

# SHEBOYGAN AREA SCHOOL DISTRICT

## Strategic (Long-Range) Plan Update 2018-2019

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### Our Actions Will Convey That All Students Will Learn at a High Level

*Collaboration, Learning, Results*

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**VISION:** *All students will be productive and responsible citizens in a competitive world.*

#### **BELIEF STATEMENTS:**

**We believe in:** success of all students  
student learning at a high level  
collaboration  
continuous improvement  
results orientation  
participatory decision-making  
The “we mentality” is the guiding philosophy upon which we will interact with our stakeholders: students, parents, staff, and community

**ACCOUNTABILITY MEASURE:** Career and College Readiness Report Card

**2018-2019**

*Goal 1: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway*

- Objective 1**     **Diversity – All students and parents will feel welcome and supported by the SASD**
- Completion of Long-Term Diversity Plan
  - Increase student climate survey data related to students feeling they have an adult they can go to at school
  - Increase in utilization and response rate of parent survey
  - Enhance the districtwide EL service model to increase the number of students moving up one or more levels on the ACCESS by implementing individual student plans of service, increasing parent communication, and by implementing new student intake testing
- Objective 2**     **Before/after school supports for students/families – All SASD students will have access to high quality activities before and after school**
- Determine best practices utilized at other large school districts
  - Engage local business and/or community organizations in planning/discussion
  - Work with the SASD Department of Recreation to determine capacity
  - Create a 5-year budget to detail implementation and sustainability
  - Implement computer programming club across all elementary schools

- Objective 3**     **Mental health/trauma informed care – All staff and students will benefit from a stronger understanding and ability to address mental health within the SASD**
- All staff will have trauma informed training
  - Implementation of the PATH program
- Objective 4**     **Continuous improvement – All schools will successfully engage in a continuous improvement process**
- All high schools will implement a continuous improvement process aligned with the CCR report card results
  - All middle and elementary schools will implement a continuous improvement model focused on district goals related to math and reading achievement

*Goal 2: District support systems are aligned to maximize student learning*

- Objective 1**     **Health benefits are sustainable and valued by staff**
- Modify the wellness program to include activities and education related to financial wellness for employees
  - Create and analyze a model for adding a high deductible choice to the District health insurance plan
- Objective 2**     **Student, financial, and information systems efficiently meet the needs of staff, students, and parents**
- Create new electronic documents and work flow process
  - Complete conversion to a new transportation routing software
  - Create new inventory system within Skyward
  - Install new voice over IP telephone system
- Objective 3**     **Provide quality nutrition for students**
- Complete redesign of North High School’s kitchen, serving line and installation of walk-in freezer and cooler
  - Complete hiring and transition to the new Nutritional Services Coordinator
  - Reduce the size and complete the remodel of the Central kitchen
  - Review and determine upgrades for elementary kitchens
- Objective 4**     **Identify and prioritize capital needs of the District and develop a 10-year capital needs implementation and funding plan**
- Board approves the bids for athletic field upgrades
  - Completion of construction projects funded by 2016 referendum
  - Long-Term Facilities Committee recommendation for Tower and Forward programs is presented to the Board
  - Long-Term Facilities Committee recommendation for district owned vacant land is presented to the Board
  - Long-Term Facilities Committee recommendation for Central Administration building is presented to the Board
- Objective 5**     **School safety – All students will feel safe and secure with the SASD schools**
- Creation and implementation of the SASD Safety Grant
  - Create and implement a system of monitoring and tracking compliance with new safety laws

**Objective 6     Attract and retain quality staff**

- Conduct a Support Staff salary study and make recommendations if there are changes that should be made in order for SASD to be able to attract and retain staff
- Conduct a Substitute (all categories) salary study and make recommendations if there are changes that should be made in order for SASD to be able to attract and retain staff
- Continue to monitor the comparable salary information for all categories to ensure that we are able to attract and retain staff
- Work with the SASD Education Career Pathways group, along with universities, to grow our pipeline of education candidates and specifically minority education candidates
- Provide leadership development opportunities for district staff