

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 1  
**Title of Goal:** Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway  
**Objective:** 1  
**Title of Objective:** All students selecting college (two or four-year) as their self-defined pathway, will meet SASD academic readiness indicators – GPA, advanced coursework, and college readiness placement assessment scores

## Status Key

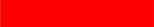
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

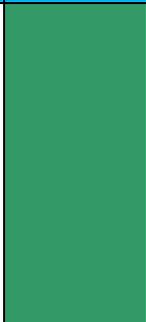
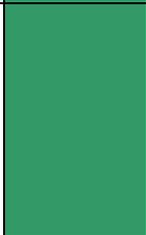
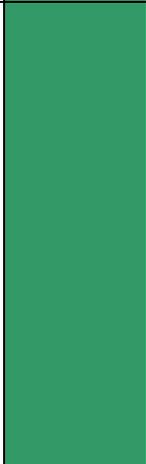
Activity #	Activity	Evidence	End Date	Status
1	Determine SASD GPA readiness indicator and communicate information to pertinent district staff, parents, and students	Semester data on GPA was collected for analysis and resulting discussion.	June, 2017	
2	Develop and/or expand advanced coursework opportunities for students, including Advanced Placement (AP) and dual credit courses	Discussion continues with the building principals, teachers, and counselors regarding the current data surrounding AP and dual credit courses, ideas for possible expansion, and potential funding solutions for expansion of courses.	June, 2017	
3	Determine college readiness assessment indicators for two and four-year colleges and communicate information to pertinent district staff, parents, and students.	College readiness assessment indicators for the ACT have been discussed with building data teams, Learning Leaders, and principals. Consensus has been reached surrounding the use of variable readiness indicators based upon the type of school students select.	June, 2017	
4	Analyze current academic readiness indicator data and develop action plans and recommendations to target areas identified for enhancement and/or improvement	An initial data review of indicators (minus GPA) took place during the August Learning Leader Summer Symposium. This data review generated areas for further investigation necessary to develop long-range action plans. This work is on-going.	June, 2017	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 1  
**Title of Goal:** Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway  
**Objective:** 2  
**Title of Objective:** All students will meet SASD career readiness indicators – attendance, workplace learning experiences, and dual credit career pathway course or industry credential/certifications

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

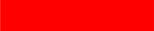
## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Develop and monitor student school attendance goals	In working with building-based data teams, Learning Leaders, and principals, the following school attendance goal was developed: <i>All SASD schools will have 87% or more of students with attendance rates of 84.1% or higher.</i> Building staff have established on-going procedures to monitor attendance data using reports generated from Skyward. Currently, building teams have focused this work on second quarter and semester data.	June, 2017	
2	Increase the number of students participating in an internship, apprenticeship, or other workplace learning experience	District staff continue to utilize Inspire Sheboygan County to build connections between classrooms and workplaces. In addition, district representatives met with LTC staff to develop a Career Exploration Collaborative for Sheboygan County which includes a focus on three types of career exploration: a) Know & Explore, b) Plan & Discover, and c) Go & Experience.	June, 2017	
3	Enhance and/or expand dual credit career pathway courses	A new career pathway, Public Safety, began this fall at South High. As part of the pathway, a dual credit (SASD/LTC) Emergency Management course is being offered. There were 11 students enrolled in the course during the first semester.  Working in partnership with local business leaders, district business education teachers, and administrators have formed an oversight leadership team to review curriculum and to determine methods to enhance and expand learning opportunities for students.  The mission of the Sheboygan Business Education Department is to prepare our students to achieve their full potential as future professionals and	June, 2017	

		<p>community leaders with an understanding of the context and social impact of business. We accomplish this through passionate education, creative scholarship(s) and the engagement of partners throughout the community. We want our students to:</p> <ul style="list-style-type: none"> <li>• Develop strong competencies that meet the rapidly changing needs of the workplace and post-secondary world.</li> <li>• Become better decision-makers through critical thinking, problem solving, and effective communication.</li> <li>• Become life-long learners through intellectual discovery.</li> </ul>		
4	Expand opportunities for students to earn industry credentials and certifications	Select building and district staff continue to review current opportunities and determine additional options for students.	June, 2017	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 1  
**Title of Goal:** Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway  
**Objective:** 3  
**Title of Objective:** All students will meet SASD life readiness indicators – Academic Career Plan (ACP), office discipline referrals (ODRs), physical and nutritional wellness, and utilization of digital technologies

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Develop and expand the district's Academic Career Plan (ACP) process	SASD ACP Leadership Team continues to meet and identify the non-negotiable components required as part of each student's Academic and Career Plan. In addition, the Leadership Team is working to determine the resources necessary to fully support the district's ACP process.	June, 2017	
2	Implement Positive Behavioral Interventions and Supports (PBIS) systems in all schools	Monthly PBIS District Leadership Team meetings continue. Oversight and supports are offered to internal coaches and buildings. A district team attended the October National PBIS Conference in Chicago and used the information learned for district action planning. During January and February, various school teams participated in Tier 2 and Tier 3 readiness trainings.	June, 2017	
3	Utilize student survey data to enhance student support services	Youth Risk Behavior Survey (YRBS) will be administered this year during the month of March. Further, North has been chosen to take the state YRBS, which will be an addition to the district online YRBS.	June, 2017	
4	Implement the first year goals and objectives of the Carol M. White Physical Education Program (PEP) grant	The PEP Advisory Team met to discuss the next steps that include: responding to federal updates, budget revisions, hiring of a Project Coordinator, and implementing the grant monthly timeline for meeting the goals and objectives.  The Federal Government has accepted the PEP Advisory Team's budget. Grant Project Coordinator, Lisa Finney, has been meeting with the PEP team to purchase instructional equipment, work with community-based groups, hire the Middle School Athletic Director, and to secure the grant evaluator.	June, 2017	
5	Review and revise the SASD Instructional Technology Plan	A new 3 year plan has been developed and it is a "living document" that allows us to adapt to the changing times technologically. The plan aligns	June, 2017	

		<p>with the Wisconsin Department of Education Digital Learning Plan as well as the federal Department of Education 2016 plan titled <i>Future Ready Learning: Reimagining the Role of Technology in Education</i>. The SASD Instructional Tech Plan is in motion as we've recently completed the County Fiber Project and now are able to run more speed and bandwidth for our internet. We also continued with our replacement cycle for our high school student devices and issued 3200 Chromebooks to our students at registration. Piggybacking off of that, our replacement cycle for teachers continued with 175 new laptops distributed to middle school teachers in October. In addition, district staff recently completed the fall collection of the Brightbytes Survey. The Instructional Technology Team met with the principals to go over the results and discuss supports for their buildings. Based upon our work with the Brightbytes Survey, the district was featured in a <u>District Spotlight</u> article written by Brightbytes.</p>		
--	--	---	--	--

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 1  
**Title of Goal:** Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway  
**Objective:** 4  
**Title of Objective:** Ensure the Student and Instructional Services Department provides district schools and staff with the necessary strategies and supports to maximize student learning

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Implement data protocols so that teachers can improve their collective capacity to help all students learn at high levels	Building upon the work from last year, the district's Professional Learning Community (PLC) Leadership team has met twice this year to further develop supports and professional development opportunities for teachers. In November, the PLC Leadership Team distributed a staff survey to gather additional information from building teams. The PLC Leadership Team collected and analyzed the survey data and has action planned around it. The data was shared with building principals in January and with Learning Leaders in February.	June, 2017	
2	Enhance professional practice of teachers in using the elements of guided instruction (prompts, cues, and questions) to support student learning	Professional development for K-3 teachers on a new reading assessment (Fountas & Pinnell) has been completed. As part of this professional development, staff learned strategies for using the assessment data to guide their students' reading development. Professional development resources on guided reading were shared with each elementary building.  Building upon the summer professional development that was offered by the WI Statewide Mathematics Initiative (WSMI), book studies, which focused on instructional strategies for teaching "mathematical practices", were offered to district staff. The district was notified that we were selected to host a WSMI conference in Sheboygan in July.	June, 2017	
3	Review and revise a district-wide EL service model, which includes identified effective practices, guidelines for differentiated support for individual language learners, and staffing alignment	The district's English Learners (EL) PLC group continues to meet. As part of this team's work, professional development opportunities have been created and provided at EL district staff meetings, as well as district Learning Leaders meetings. In addition, EL staff are working to create and/or purchase a Language Development Tool.	June, 2017	

4	Provide district staff with professional development on “culturally responsive practices”	Rollout of the 5-year Plan took place at the September Principal’s Meeting. As part of the plan, the rationale statements, SASD specific data, and bias activities were shared with building principals and district Learning Leaders during the November and February meetings.	June, 2017	

# Report to Board of Education on District Goals

---

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 1  
**Title of Objective:** Wellness efforts are incorporated into Sheboygan Area School District insurance plan

<b>Status Key</b>	
	On Target    We are on track to deliver project
	Watch        We are not on track to deliver project but we have a plan to get back on track
	Deadline     We are not on track and have no plan to get plan back to green
	Finished      Project is complete!

**2016-2017**

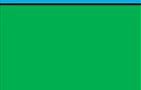
Activity #	Activity	Evidence	End Date	Status
1	Monitor and modify the wellness program to help our employees stay healthy and to reduce medical costs for the District.	Regular benefits and wellness committee meetings are held throughout the year and recommendation for modifications to the wellness program are made based on the feedback from the committees and AFG	June 2017	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 2  
**Title of Objective:** Ensure the Sheboygan Area School District has the organizational structure to support the vision

Status Key	
	On Target We are on track to deliver project
	Watch We are not on track to deliver project but we have a plan to get back on track
	Deadline We are not on track and have no plan to get plan back to green
	Finished Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Continue to review central administration support to make sure it is aligned with the district vision and look for possible ways for efficiency	Departments and areas of service continue to be reviewed to assure efficiency.	June 2017	
2	Review and align district policies/administrative guidelines and practices related to the Strategic (Long-Range) Plan	As goals, objectives, and activities are completed as part of the Strategic Long-Range Plan, policies are reviewed and aligned in accordance with either state statute or practice with the assistance of NEOLA.	June 2017	
3	Maximize the number of SASD students applying for scholarships	Maintain our expanded role with student scholarships through additional parent meetings and direct communications with students. There has been an increase of approximately 50 more students who applied for scholarships through the Sheboygan Public Education Foundation.	June 2017	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 3  
**Title of Objective:** The Sheboygan Area School District will identify, grow, and develop teacher leadership

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Provide teachers with the skills to lead district and building initiatives with administration through enhancing the district's Learning Leader program	In August, the district Learning Leaders participated in the Summer Symposium. This opportunity provided Learning Leaders a overview of the district goal process, engaged them in a "data dig" protocol, and provided buildings with action planning time. The September session provided a follow-up to the "data dig" and goal setting process. The November and January Learning Leaders sessions focused on "Culturally Responsive Practices" as outlined in District Goal 1, objective 4.	June, 2017	
2	Refine and enhance the SASD/Lakeland University Development Institute (TDI) program	<p>The first TDI cohort completed their fourth course, which focused on the classroom environment and student relationship practices. The cohort's last course, entitled "Educator Leadership &amp; Action" began on January 19<sup>th</sup>.</p> <p>The second TDI cohort, comprised of 21 district teachers, completed their first course of the two-year learning journey. The course focused on effective instructional practices. This group began their second course on January 19<sup>th</sup>, which focuses on disciplinary literacy.</p> <p>Three staff members from the SASD conducted a presentation regarding the TDI program at the WASB State Education Conference on January 20<sup>th</sup>.</p>	June, 2017	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 4  
**Title of Objective:** Implement a student information system and a financial information system that is aligned with the state (conversion)

<b>Status Key</b>	
	On Target We are on track to deliver project
	Watch We are not on track to deliver project but we have a plan to get back on track
	Deadline We are not on track and have no plan to get plan back to green
	Finished Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Add building EA's and secretaries to Skyward for timesheets and time off	All building EA's and secretaries are trained and using Skyward to submit timesheets and request time off	November 2016	
2	Add teachers to Skyward for timesheets and time off	All teachers are trained and using Skyward to submit timesheets and request time off	December 2016	
3	Continued conversion to Skyward student software	All desired functions of the Skyward student software are in place and being used by staff, students and parents	July 2017	

# Report to Board of Education on District Goals

---

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 5  
**Title of Objective:** Provide quality nutrition for students

Status Key	
	On Target We are on track to deliver project
	Watch We are not on track to deliver project but we have a plan to get back on track
	Deadline We are not on track and have no plan to get plan back to green
	Finished Project is complete!

## 2016-2017

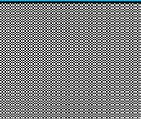
Activity #	Activity	Evidence	End Date	Status
1	Redesign of South High School's serving line	Serving line redesign is complete and implemented	January 2017	
2	Redesign of North High School's kitchen, serving line and installation of walk-in freezer and cooler	All redesigns and installations are completed	August 2018	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 6  
**Title of Objective:** Identify and prioritize capital needs of the District and develop a 10-year capital needs implementation and funding plan

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Present capital projects to be funded with a \$29 million November 8, 2016 referendum and the related cost to taxpayers at community open houses and at local service group meetings	Open houses and service group presentations are completed	October 2016	
2	Work with Baird on financing of the projects	Financing plan is complete	December 2016	
3	Work with Bray Architects to finalize project details and scheduling	Project plans are complete and schedule is in place	February 2017	
4	First Bond Issuance	Borrowing is completed and funds placed with the District	March 2017	
5	Bid out projects	Bids are received by the District and general contractors have been selected	March 2017	
6	Construction and implementation of maintenance projects funded by referendum	Construction and maintenance items are completed	August 2018	

# Report to Board of Education on District Goals

**Date:** February 28, 2017  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 7  
**Title of Objective:** Attract and retain quality staff

Status Key	
	On Target We are on track to deliver project
	Watch We are not on track to deliver project but we have a plan to get back on track
	Deadline We are not on track and have no plan to get plan back to green
	Finished Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Research and potentially implement Secondary Staffing Models	Gather information from multiple sources on various secondary staffing models, determine if there are things we could use to improve our secondary staffing model, implement those changes Spring, 2017 to impact 17-18 school year. Start with high school and then look at Middle School model. Met 10/13/16, 11/10/16, 11/22/16, 1/3/17	April, 2017 for High School	
2	Develop relationship with universities graduating hard to fill positions	Meet with the placement officers and explain what SASD has to offer candidates. Continue to cultivate those relationships through recruitment season	June, 2017	
3	SASD cut scores for Educator Effectiveness developed for implementation of three year cycle	We will gather data for all three years (14-15, 15-16 and 16-17) prior to setting a cut score	June 2017	

# Report to Board of Education on District Goals

---

**Date:** February 28, 2017  
**Goal:** 3  
**Title of Goal:** District stakeholders are engaged in the education process through effective and timely communications  
**Objective:** 1  
**Title of Objective:** Annual communications plan will provide timeline, valued information to internal and external stakeholders

<b>Status Key</b>		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Convert SASD websites (district and school) to content management system with new design and provide training and support to website editors	<p>Three (3) elementary school sites are still in development. Eight (8) elementary school sites and Warriner Schools have launched their new website this semester to match the SASD website. There are several departmental sites to be converted yet, as well.</p> <p>We will be bringing an updated website policy forward to align with the new website structure.</p>	June 2017	