facilities/equipment to support safe, innovative programs.	Identify and attend to critical HVAC, roof, parking lot, and bus needs	Introduce Board to sinking fund option	Address critical technology needs
Measures				
	MHS Facad Repairs Athletic Sound System Athletic Bleachers	HVAC Inspections Complete HVAC Improvements In Progress Roof Inspections Complete Roof Improvements in Progress Parking Lot Maintenance Complete Bus Purchases Complete	Sinking Fund Conversations Starting Soon	System Improvements In Progress Annual Purchases Complete
District Fund Balance	06/30/2021: $5,924,740 (audited) 06/30/2022: $3,948,582 (from June 2022 Amendment)			
Fund Balance Above 10%	06/30/2021: $3,261,616 (audited) 06/30/2022: $901,575 (from June 2022 Amendment)			
	Objective Key:	**Objective Met**	**Objective On Track**	**Objective Not Met**