Summary of Progress on 2023 Strategic Plan

- *Click here to see the full MPS Strategic Plan*
- *Click here to see overview of the MPS Strategic Plan*

Strategy 1: We value our changing demographics and will maximize our systems, educational programs, and instructional practices to ensure high levels of academic achievement and growth for all students.
Specific Result 1.1: Refine our current educational practices to address various learning needs and ensure rigorous instruction. Extensive research was conducted on best practices to support the success of students with disabilities, high ability learners, English Learners, students experiencing poverty or trauma, and middle school students. This research was synthesized to identify common strategies that can enhance learning outcomes for all students. Beginning in the 2025–26 school year, all staff will engage in professional learning focused on these best practices, aligned with the Millard Instructional Model.
Specific Result 1.2: Maximize support for diverse learners by integrating data resources to optimize our academic and behavior systems. Millard has developed a more user-friendly data center using Power BI, creating an analytics platform that transforms data into actionable insights through clear, visual reporting. A support system has also been established to provide ongoing technical assistance, ensuring stakeholders can access up-to-date data to inform decisions that support student growth and achievement. While currently available to building and district leaders, the platform will be expanded to all teachers in the 2025–26 school year.
Specific Result: Evaluate and refine allocation systems for staffing and resources based on building and district metrics that will positively impact student learning. A new staffing model has been developed and is currently being implemented to ensure equitable allocation of staff and resources, guided by established metrics.
Strategy 2: We will be the destination school district of choice by strengthening our competitive programs and innovative offerings to retain and recruit students and staff.
Specific Result 2.1: Attract, retain, and develop high-quality staff by maximizing systems and processes. Millard has implemented a variety of strategies and systems to foster a strong, family-oriented culture that supports staff recruitment, development, and retention. Key initiatives include the launch of an Employee Referral Program and partnerships with local colleges to support a para-to-teacher pipeline. Beyond our established Employee Recognition Program, we introduced the *Sunshine Squad*—a new Employee Retention Program designed to further celebrate staff who go above and beyond. Additionally, we've implemented new onboarding systems for various hourly roles and partnered with the University of Nebraska Omaha (UNO) to create an innovative graduate program tailored specifically for Millard educators.
Specific Result 2.2: Evaluate and expand current and future programs of choice and activities to retain and attract students to Millard Public Schools.

Extensive research and community surveys revealed that Career and Technical Education (CTE) and STEM education are high priorities for Millard stakeholders. In response, two new STEM programs will launch at RMS and Upchurch beginning in the 2025–26 school year. Additionally, significant efforts have been made to communicate and promote Millard's Programs of Choice to staff, students, and families. Click here to view a list of our high school Programs of Choice.
Specific Result 2.3: Identify, develop, and cultivate strategic partnerships to maximize the district's mission. Preliminary planning has been conducted with the intent to activate this action plan in 2025-26.
Specific Result 2.4: Design, renovate, and maintain facilities to attract and retain students and staff. A comprehensive safety audit and a facilities needs study were conducted to assess facilities across the district. Based on these findings, and with the successful passage of the 2025 bond, a 5–7 year plan has been established to renovate, upgrade, and maintain district facilities.
Specific Result 3.2: Maximize our communication systems to ensure access and transparency of information and to spotlight Millard Public Schools. A district-wide communications audit was completed to guide the development of a social media campaign and to refresh written communications, all aimed at better telling Millard's story. Stakeholder input played a key role in shaping the district's new tagline: ***MPS – Where Opportunities Ignite Excellence.***
Specific Result 3.3: Develop and expand avenues to unite Millard Public Schools' alumni and community members to amplify our story of excellence to the community and beyond. Preliminary planning has been conducted with the intent to activate this action plan in 2025-26.