



Our mission is to provide a second-chance opportunity to students across North Georgia to earn an accredited high school diploma in a student-centered, self-paced, evening public school.

2020-2025

DISTRICT IMPROVEMENT PLAN

HOW DO WE CREATE AN ORGANIZATION THAT IS ACADEMICALLY HIGH PERFORMING, ACCOUNTABLE, COMPETITIVE, & RELEVANT?

- Implement a plan to increase student daily attendance to ensure focus on student engagement.
- Establish successful academic intervention strategies to maintain and further develop academic success.
- Create innovative strategies to increase the number of graduates.
- Implement a framework to increase individual EOC growth.
- Leverage wrap-around services to maintain student academic success.
- Implement a plan to increase the number of course completions in a timely manner.
- Create a plan to ensure we are competitive and relevant with other second chance opportunities.

HOW DO WE ENSURE ORGANIZATIONAL EXCELLENCE WHILE IMPLEMENTING GROWTH OPPORTUNITIES?

- Construct a framework of organizational leadership development to strengthen leadership capacity.
- Evaluate effectiveness of current & future department structures to manage implementation & sustainability of initiatives.
- Develop a MECHS roadmap to address growth & expansion.
- Evaluate current growth capacity within MECHS to establish baseline for in-system 3-5 year growth & development.
- Implement a solutions-based decision making suite to enhance problem solving skills of all employees.
- Establish leadership training platform for program, site, & community leadership development.

HOW CAN WE REINFORCE OUR CULTURE OF PROFESSIONALISM AT MECHS?

- -Establish and communicate expectations, policies, & procedures to ensure employees & staff are held to a high degree of professionalism.
- -Develop a culture of continuous improvement to create an organization of excellence.
- -Align the organizational structure to ensure that it supports the mission and vision.
- -Continue to unify the organization around the mission and vision to promote alignment of action and resources.

HOW DO WE ENHANCE EXISTING & DEVELOP NEW EXTERNAL RELATIONSHIPS TO DRIVE OUTCOMES CONSISTENT WITH OUR MISSION & VISION?

- Develop a network of political advocates to increase awareness and understanding of MECHS.
- Develop relationships with federal and state agencies that influence policies and/or compliance of policies to accurately impact outcomes for MECHS.
- Collaborate with existing advocacy groups to increase awareness and understanding of MECHS.
- Develop relationships that enhance wrap around services and social emotional initiatives to better serve MECHS students.
- Expand and improve relationships with parents to better support our students.
- Grow existing relationships with school systems that we currently serve to better impact outcomes for our students.
- Create relationships with school systems where we are invited to better impact outcomes for our potential students.
- Expand relationships with the Governing Board to broaden advocacy and support of our mission.

HOW CAN WE STRENGTHEN OUR COMMUNICATION BOTH INTERNALLY & EXTERNALLY?

- Share the MECHS story in order to create awareness and shape the perception of MECHS for customers and stakeholders.
- Develop communication protocols that will enhance effectiveness and professionalism across MECHS.
- Create and implement an organizational communication plan to provide key messaging to customers and stakeholders.
- Embed MECHS in our communities to better serve our customers.
- Create a comprehensive resource library to better serve our customers and stakeholders.
- Monitor adherence to the Branding Procedures and Guide in order to protect the brand.

HOW DO WE STAY AT THE CUTTING EDGE OF TECHNOLOGY TO ENHANCE LEARNING PERFORMANCE, BUSINESS OPERATIONS, & COMMUNICATION?

- Use the most effective academic software to deliver curriculum to our students.
- Develop and maintain our custom student information system to meet the evolving needs of MECHS.
- Maintain network and server security to ensure integrity of data and continuity of business operations.
- Enhance network and server performance to increase efficiency and effectiveness for the user.
- Establish and implement protocols for user access to appropriate MECHS software programs.

HOW DO WE MAINTAIN, DIVERSIFY, & OPTIMIZE OUR FUNDING?

- Develop a resource management plan to properly document the financial activities of MECHS.
- Establish an internal Budget Review Team to ensure accountability and transparency in monthly financial activities.
- Maximize FTE and equalization efforts in order to optimize funding sources available to MECHS.
- Create a financial information reference to increase understanding and awareness of financial activities among staff.
- Develop a team to explore alternative funding options in order to optimize funding sources available to MECHS.

HOW DO WE GET THE 'RIGHT PEOPLE' ON OUR TEAM BY RECRUITING, RETAINING, & DEVELOPING OUR WORKFORCE?

- Establish a more efficient hiring process to improve customer service.
- Develop more meaningful and relevant professional development to ensure organizational sustainability and individualized employee growth.
- Establish and maintain equitable and competitive hiring procedures to ensure the "right people" are hired at every position.
- Implement high-quality, professional learning opportunities to enhance the effectiveness of our workforce in dealing with dropout prevention and at-risk students.
- Establish recruiting strategies to cast a larger net and attract high caliber, professionally qualified employees.
- Maintain health and wellness program to promote happiness and overall well-being amongst staff.

HOW CAN WE ENSURE SUITABLE LEARNING ENVIRONMENTS THAT MEET THE NEEDS OF OUR CURRENT & FUTURE STUDENTS?

- Develop contingency plans for safety & wellbeing of students & staff to provide continuous educational & social emotional services.
- Develop a framework of suitable learning needs to address the specific demographic environment of each site.
- Develop continuity of operations plan to better address site & organizational needs.
- -Identify post-graduate expectations of community members & post secondary schools to align with MECHS learning environments.

PERFORMANCE

COMMUNITY

COMMUNICATION & TECHNOLOGY

RESOURCES