

# Report to Board of Education on District Goals

**Date:** October 25, 2016  
**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

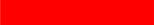
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Determine SASD GPA readiness indicator and communicate information to pertinent district staff, parents, and students	No action has been taken to support this activity.	June, 2017	
2	Develop and/or expand advanced coursework opportunities for students, including Advanced Placement (AP) and dual credit courses	Discussion have begun with the building principals 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.	June, 2017	

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**Date:** October 25, 2016  
**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

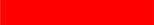
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
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	Finished	Project is complete!

## 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 are currently working to establish on-going procedures to monitor attendance data using reports generated from Skyward.	June, 2017	
2	Increase the number of students participating in an internship, apprenticeship, or other workplace learning experience	District staff continue to work utilize Inspire Sheboygan County to build connections between classrooms and workplaces. In addition, district representatives recent 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 are 11 students enrolled in the course this semester.	June, 2017	
4	Expand opportunities for students to earn industry credentials and certifications	No action has been taken to support this activity.	June, 2017	

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**Date:** October 25, 2016  
**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		
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	Watch	We are not on track to deliver project but we have a plan to get back on track
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## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Develop and expand the district's Academic Career Plan (ACP) process	SASD ACP Leadership Team met to discuss and develop the non-negotiable components required as part of a student's Academic and Career Plan.	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 will be attending the October National PBIS Conference in Chicago. The team will use the information learned for action planning.	June, 2017	
3	Utilize student survey data to enhance student support services	Youth Risk Behavior Survey (YRBS) will be administered this year. In addition, 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.	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 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> .	June, 2017	

# Report to Board of Education on District Goals

**Date:** October 25, 2016  
**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
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## 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 two times this year to further develop supports and professional development opportunities for teachers. The PLC Leadership Team has created a staff survey to gather additional information from building teams.	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 begun. As part of this professional development, staff will enhance their knowledge of using guided reading strategies to support student reading development.  Building upon summer professional development offered the WI Statewide Mathematics Initiative (WSMI), book studies, focused on instructional strategies for teaching "mathematical practices", have been offered to district staff. The district is also working to host a WSMI conference in Sheboygan next summer.	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 created 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. In addition, discussions regarding opportunities for staff development and bias investigation took place.	June, 2017	

# Report to Board of Education on District Goals

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**Date:** October 25, 2016  
**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:** October 25, 2016  
**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
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## 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:** October 25, 2016  
**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
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## 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.	June, 2017	
2	Refine and enhance the SASD/Lakeland University Development Institute (TDI) program	<p>The first TDI cohort is enrolled in their second-to-last course, which focuses on the classroom environment and student relationship practices.</p> <p>The second TDI cohort, comprised of 21 district teachers, began their first course of the two-year learning journey. The course focuses on effective instructional practices.</p>	June, 2017	

# Report to Board of Education on District Goals

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**Date:** October 25, 2016  
**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
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## 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	January 2017	

# Report to Board of Education on District Goals

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**Date:** October 25, 2016  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 5  
**Title of Objective:** Provide quality nutrition for students

<b>Status Key</b>	
	On Target We are on track to deliver project
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## 2016-2017

Activity #	Activity	Evidence	End Date	Status
1	Redesign of South High School's serving line	Serving line redesign is complete and implemented	December 2016	
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 2017	

# Report to Board of Education on District Goals

**Date:** October 25, 2016  
**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
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## 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 borrowing	Borrowing is completed and funds placed with the District	February 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:** October 25, 2016  
**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
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## 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	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

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**Date:** October 25, 2016

**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
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**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	10 elementary school sites, as well as Warriner Schools are in development. Two elementary school sites have launched their new website this fall, to match the SASD website as well as the middle and high school sites. There are several departmental sites to be converted yet, as well.	June 2017	