



**NORTH MARION  
SCHOOL DISTRICT**

# Strategic Plan

2026-2031

The North Marion Strategic Plan reflects our shared commitment to ensuring every student has equitable access to high-quality learning experiences, meaningful support, and opportunities for success. Grounded in our mission, vision, and core values, this plan provides a clear roadmap for strengthening student achievement, fostering strong relationships, and investing in the people and systems that support our schools and community.

## *Our Mission*

North Marion, learning together to cultivate lifelong growth.

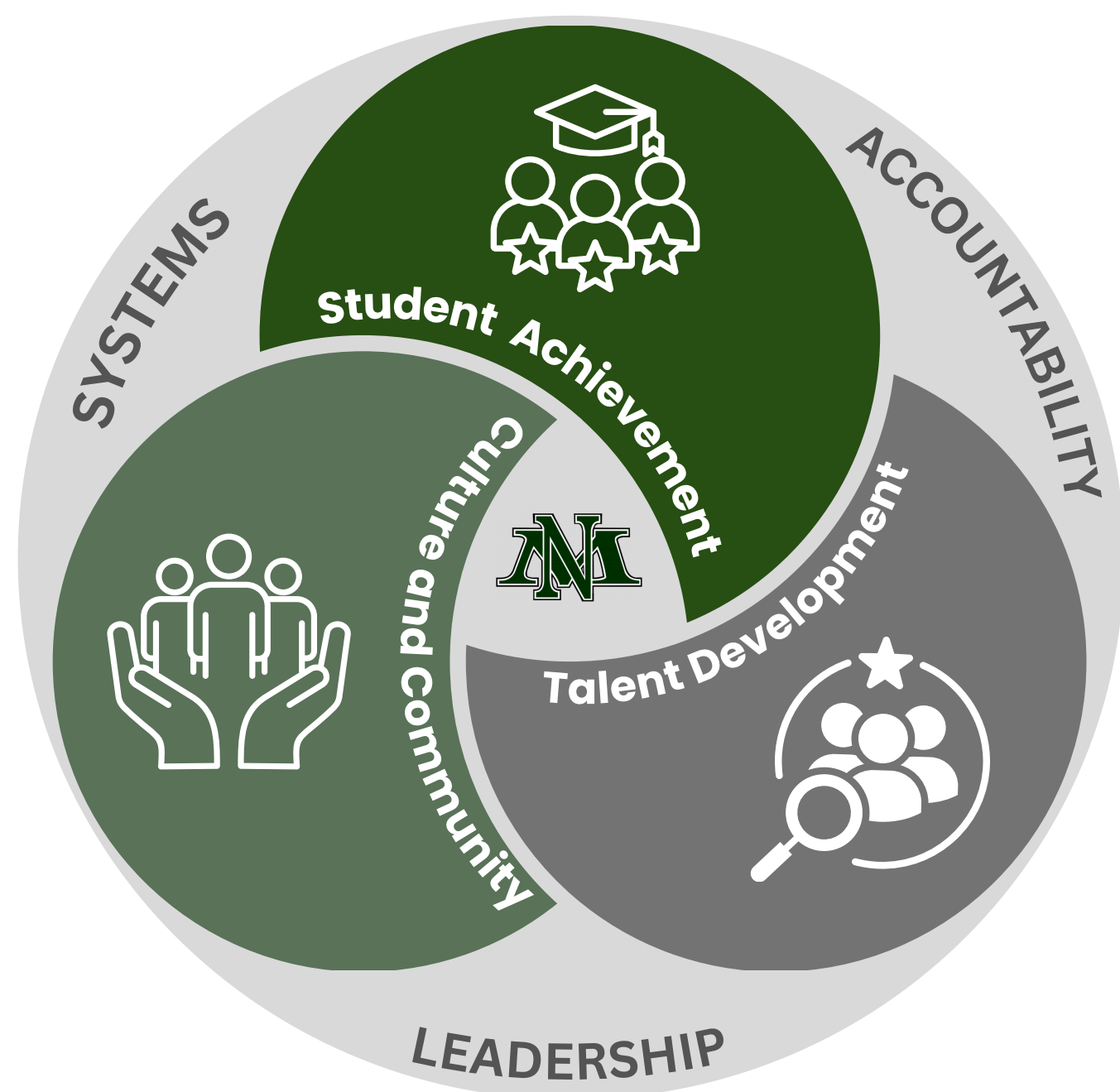
## *Our Vision*

Communities engaged and unified in providing all students equitable access to their chosen path.

## *Our Values*

Innovation and Learning ✦ Responsibility  
Diversity ✦ Expectations ✦ Community

The Strategic Plan is anchored in three interconnected areas of focus that reflect our commitment to student success and organizational excellence: Student Achievement, Culture and Community, and Talent Development. Together, these focus areas represent the core conditions necessary to ensure all students are supported, challenged, and prepared for lifelong growth.



## **STUDENT ACHIEVEMENT**

Student Achievement focuses on ensuring every student has equitable access to high-quality instruction, meaningful learning experiences, and the supports needed to succeed. This work emphasizes strong instructional practices, effective use of data, and aligned systems that support academic growth, engagement, and readiness for future pathways. Through clear goals, targeted resources, and ongoing monitoring, the district will strengthen outcomes across grade levels while remaining responsive to the diverse strengths and needs of North Marion students.

## **CULTURE AND COMMUNITY**

Culture and Community focuses on creating safe, inclusive, and connected learning environments where students, staff, families, and community members feel valued and engaged. This area prioritizes belonging, communication, and strong partnerships because positive relationships are essential to student success. Through family engagement, student voice, and community collaboration, the district will strengthen trust and ensure schools reflect the values of the North Marion community.

## **TALENT DEVELOPMENT**

Talent Development focuses on recruiting, supporting, and retaining a skilled and empowered workforce through high-quality professional learning and leadership development. This area emphasizes building collective capacity and ensuring staff have the tools, time, and support needed to meet the needs of all students. Through intentional systems and leadership pathways, the district will invest in its people as a key driver of long-term success.



Scan here to learn more about our Strategic Plan



# Student Achievement

**Our Vision for Student Achievement** - *To advance student achievement through inclusive, effective learning practices that empower students to grow, achieve, and choose their future.*

**Performance Indicator 1 - Strengthen Student Growth, Proficiency, and Readiness**

The district will support all students in gaining the knowledge and skills needed to meet or exceed grade-level expectations in reading and math, as measured by state and local assessments. The district will provide equitable access to high-quality instruction, resources, and support so that student performance aligns with their individual potential, so that all students are prepared to pursue their chosen path.

**Performance Indicator 2 - Improve Student Attendance and Engagement**

The district will increase regular student attendance and reduce chronic absenteeism by implementing proactive monitoring systems, strengthening family partnerships, removing barriers to attendance, and providing targeted supports that promote student engagement and well-being.

**Performance Indicator 3 - Access to and Success in Rigorous Coursework**

The district will track the percentage of students enrolling in and successfully completing rigorous academic pathways, such as advanced math, Willamette Promise courses, dual-credit courses, or CTE programs, to ensure equitable access to college and career readiness opportunities, so that all students graduate prepared for their chosen path after high school.



# Culture and Community

**Our Vision for Culture and Community** - *To engage students, families, and community members as partners in creating supportive learning environments for every student.*

**Performance Indicator 1 - Improve School Climate and Sense of Belonging**

The district will increase positive responses on annual student, staff, and family climate surveys, with a focus on feelings of safety, inclusion, belonging, and trust across all school communities.

**Performance Indicator 2 - Foster Pride, Belonging, and Community Engagement**

The district will cultivate a strong sense of pride and belonging among students, families, community members, and staff by celebrating achievements, reinforcing shared values, and building inclusive traditions. The district will increase meaningful participation in school and district-sponsored events by creating welcoming opportunities that strengthen connections and help all families feel informed, valued, and actively involved in their child's education.

**Performance Indicator 3 - Expand and Sustain Community Partnerships**

The district will grow the number of active partnerships with local organizations, businesses, and service providers to support student learning, well-being, and enrichment opportunities aligned to school and district goals.



# Talent Development

**Our Vision for Talent Development** - *To develop and sustain a skilled, reflective workforce committed to learning together in service of student success.*

**Performance Indicator 1 - Recruit, Retain, and Develop a Highly Qualified, Diverse Workforce**

The district will attract, retain, and develop a highly qualified and diverse workforce by implementing inclusive hiring practices, expanding recruitment pipelines, strengthening partnerships with preparation programs and community organizations, and providing strong onboarding, mentorship, professional learning, and career-development opportunities that support long-term growth, effectiveness, and job satisfaction.

**Performance Indicator 2 - Ensure Staff Feel Valued, Supported, and Connected**

The district will increase staff satisfaction and engagement by fostering a positive workplace culture that values staff voice, recognizes contributions, and supports well-being.

**Performance Indicator 3 - Ensure Consistent and Meaningful Staff Evaluation Practices**

The district will implement consistent, growth-oriented staff evaluation processes that promote professional reflection, support continuous improvement, and align with instructional and organizational goals.



*Learning together to cultivate lifelong growth.*