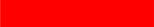
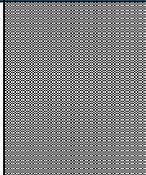
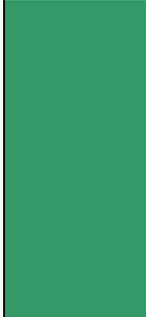
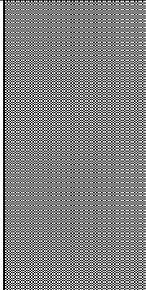
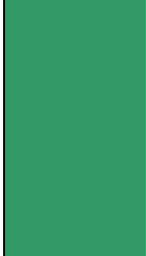


Report to Board of Education on District Goals

Date:	May 23, 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

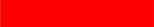
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2016-2017

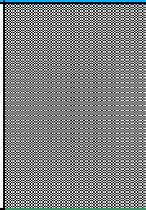
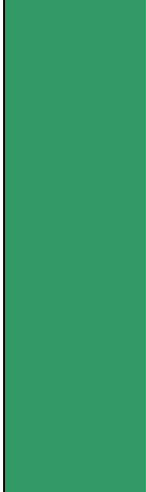
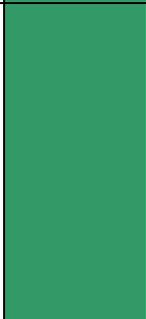
Activity #	Activity	Evidence	End Date	Status
1	Determine SASD GPA readiness indicator and communicate information to pertinent district staff, parents, and students	1 st Semester data on GPA was collected for analysis and resulting discussion. Based upon College and Career Readiness/ Redefining Ready data a GPA of 2.8 or higher is recommended for college bound students.	June, 2017	
2	Develop and/or expand advanced coursework opportunities for students, including Advanced Placement (AP) and dual credit courses	Discussion continued throughout the year 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. With inclusion of two additional computer science courses coming forward during the past month, the number of AP and dual credit courses offered in the SASD exceeds 120.	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. Benchmarks for student performance have been selected for college and career readiness standards. An evaluation measure incorporating all the measures was created, and schools will be using their summer data retreat time to discuss areas of focus in relation to those accountability measures.	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. Through on-going work, accountability measures have been determined. Schools will use their summer data retreat time to action plan around areas of greatest impact.	June, 2017	

Report to Board of Education on District Goals

Date: May 23, 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!

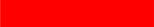
2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Develop and monitor student school attendance goals	All buildings are monitoring an attendance report based upon the goal of: <i>All SASD schools will have 87% or more of students with attendance rates of 84.1% or higher.</i> Final attendance data will be reviewed at the end of the year.	June, 2017	
2	Increase the number of students participating in an internship, apprenticeship, or other workplace learning experience	District staff continues 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. In May, a district ACP Coordinator was hired to oversee the authentic learning experiences in our district. Work with LTC and Inspire Sheboygan, along with our local business and community organizations, will continue and be enhanced to offer greater opportunities for our students as measured by our college and career readiness indicators.	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 an oversight leadership team was formed to review curriculum and to determine methods to enhance and expand learning	June, 2017	

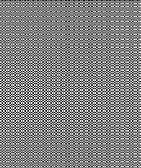
		<p>opportunities for students.</p> <p>Initial discussions surrounding enhanced opportunities for students pursuing an education pathway have begun between district staff and Lakeland University. As part of this planning, it is anticipated that an Introduction to Education dual-credit course will be offered to students in the 2018/19 school year.</p>		
4	Expand opportunities for students to earn industry credentials and certifications	<p>Building and district staff reviewed data from the 2015/16 DPI's CTE Student Technical Certification program. The data reveals that 37 students met the criteria for the DPI's program in 11 different areas. CTE staff outlined a process to increase the number of students meeting the qualifications. The 2016/2017 data will reviewed when it is available in summer.</p>	June, 2017	

Report to Board of Education on District Goals

Date: May 23, 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. A district ACP coordinator has been hired to oversee this process. Focus will be placed on ensuring that students are meeting the College and Career Readiness/Redefining Ready benchmarks as our accountability measure.	June, 2017	
2	Implement Positive Behavioral Interventions and Supports (PBIS) systems in all schools	Monthly PBIS District Leadership Team meetings were held over the course of school year. Oversight and supports were offered to internal coaches and buildings. From January through March, various school teams participated in Tier 2 and Tier 3 readiness trainings. End of year building team implementation and student behavioral data will be analyzed for action planning purposes.	June, 2017	
3	Utilize student survey data to enhance student support services	Youth Risk Behavior Survey (YRBS) was administered during the spring. A detailed report of findings was presented to the Board's C&I Committee in May. In addition, the data are being shared with various district leadership teams for action planning purposes including: PBIS, AODA, Mental Health, and PEP Grant.	June, 2017	
4	Implement the first year goals and objectives of the Carol M. White Physical Education Program (PEP) grant	The PEP Advisory Team, led by Grant Project Coordinator, Lisa Finney, met regularly to implement the grant's goals that included the purchase of additional instructional equipment, implementation of nutritional education lessons, and middle school athletics/activities.	June, 2017	

5	Review and revise the SASD Instructional Technology Plan	<p>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 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 completed both a fall and spring Brightbytes Survey. The Instructional Technology Team meets 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>	June, 2017	
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Report to Board of Education on District Goals

Date: May 23, 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	DDI coaches and building leadership teams completed all four trainings on a continuous improvement cycle. In addition, the PLC Leadership Team collected and analyzed the survey results about teams using data to inform instruction. The data was shared with building principals and Learning Leaders.	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 identified a Language Development Tool to be used by EL staff to monitor EL students progress in the 4 domains (reading, writing, listening, speaking), goal setting, and record keeping for classwork/assessment supports and modifications. To provide additional support to the district EL staff, a 30% EL Lead Teacher position will be implemented in the fall through a minor realignment of district EL staffing.	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 team’s monthly meetings.	June, 2017	
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Report to Board of Education on District Goals

Date: May 23, 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

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	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: May 23, 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

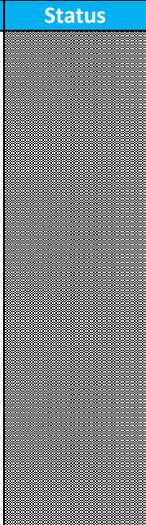
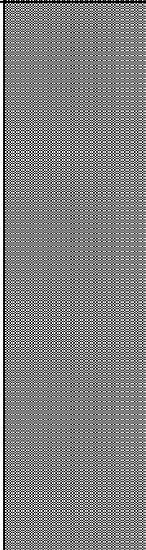
Activity #	Activity	Evidence	End Date	Status
1	Continue to review central administration support to make sure it is aligned with the district vision and look for possible ways for efficiency	Departments and areas of service continue to be reviewed to assure efficiency.	June 2017	
2	Review and align district 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: May 23, 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. Learning Leaders wrapped up in March with a final discussion pertaining to goals and objectives for the following school year. Teams analyzed data related to culturally responsive practices in their buildings, and a focus for next year in alignment with board goals was discussed.	June, 2017	
2	Refine and enhance the SASD/Lakeland University Development Institute (TDI) program	On May 4 th , a celebration was held to congratulate the 26 Cohort #1 members on successfully completing the program. The second TDI cohort, comprised of 21 district teachers, completed the first two courses of their two-year learning journey. Three staff members from the SASD conducted a presentation regarding the TDI program at the WASB State Education Conference on January 20 th . Recruiting information regarding Cohort #3 was sent to all teachers in early May. This cohort will begin course work in September. Although the sign-up runs through June 1 st , sixteen teachers have already expressed interest.	June, 2017	

Report to Board of Education on District Goals

Date: May 23, 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)

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	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: May 23, 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

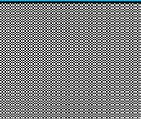
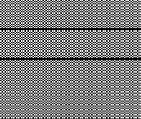
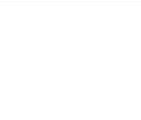
Activity #	Activity	Evidence	End Date	Status
1	Redesign of South High School's serving line	Serving line redesign is complete and implemented	January 2017	
2	Redesign of North High School's kitchen, serving line and installation of walk-in freezer and cooler	All redesigns and installations are completed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

Report to Board of Education on District Goals

Date: May 23, 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

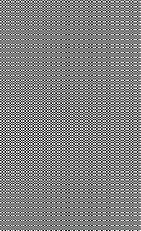
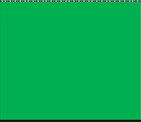
Activity #	Activity	Evidence	End Date	Status
1	Present capital projects to be funded with a \$29 million November 8, 2016 referendum and the related cost to taxpayers at community open houses and at local service group meetings	Open houses and service group presentations are completed	October 2016	
2	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	Begin to bid out projects	Bids are going out and received back to the District and general contractors for projects are starting to be selected	March 2017	
6	Work on projects begin	Contractor is on site, working on first project	April 2017	
7	Second Bond Issuance	Borrowing is completed and funds placed with the District	May 2017	
8	Final Bond Issuance	Borrowing is completed and funds placed with the District	May 2018	
9	Construction and implementation of maintenance projects funded by referendum	Construction and maintenance items are completed	August 2019	

Report to Board of Education on District Goals

Date: May 23, 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: May 23, 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

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	Convert SASD websites (district and school) to content management system with new design and provide training and support to website editors	<p>North, South, Warriner Schools, Farnsworth, Horace Mann, Urban, ELC, Cleveland, Cooper, Grant, Jackson, James Madison, Jefferson, Lincoln-Erdman, Longfellow, Pigeon River, Sheridan, and Wilson. Central High School has recently decided to transition back to our district website platform and that site is in development with a planned launch date of June 15, 2017.</p> <p>Training and support for schools will be ongoing.</p> <p>We will be bringing an updated website policy forward to align with the new website structure and accessibility guidelines.</p>	June 2017	