

SHEBOYGAN AREA SCHOOL DISTRICT

Strategic (Long-Range) Plan Update 2019-2020

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

Collaboration, Learning, Results

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

2019-2020

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

- Objective 1** **Ensure Educational Equity for All Students in the SASD – Educational equity means that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, disability, sexual orientation, family background, and/or family income**
- Equity Professional Development/Training
 - District-wide Principles of Equity
- Objective 2** **All SASD students will have access to high quality extended learning activities throughout the full calendar year**
- Community review of summer programming options
 - Comprehensive plan for full-year services to students
 - KidStop program implementation
 - Coding Club expansion
 - Breakout EDU Club creation
- 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**
- Student support staff trauma informed care training
 - School-based therapy expansion
 - Longfellow health clinic
 - At-risk student programming continuum

Objective 4 Continuous improvement – All schools will successfully engage in a continuous improvement process

- High school College and Career Readiness (CCR) continuous improvement plan
- Elementary and middle school report card continuous improvement plan
- 2021-2022 calendar recommendation
- Equity data set creation

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
- Create new inventory system within Skyward
- Install new voice over IP telephone system

Objective 3 Provide quality nutrition for students

- Add snack program at Cooper and Madison
- Add supper program at Jefferson, Sheridan and Longfellow
- 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

- Athletic field upgrades
- Long-Term Facilities Committee recommendation for Tower and Forward programs is presented to the Board
Long-Term Facilities Committee recommendation for Farnsworth and Urban Middle Schools 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
- Completion of maintenance projects funded by 2016 referendum

Objective 5 Attract and retain quality staff

- Conduct a Teacher Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff
- Conduct an Administrator Salary Study to ensure that our salary schedule is competitive and we are 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
- Review Employee Recognition Plan

- Work with the YTY/Education Career Pathways Coordinator to grow our pipeline of education candidates, especially students of color
- Provide leadership development opportunities for district staff
- Update New Teacher Mentor Program

Objective 6 Strengthen and expand the output and avenues of communication to ensure that our internal and external stakeholders are informed and that the District is best positioned to attract and retain students

- Complete hiring and onboarding of Communications Specialist
- Prioritize and implement Phase 1 recommendations from the Brand Strategy Development project