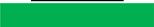
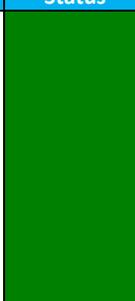


# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 1  
**Title of Goal:** All students will perform at the “meets or exceeds” level on the common classroom and district assessments by the 2014-15 school year  
**Objective:** 1  
**Title of Objective:** Implement a district curriculum, assessment and instruction plan for 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!

**2015-2016**

Activity #	Activity	Evidence	End Date	Status
1	Identify and utilize student learning measures to determine the extent to which students are college and career ready	The SASD has begun implementation of the ACT Aspire assessment suite to provide all stakeholders with information regarding student progress towards reaching the ACT benchmarks for college and career readiness. This culminates with the ACT and ACT WorkKeys assessment in 11th grade. These two assessments are used by colleges and employers to gauge readiness and ability	June 2016	
2	Ensure purpose statements (content, language, and social) are intentionally used and evident during instruction	At this time, no action has taken place with this activity.	June 2016	
3	Enhance the professional practice of staff in using the elements of guided instruction (prompts, cues, and questions) to support student learning	Learning Leaders were provided staff development on guided instruction during the August Summer Symposium. Several building teams presented information to staff during the Wednesday Professional Development day. Reading Specialists/interventionist met in September to construct a professional development plan for guided reading.	June 2016	
4	Implement data protocols so that teachers can improve their collective capacity to help all students learn at high levels	Teachers and principals are taking part in the state mandated SLO (student/school learning objective) process. All teachers and principals have a data driven goal for their students/building, and they evaluate their progress towards reaching that goal throughout the year. Effectiveness coaches continue to support their colleagues in this process.	June 2016	
5	Develop purposeful classroom walkthrough tools for building-based data collection	Learning Leaders were provided staff development on classroom walkthroughs during the August Summer Symposium. At the September 15 <sup>th</sup> Learning Leader session, buildings shared their building plans and goals for using classroom walkthrough data.	December 2015	
6	Review and revise a district-wide ELL service model, which will include identified effective	Select ELL staff reviewed and modified the district’s ESEA Notification letter that is	June 2016	

	practices, guidelines for differentiated support for individual language learners, and staffing alignment	distributed to all ELL parents. Learning Leaders were provided staff development regarding the 9 models of Co-Teaching during the August Summer Symposium. ELL staff at two elementary schools provided professional development to classroom teachers regarding WIDA Standards. Upcoming plans include the development and piloting of the Language Development Plan and the continued evaluation program model, mission, effective practices, guidelines for DI and staffing in an ELL PLC setting with district administrators, ELL teachers, and classroom teachers.		
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# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 1  
**Title of Goal:** All students will perform at the “meets or exceeds” level on the common classroom and district assessments by the 2014-15 school year  
**Objective:** 2  
**Title of Objective:** Incorporate project-based learning, community-based and real-world applications

<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!

## 2015-2016

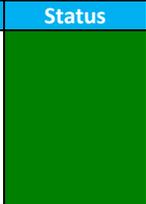
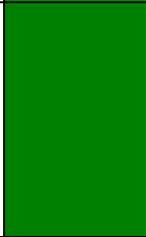
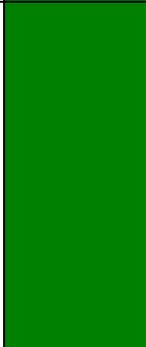
Activity #	Activity	Evidence	End Date	Status
1	Develop and expand the district’s K-12 Academic Career Plan (ACP) process	High school counselors are registered for the DPI ACP Conference in November.	June 2016	
2	Provide service-learning opportunities to 9 <sup>th</sup> -12 <sup>th</sup> grade students within the school curriculum	At this time, no action has taken place with this activity.	June 2016	
3	Increase the number of high school students participating in an internship, apprenticeship, or other job-related experiences	At this time, no action has taken place with this activity.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 1  
**Title of Goal:** All students will perform at the “meets or exceeds” level on the common classroom and district assessments by the 2014-15 school year  
**Objective:** 3  
**Title of Objective:** Students and staff will utilize digital technologies and media to be engaged in the learning process to acquire information and demonstrate 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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Develop a plan to provide elementary students expanded access to mobile devices within each classroom	The distribution of the 1:2 iPad Mini initiative at the elementary schools has begun. The Instructional Technology Team has scheduled support and inservice times to help staff members implement this device into their curriculum.	January 2016	
2	Continue implementing the 6 <sup>th</sup> -12 <sup>th</sup> grade personal mobile device plan to support student learning	The middle school and high school 1:1 Chromebooks have been distributed to all students. The support phase of the initiative has begun and involves the continued evaluation of staffs' needs. Customize professional development sessions for buildings are taking place to provide resources and enhance staff skill sets.	June 2016	
3	Provide students and staff in 6 <sup>th</sup> -12 <sup>th</sup> grade access to Haiku LMS (Learning Management System) to interface with the district's 1:1 initiative	Haiku has expanded to all 6 <sup>th</sup> -12 <sup>th</sup> teacher this year and the Instructional Technology Team provided trainings during the summer and during the first few weeks of the year. The students are able to view all of their classes in one location and teachers are already pushing-out information and resources to their students.	June 2016	
4	Offer customized professional development for staff based on the results of the BrightBytes surveys taken in the spring of 2015 and in early 2016	The fall BrightBytes data collection window for students and staff has been set for early November. Once the data is collected and analyzed, the Instructional Technology Team will meet with the building principals and share how their buildings scored on the surveys and create a professional development plan based on those results. The goal is to move forward on the 4C's integration continuum and continue to support our staff and students throughout the school year.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 2  
**Title of Goal:** All students will perform at the “meets or exceeds” level for behavior as measured by school-wide behavior data to provide for a safe school environment (office discipline referrals, attendance, number of students and success rate of behavior interventions, etc.)  
**Objective:** 1  
**Title of Objective:** Fully implement PBIS in all schools, including necessary staff development, appropriate staffing levels, and by providing implementation resources

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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Monitor school implementation using PBIS fidelity tools (BOQ and BAT), student behavioral data, and attendance data	The District Leadership Team met on September 15 <sup>th</sup> and reviewed the district-wide behavioral data. The Leadership team developed specific goals and action plans.	June 2016	
2	Universally screen all students externalized and internalized social, emotional, and behavioral needs and then provide all students with necessary interventions	Letters will be sent home to the parents of group A, B, and C schools at the end of September regarding the purpose and plans for universal screening.	June 2016	

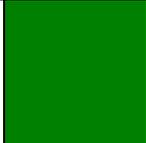
# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 2  
**Title of Goal:** All students will perform at the “meets or exceeds” level for behavior as measured by school-wide behavior data to provide for a safe school environment (office discipline referrals, attendance, number of students and success rate of behavior interventions, etc.)  
**Objective:** 2  
**Title of Objective:** Utilize student survey data to enhance student support services

<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!

## 2015-2016

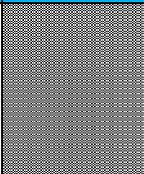
Activity #	Activity	Evidence	End Date	Status
1	Analyze and disseminate the <i>Youth Risk Behavior Survey</i> data to pertinent district staff, parents, and community groups	District counselors met in August to discuss the 2014/15 data.	January 2016	
2	Develop action plans and recommendations to target areas identified for enhancement and/or improvement	In August, counselors worked to identify baseline programming provided to students at elementary, middle, and high school levels. This work included the development of common language to be used across the district.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 2  
**Title of Goal:** All students will perform at the “meets or exceeds” level for behavior as measured by school-wide behavior data to provide for a safe school environment (office discipline referrals, attendance, number of students and success rate of behavior interventions, etc.)  
**Objective:** 3  
**Title of Objective:** Implement a comprehensive plan to address the disproportionality of Emotional/Behavioral Disabilities (EBD) 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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Complete district needs assessment	SASD was identified by DPI for disproportionality as a result of having a significant number of African-American students identified as having an emotional behavioral disability. The district needs assessment and plan were submitted to DPI in June and subsequently approved.	September 2015	
2	Develop, implement and progress monitor action plan to address disproportionality	SASD was required to develop an Annual Disproportionality Improvement Plan (ADIP) to address disproportionality in the district. A team of six individuals from administration, regular education, and special education attended the initial April 2015 planning meeting in Green Bay with several other school districts that were identified. The team developed an action plan for the 2015-16 school year. The plan was submitted to DPI in June of 2015 and it was approved.	June 2016	
3	Provide district staff with professional development “culturally responsive practices”	Team of six from the disproportionality team will be attending the Building Cultural Responsive Systems Conference in Beloit for two days in September, two days in March and one day in May. With information obtained from the conference, the team will develop a professional development plan for the district to implement culturally responsive strategies. In addition to the conference, several of the school psychologists will be attending a webinar on "Addressing Disproportionality in Special Education." The webinar will be held one day per month for the entire school year. School psychologists will report back to the disproportionality team to assist in facilitating professional development activities at each building.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 3  
**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

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!

## 2015-2016

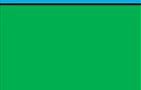
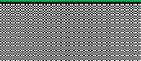
Activity #	Activity	Evidence	End Date	Status
1	Spouses begin to accumulate wellness points to count towards the employee premium share beginning in 2017.	Employees and spouses are informed on the wellness program changes.	October 2015	
2	Part time wellness position added to support the addition of spouses to the wellness points program.	Position is filled and working with the District Wellness Coordinator.	October 2015	
3	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 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 3  
**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!

## 2015-2016

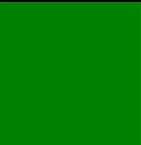
Activity #	Activity	Evidence	End Date	Status
1	Continue to review central administration support to make sure it is aligned with the district vision and look for possible ways for efficiency	Departments and areas of service are being reviewed to assure efficiency. ELL program review is under way	June 2016	
2	Review and clarify the funding formula for charter schools	We have agreed upon a new funding formula for Lake Country Academy	June 2015	
3	Review and align district policies and practices related to the five-year 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 2016	
4	Maximize the number of SASD students applying for scholarships	Expanded parent opportunities to be involved with student scholarships through additional parent meetings and direct communications with students.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 3  
**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!

## 2015-2016

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	The Learning Leader Summer Symposium was held on August 12 <sup>th</sup> and 13 <sup>th</sup> . The program included breakout sessions pertaining to the district's Long-Range Plan (LRP). The topics included: Co-Teaching, Instructional Rounds, Educator Effectiveness, Facilitating Groups Successfully, Technology Implementation, Guided Instruction, ACT/Aspire, and building team work time. Monthly sessions of the Learning Leader Sessions will be used to further staff learning on these topics.	June 2016	
2	Implement the first two courses of the SASD/Lakeland College Teacher Development Institute (TDI)	A cohort of 30 elementary, middle, and high school teachers began the first course, <i>Instructional Practices</i> , on September 10 <sup>th</sup> . The course will be held each Thursday night through December 3 <sup>rd</sup> .	June 2016	

# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 3  
**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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Conversion to Skyward Financial and HR software	HR and Finance begin use of Skyward	July 2015	
2	Train additional staff on the use of Skyward	All appropriate staff are trained on their applicable use of Skyward	October 2015	
3	Create timeline for the implementation of the new student information software.	Timeline is complete and communicated to all users.	October 2015	
4	Conversion to new student information system	Conversion process is complete and ready for the 2016-17 school year	June 2016	

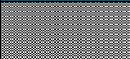
# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 3  
**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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Remodel and install equipment at Urban, Farnsworth and South High	Projects are complete and ready for the start of school	September 2015	
2	Put in place community eligibility program for Central High, Jefferson, Longfellow, and Sheridan	Free breakfast and lunch available to all students at these schools.	September 2015	
3	Add breakfast programs at Cleveland and Lincoln-Erdman	Breakfast program available at these schools	September 2015	
4	Convert inventory and production analysis to Nutrikids software.	Nutrikids software is being used for all inventory and production analysis.	June 2016	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 3  
**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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Meet with all building principals to so that all building needs are identified and prioritized	All needs have been identified and prioritized.	September 2015	
2	Report to the Board on the prioritized capital needs	Board is informed on the prioritized capital needs of the district and the associated cost.	December 2015	
3	Consult with Baird on levy impact for various borrowing levels.	Levy impacts for various borrowing levels are identified.	December 2015	
4	Assess the community support for a referendum to fund capital needs of the district.	Community has been surveyed and consultant has analyzed survey results to determine support for the capital project items and the level of support for referendum amounts.	April 2016	
5	Administration presents 10 year capital needs funding plan.	Recommendation of a funding plan is presented to Board that address the 10 year capital needs of the district.	May 2016	
6	Board decision on the 10 year capital needs plan.	Board takes action on the funding plan.	May 2016	
7	Plan is developed for the implementation of the board approved 10 year capital needs plan.	Timeline and action plan is in place for implementation of the approved 10 year capital needs plan.	June 2016	

# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 3  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 7  
**Title of Objective:** Attract and retain quality staff

<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!

## 2015-2016

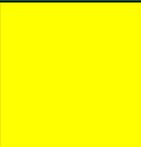
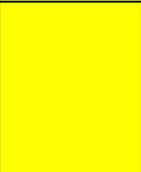
Activity #	Activity	Evidence	End Date	Status
1	Explore pay differentiation based on attracting and retaining critical teachers and support staff		May 2016	
2	Develop a strategic recruiting plan for SASD teachers and support staff		May 2016	
3	Support staff longevity pay based on five years of successful evaluations		May 2016	
4	SASD cut scores for Educator Effectiveness developed for implementation of three year cycle		May 2017	

# Report to Board of Education on District Goals

**Date:** September 22, 2015  
**Goal:** 3  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 8  
**Title of Objective:** Engage district and community stakeholders in the development of the 2016-2020 SASD Strategic Plans

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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Incorporate homogenous focus groups into the long-range planning to discover thoughts and opinions around the focus of what it means for a student to be college and career ready using the following process: 1. Define focus groups, 2. Design focus group questions, 3. Recruit and prepare participants, 4. Conduct the focus groups, 5. Analyze the data	Homogenous groups were defined: 1. Four-year college, 2. Two-year college, 3. Military, 4. Career/Work-based options.	June 2016	
2	Made phone calls to all groups to solicit their thoughts and opinions specific to what the SASD currently does well and needed areas of improvement pertaining to student success in the areas of college and career readiness.	Invited focus group participants to attend a series of meetings in August. Participants were also asked to complete a survey either online or one was mailed to them.	August 2015	
3	Reached out to local businesses, technical college staff, and 4-year higher education staff to solicit their thoughts and opinions specific to what the SASD currently does well and needed areas of improvement pertaining to student success in the areas of college and career readiness.	Had some participants but not enough to make a recommendation to the future strategic plan.	August 2015	

# Report to Board of Education on District Goals

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**Date:** September 22, 2015  
**Goal:** 4  
**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!

## 2015-2016

Activity #	Activity	Evidence	End Date	Status
1	Convert SASD District and School websites to content management system with new design. Provide training and support to website editors.	The District, North and South sites switched over the first week in August. The rest of the school sites will follow next school year with a project end date of June 2016.	June 2016	
2	E-newsletters/Social Medias - Send a minimum of 10 e-newsletters to community subscribers and increase subscribers. Increase engagement in social media.	The first edition of the newsletter will be updated with new design/layout and will be sent in Sept/Oct. Icons with links to the newsletter, Facebook and twitter were incorporated in the new website design. All have increased subscribers over the last year.	June 2016	