

MONROE SCHOOL DISTRICT'S STUDENT INVESTMENT ACCOUNT PLAN

Overview & Outcomes:

Monroe School District has developed this plan through extensive data review and engagement with numerous stakeholders, including parents, community, staff and students. The primary outcomes identified through this analysis for the Student Investment Account for use in Monroe School District include:

		Relevant Strategy							
		1 A	1 B	2 A	2 B	3 A	3 B	4 A	4 B
Outcome #1	All MSD students will have increased and equitable access to high-quality social-emotional, mental and behavioral health supports.	X	X						
Outcome #2	All MSD students will have increased and equitable access to well-rounded educational opportunities, including fine arts courses, career-technical education, and extra-curricular opportunities.			X	X				
Outcome #3	MSD will build, expand, and maintain positive student, family and community connections by creating culturally-specific student and family supports and expanded community partnerships					X	X		
Outcome #4	MSD will build, expand and maintain a positive culture of physical and emotional safety for all students and staff.							X	X

Strategies: In order to reach these outcomes, MSD has identified several strategies and activities that align with each outcome.

- Strategy #1A** MSD will create a comprehensive and robust system of mental, social-emotional and behavioral supports for all students grades K-12.
- Strategy #1B** MSD will increase overall staff awareness and understanding of mental, social-emotional and behavioral needs for all students grades K-12 by providing appropriate curriculum and professional development.
- Strategy #2A** MSD will eliminate economic barriers to student access to school extra-curricular opportunities.
- Strategy #2B** MSD will increase student access to high-quality instruction focused on fine arts, career-technical education and college/dual credit courses for all students grades K-12.
- Strategy #3A** MSD will improve social-emotional, academic, and reduce disproportionate outcomes for our historically underserved/underrepresented students in grades K-12 (LatinX, students with disabilities, and students navigating poverty) by strengthening our awareness of equity issues and creating partnerships with staff, students, families and community groups.
- Strategy #3B** MSD will build structures for more effective engagement and communication with all students and families, in particular those students and families who are learning English as a second language.

Strategy #4A MSD will invest in facility improvements to foster safe, healthy and positive learning environments for all students and staff.

Strategy #4B MSD will support students through a multi-tiered system of supports that identifies early warning signs and addresses student academic, behavioral, mental health and social emotional needs.

Budget: The overall budget dollars assigned to each strategy are shown below.

Strategy	1 YR Cost
1A	\$408,615
1B	\$7,000
2A	\$15,000
2B	\$96,205
3A	\$22,600
3B	\$8,000
4A	\$40,000
4B	\$1,500
Total	\$598,920
Expected SIA Funds	\$406,281
Difference	-\$192,639

Activities: In order to implement these strategies, the following activities are proposed to be implemented.

Activity	Aligned Strategy	1 Year Cost
K-8 Counselor/Success Coach	Strategy 1A	\$76,205
Hiring a full-time K-8 Counselor/Success Coach will enable us to provide a more complete and comprehensive system of mental and behavioral supports for all of our elementary age students and families. The projected cost is based on our current salary schedule.		

Activity	Aligned Strategy	1 Year Cost
PD--Trauma Informed Care	Strategy 1B	\$7,000
Professional Development in Trauma-Informed Care provided by Trillium Family Services will provide all staff with an understanding of the impact of trauma on student learning and success and will provide them with an effective tool kit to better design and implement instruction.		

Activity	Aligned Strategy	1 Year Cost
9-12 Counselor	Strategy 1A	\$76,205
Hiring a full-time High School Counselor will enable us to provide a more complete and comprehensive system of mental and behavioral support for all of our high school students, as well as providing college and career guidance. The projected cost is based on our current salary schedule.		

Activity	Aligned Strategy	1 Year Cost
K-12 Music Teacher	Strategy 2B	\$76,205
Hiring a K-12 Music Teacher will enable us to increase student access to a more well-rounded and high quality fine arts education. The projected cost is based on our current salary schedule.		

Activity	Aligned Strategy	1 Year Cost
Music Supplies/Instruments	Strategy 2B	\$10,000
In order to provide an effective system of music instruction, supplies will need to be purchased and instruments will need to be purchased or refurbished.		

Activity	Aligned Strategy	1 Year Cost
Music Classroom Upgrade	Strategy 2B	\$10,000
In order to provide an effective system of music education, we will need to physically adapt and remodel a classroom space for sound.		

Activity	Aligned Strategy	1 Year Cost
DESSA Assessment Tool	Strategy 4B	\$1,500
The DESSA Assessment Tool will assist staff in determining student social and emotional needs and better direct instruction through our SEL tool, Second Steps.		

Activity	Aligned Strategy	1 Year Cost
Eliminate Extra-Curricular Fees	Strategy 2A	\$15,000
Eliminating extracurricular fees for all activities and athletics will remove economic barriers to student and family participation in all of our programs. This will increase the rate of participation, as well as create better family and community connections with our school.		

Activity	Aligned Strategy	1 Year Cost
LatinX Family Liaison	Strategy 3A	\$4,800
Hiring a LatinX Family Liaison for approximately ten hours per week will enable us to create stronger and more cohesive connections with our LatinX parents, students and families. This position will improve communication in both directions, as well as enhance our parent volunteerism.		

Activity	Aligned Strategy	1 Year Cost
Community Engagement Nights	Strategy 3B	\$2,000
Hosting community engagement nights will allow us to gather input and feedback from our community and family stakeholders as we plan for school improvement and review.		

Activity	Aligned Strategy	1 Year Cost
Youth Truth Survey	Strategy 3B	\$3,000
The Youth Truth Survey engages students, staff, and parents and will provide valuable feedback in many aspects of school including climate, culture, and academic rigor.		

Activity	Aligned Strategy	1 Year Cost
Blackboard Communication Tool	Strategy 3B	\$3,000
The Blackboard Communication tool has proven itself to be a valuable and effective means of communicating quickly and efficiently with our students and our families. This tool will allow us to conduct ongoing communication in a variety of modes while also providing another effective way to survey parents.		

Activity	Aligned Strategy	1 Year Cost
LatinX Fiesta Night	Strategy 3A	\$12,000
The LatinX Fiesta Night is an effective way of connecting our community and families together while honoring the LatinX culture and heritage without our school.		

Activity	Aligned Strategy	1 Year Cost
Language Coach -- MSD Staff	Strategy 3A	\$1,800
A Spanish language coach will provide language instruction for our staff during the school year to better equip them to communicate with both Spanish-speaking students and parents.		

Activity	Aligned Strategy	1 Year Cost
Upgrade MHS Security	Strategy 4A	\$40,000
To improve the health and safety of our students, we are planning to upgrade our security and communication systems at the high school campus. These upgrades include access control, paging, and emergency response.		

Activity	Aligned Strategy	1 Year Cost
Online Language Instruction -- MSD Staff	Strategy 3A	\$4,000
Tier 2 -- Online language instruction will provide our staff with Spanish-language instruction in order to improve staff-student and staff-family communication.		

Activity	Aligned Strategy	1 Year Cost
Special Education Teacher -- Behavior Support and Life Skills	Strategy 1A	\$76,205
Tier 2 -- An additional special education teacher with an emphasis on behavioral and life skills needs will enable our staff to better serve students by creating and managing effective plans and classroom management systems.		

Activity	Aligned Strategy	1 Year Cost
Activity Advisor Stipend	Strategy 2B	\$3,000
Tier 2 -- Three additional activity advisor stipends will enable us to add extra-curricular opportunities for our students. These activities have not been identified yet and will be driven by student interest.		

Activity	Aligned Strategy	1 Year Cost
Licensed Therapist/Skills Trainer	Strategy 1A	\$90,000
Tier 2 -- We will contract therapist/skills trainer services through Trillium Family Services if we are unable to successfully hire a K-8 Counselor/Success Coach.		

Activity	Aligned Strategy	1 Year Cost
Behavioral Specialist	Strategy 1A	\$90,000
Tier 3 -- We will contract a behavioral specialist through Linn-Benton-Lincoln ESD if we are unable to successfully hire a K-8 Counselor/Success Coach or contract a licensed therapist.		

