Mountainville Academy

Strategic Plan
2025-2030

Mission
In partnership with parents, Mountainville Academy's mission is to employ an educational environment that promotes both academic and personal excellence, appreciation of heritage and cultures, and a love of learning, to assist students in acquiring the confidence, knowledge, skills and character to facilitate life-long learning pursuits and achievements.

Vision
Building leaders, one student at a time, through **personal** and **academic** excellence.

STEM Vision
At Mountainville Academy, our vision is to be a community leader in STEM education and innovation. Through the universal design for learning approach, we will foster a dynamic and inclusive community of learners, inspire curiosity, and cultivate critical thinking. Students will use cognitive empathy to identify real world problems and engage in the engineering design process to create optimal solutions. We aim to unlock the full potential of students and contribute to a sustainable and knowledge-driven future for all.

Student STEM Vision
At Mountainville Academy, we use STEM every day to design solutions that make the world a better place for you and me!

Core Priorities

- Empower students with leadership and life skills for 21st Century success
- Ensure high levels of learning for every student, every day.
- Maintain a safe, inclusive learning environment for all.
- Establish and grow a clear, school-wide STEM culture.

Core Values
- Leadership development at all levels.
- A firm belief in every student's potential.
- Passion for academic and personal excellence.
- Personal responsibility and respect for others.
- Inclusive engagement of all educational stakeholders.

Anchor Accountability Targets

- All K–3 students reading at or above grade level.
- Grades 3–6 proficiency scores exceed state averages.
- 80% student retention rate.
- 90% teacher retention rate.

Mountainville Action Plan (2025–2026)

Academic Success

- Maintain a 25:1 student–teacher ratio.
- Increase RISE EOY assessment scores by 2%.
- Strengthen business partnerships to enhance engagement.
- Expand preschool enrollment.
- Prepare students to be college and career ready through a well-rounded curriculum.

- Train teachers to integrate and understand AI in instruction.
- Implement the school-wide STEM vision with systemic supports and timelines.
- Provide STEM specialty classes across all grade levels.

Personnel & Professional Growth

- Maintain competitive compensation packages.
- Offer summer PD and collaboration opportunities.
- Provide stipends for additional roles and responsibilities.
- Support paid professional learning time.
- Equip educators with AI competencies grounded in digital citizenship principles to model and teach safe, fair, and transparent use of emerging technologies in the classroom.

Instructional Excellence

- Continue Eureka2 math curriculum (year 5)
- Maintain Core Knowledge Language Arts (year 20)
- Lexia reading software (year 8, K–3)
- i-Ready for Grades 4–6 (year 6)
- Explore new health curriculum.
- Complete school wide Metadata Dictionary as a reference guide that helps teachers and students understand what each software program represents and how to use it correctly.
- Empower educators and students to confidently navigate and ethically leverage artificial intelligence through targeted professional development and integrated classroom experiences.

School Safety

- Maintain secure, single-entry procedures.
- Add card readers to gym and outside gates.
- Complete all safety improvements per the School Safety Grant evaluation.
- Display staff ID photos and badges for emergency identification.
- Conduct drills aligned with safety compliance requirements.
- Evaluate carpool procedures and adjust as needed.

Whole Child Development

- Expand Student Action Teams for leadership roles.
- Sustain Lighthouse School certification through Leader in Me.
- Apply for and receive Legacy Status from Leader in Me
- Train all teachers in updated 7 Habits and Leader in Me practices.
- Send Lighthouse Leads to Leader in Me Symposium.
- Host biannual Leader in Me PD sessions.
- Celebrate learning with "Sharpen the Paw" events.
- Implement the 7 Habits for Highly Effective Families program.
- Review SpEd and 504 referral processes.

Digital Citizenship

- Conduct annual USBE employee privacy training.
- Develop AI literacy as a key component of our digital citizenship education—preparing students to critically assess, ethically engage with, and confidently use artificial intelligence in ways that reflect integrity, safety, and societal responsibility.

WIGS for 2025-26 School Year

By May 2026, 90% of students in grades K–6 will demonstrate age-appropriate understanding of how AI influences digital tools they use (e.g., search engines, voice assistants) and will engage in discussions or reflections on fairness, privacy, and safe behavior online.

100% of students in grades K – 6 will understand and set a personal and an academic goal using 4DX by December 2025. Progress towards this goal will be evaluated by the teacher and student each month.

80% of students at Mountainville will achieve math fact mastery by May 2026, tailored to the specific math facts appropriate for their grade level (e.g., basic numeracy for kindergarten, addition and subtraction for grades 1-2, multiplication and division for grades 3-6).

Board Long-Term Goals (2025–2030)

Student Recruitment & Marketing

- Increase outreach in growing housing areas.
- Enhance school website for prospective families.
- Promote achievements through flyers, banners, and events.
- Integrate STEM focus in all marketing.

Academic Growth

- Achieve annual gains in reading, math, and STEM areas.
- Continue robust teacher training via internal and grant-funded PD.
- Ensure timely, accurate testing and score reporting.
- Use data to inform the Board and market successes.

Financial Stewardship

- Maintain balanced, efficient budgets.
- Build reserves through fiscal planning.
- Prepare for strategic refinancing or debt buyout.

Governance & Succession

- Establish succession plans for key board roles.
- Actively recruit and prepare future board members.

Staff Support & Succession

- Sustain a strong administrative and teaching team.
- Plan for internal leadership development and succession readiness.
- Identify/Train School Leader Successor by 2029.