



Strategic Plan

Updated Fall 2024

About Menominee County ISD

The Menominee County ISD is one of fifty-six intermediate school districts (ISDs) established in Michigan in 1962. ISDs are regional service agencies that offer support services to school personnel that is best delivered regionally, as measured by cost, size and quality advantages.

Menominee County is located in the far southwest corner of Michigan's Upper Peninsula. Menominee County has about 23,000 people and is 1338 square miles. MCISD series 4 local school districts, 1 virtual PSA and two private schools. Pupil membership for 2023-2024 totaled about 2,900.

Mission Statement

The mission of the Menominee Intermediate School District is to provide a progressive leadership role through instructional programs and coordination of services designed to accept all students as learners.

Our commitment is to address the unique individual needs of all students in partnership with family, school, and community. We will build a foundation that empowers our students to achieve independence and success throughout life.

General Education Services:

The General Education Department of MCISD offers professional development, literacy coaching, and ongoing support to secure instructional resources. Additionally, the general education department provides technology and systems support to local districts.

MCISD provides a truancy officer to work with local districts to assist in remediating students who have attendance issues. Homeless services provide grant and compliance administration.

Special Education Services:

The Special Education Department provides professional development, evaluation, and educational support for each of the 13 areas of disability as outlined in the Individuals with Disability Education Act. MCISD provides teachers, aides and ancillary staff for

Moderate-Severe Cognitively Impaired programs and monitors services to assist districts with Special Education Compliance.

Mental Health Services:

Mentally healthy students are more likely to go to school ready to learn, actively engage in school activities, have supportive and caring connections with adults and young people, use appropriate problem-solving skills, have non aggressive behaviors, add to positive school culture and work through difficult life events. School based mental health services are designed to increase the provision of mental health support services in schools for general education students throughout Michigan. Since 2018-19, the Michigan Legislature has allocated funds to intermediate districts to add licensed behavioral health providers in schools.

School based mental health providers focus on finding solutions for emotional, behavioral, or coping skills which are impacting academic performance. Students in grades K-12 with mild to moderate mental health concerns may be eligible for free behavioral health treatment. Interventions may include one on one support, small group activities, education to caregivers, or collaboration with organizations outside of school. Generally the student concerns can be addressed and alleviated in eight to twelve weeks. If a student needs ongoing services, the school based therapist will do a warm handoff to a community outpatient care provider. If a student has mental health needs that require more intensive support than available through the school based behavioral teams scope of practice, appropriate referral information will be provided to caregivers.

Early Childhood/ Great Start Collaborative

The Great Start Collaborative (GSC) is funded by the 32p state grant. The vision of the GSC is to ensure all children are safe, healthy and eager to succeed in school and throughout their lives. They provide services and support to Menominee County families with children 0-8. All of their work focuses on four state directed outcomes: Children are born healthy; Children are healthy, thriving, and developmentally on track from birth to 3rd grade; Children are developmentally ready to succeed in school at the time of entry; Children are prepared to succeed in 4th grade and beyond by reading proficiently by the end of the 3rd grade. The work of the Great Start Collaborative enhances the mission of the Menominee County ISD. Multiple services provided by ISD staff set children up for success by the time they enter school. Each GSC is required to assemble a School Readiness Advisory Committee (SRAC). The SRAC must review and make recommendations regarding the components of the Great Start Readiness Program.

In addition, this department writes and oversees the grant implementation and run's three classrooms of the county's Great Start Readiness Program (GSRP). GSRP is Michigan's state-funded preschool program for four-year-old children with factors which may place them at risk of educational failure. The program is administered by the Michigan Department of Education, Office of Great Start. The funding is allocated to the Menominee County

Intermediate School District to distribute the monies to local programs while providing administrative support as needed.

Prevention Services

Communities that Care and Healthy Youth Coalition are prevention services offered through MCISD. The vision of Communities That Care is to provide a community in which all area youth feel safe and connected; a community in which youth are empowered to be healthy, resilient, and compassionate members of society; and a community in which young people positively contribute and impact future generations. The mission of the Healthy Youth Coalition of Marinette & Menominee Counties is a commitment to promote healthy lifestyles and choices throughout our communities to benefit our youth and their families. This is done by increasing community awareness and knowledge of risk and protective factors, reducing youth and community risk factors and building protective factors which impact risky behaviors such as problem alcohol use, illicit drug use, and violence, promoting healthy youth activities, and by empowering our youth to identify and develop their own responses to barriers in our communities which impede the building of protective factors. The Healthy Youth Coalition (HYC) meets regularly with students in 7th-12th grade within Menominee County to deliver various prevention activities and programs. In addition to this, HYC staff provides Botvin's Life Skills, an evidenced-based prevention program, to all 6th, 7th and 8th graders in Menominee County with assistance from Public Health, Delta & Menominee Counties.

Public K-12 School Districts:

Carney-Nadeau Public Schools
Menominee Area Public Schools
North Central Area Public Schools
Stephenson Area Public Schools

Non-Public Schools:

Wilson Seventh Day Junior Academy
St. John Paul Catholic Academy

Virtual Public School Academy:

Uplift Michigan Online School

Our Process for Developing the Plan

Menominee County ISD Improvement Team developed a survey that would be shared with all LEA Staff, LEA Administration and ISD Staff. That survey included the following questions:

- What are some of the strengths of MCISD?
- What are some of the weaknesses of MCISD?
- What are some areas of opportunity for MCISD to enhance our efforts?
- What are potential challenges MCISD may face in the future?

The data and responses that were collected from the surveys were then studied and organized by the ISD School Improvement Team. Common “Themes” or “Needs” were combined to create a common list of overall needs to be addressed by the School Improvement Team. Those needs/themes are:

- Early Childhood
- Communication
- Professional Development
- Staffing Capacity/ Autism Supports
- Child Friendly Building/ Capital Improvement Plan

Strategies were brainstormed by the school improvement team, and those ideas were taken back to the leadership team to create final goals, including objectives, strategies and indicators of success. These final goals were then shared with the entire School Improvement Team, LEAs and the MCISD Board of Education.

Every Year the goals, objectives and strategies are evaluated and updated as part of the MCISD Superintendent Evaluation process.

Goal #1: MCISD will Increase Internal and External Effective Communication

Objective #1: Increase effective communication within the ISD

- *Strategy 1: Leadership/Admin Meetings throughout the school year with a focus on the Strategic Improvement Plan and a system to increase direct awareness and collaboration around the ISD goals.*
- *Strategy 2: Have periodic “All Staff” Meetings throughout the year (3).*
- *Strategy 3: Continually updating compliance training (now titled VECTOR). These will be added to and within the Employee Handbook.*
- *Strategy 4: Monthly/ Bi-Monthly email communications to all staff to keep staff updated on changes, challenges and successes across the ISD.*

Objective #2 Actively work to spread info about MCISD to Community

- Strategy 1: Continued presence at LEA board meetings, websites, local community functions/foundations. speak/share at community groups, Facebook and Great Start/HYC/CTC Events.
- Strategy 2: Early Childhood representation at KD events

Goal #2: MCISD will develop and maintain a 3-5 year staffing plan that will focus on recruitment and hiring to reflect the needs of entire ISD

Objective #1: Collaborate with Post Secondary Institutions to develop staff and determine effective paths for potential employees

- Strategy 1: Work with NMU with the MCISD SE & GE Certification Grant
- ~~Strategy 2: Work with NMU and CMU to develop a path from teacher to School Psychologist in an expedited time frame. NMU has stated that they can not make this happen. We have begun finding other universities like Eastern Washington and Michigan State who have certification for school psychologists and school social workers.~~

Objective #2: Development and use of staffing/hiring practices based on ISD need

- Strategy 1: Continually review staffing and adjust to meet goals and needs
- Strategy 2: Find highly qualified candidates to fill discovered need
- Strategy 3: Continue to develop plans to “build our own” with internal resources and staff

~~Objective #3: Maintain a high level of Section 31n staff and services within MCISD.~~

- ~~Strategy 1: Increase time when applicable in LEAs.~~
- ~~Strategy 2: Refine referral process utilizing new software provided by the State to ensure more referrals are complete and more students in need are served.~~

(Moved to Goal #7)

Goal #3: MCISD will improve/expand early childhood services in Menominee County

Objective #1: Provide classroom experience for 3 year olds with IEPs in Menominee County

- Strategy 2: Continue to Partner with locals to run GSRP classrooms that successfully collaborate with HeadStart to offer the maximum amount of opportunities for 3 & 4 year old experiences. This should include ECDD Co-Teaching opportunities. (Last year we were able to complete a successful placement using this strategy. This year we will look to increase and build on that success where capacity and need allow)
 - The fall of 2024 saw an additional opening of 3, full day GSRP classrooms and the “opening” of the Menominee Early Learning Center.
 - Future goals include collaboration with HeadStart

Objective #2: Menominee preschool children will feel comfortable in transitioning to KD

- Strategy 1: All children will be provided a KD experience before starting KD

Goal #4: MCISD will provide safe and functional facilities that promote a positive learning and work environment

Objective #1: Follow the MCISD Capital Improvement Plan.

- Strategy 1: Create capital improvement funds within existing fund balance.
 - Specific target areas within Capital Improvement Plan: Vehicle fleet and building maintenance and improvement

Objective #2: Create an ISD Building Plan

- Strategy 1: Facility space study
- Strategy 2: Continue to work with UPEA regarding study of Central Elementary

Comments

- Continue to update the Capital Improvement Plan with budget updates
 - With the roof replaced and the furnace fully funded in the reserve, moving to new, large scale projects. Recommended projects include:
 - \$7000 Blacktop Resealing
 - \$25,000 for Indoor Painting
 - \$5,000 for outdoor painting
 - \$45,000 for Carpet Replacement

Attached is the complete Capital Improvement plan. (Recommendations are near the bottom in the light orange)

Goal #5: MCISD will offer professional development, literacy coaching and ongoing support to secure instructional resources

Objective #1: Offer professional learning outlined in MCISD 2024-2025 PD Plan

- Strategy 1: Follow plan regarding timeline and budget/ adjust as needed
- Strategy 2: Professional Development and Action Plan for K-3 Literacy.
- Strategy 3: Professional Development and Action Plan for K-12 SEL Implementation
- Strategy 4: Professional Development, Disciplinary Literacy
- Strategy 5: Assist LEAs in use and implementation of MICIP, the state's new model for Strategic Planning.

Goal #6 MCISD CTE Millage

Objective #1: MCISD has a successful CTE Millage Ask of 1.0 in the fall of 2024

Objective #2: MCISD has a successful start to a CTE countywide program in the fall of 2025.

Goal #7 MCISD School Based Health Clinic: with initial focus on Behavioral Health

Objective #1: Establish a way to connect with tele-psychiatrists through PCPs that could help with medication management and establish plans of care that can more quickly lead to wrap-around services for students with behavior issues.

Objective #2: Establish a partnership with a PCP that can provide mental health supports and wrap around services for students/families outside of school hours

Objective #3: Maintain a high level of Section 31n staff and services within MCISD.

- *Strategy 1: Increase time when applicable in LEAs.*
- *Strategy 2: Refine referral process utilizing new software provided by the State to ensure more referrals are complete and more students in need are served.*