


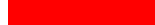






# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**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:** Diversity – All students and parents will feel welcome and supported by the SASD




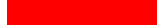
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

## 2018-2019






Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Completion of Long-Term Diversity Plan	<ul style="list-style-type: none"> <li>Implementation of ICS modules across district</li> <li>Individual school SLT teams trained by start of 2019-2020 school year</li> </ul>	<ul style="list-style-type: none"> <li>Board of Education and principals participated in initial training</li> <li>School leadership teams (SLTs) are being formed for summer training</li> <li>Data points to target are being discussed with principals</li> <li>Template for 3-year plan to address equity needs completed</li> <li>3-Day Training scheduled for all schools Summer 2019</li> </ul>	June 2019	
2	Increase student climate survey data related to students feeling they have an adult they can go to at school	<ul style="list-style-type: none"> <li>83.06% in 2017-2018 = Increase 3% annually until 95%+</li> </ul>	<ul style="list-style-type: none"> <li>Middle school surveys currently at 84.3% for Fall 2018</li> <li>Surveys set to go out in Spring</li> </ul>	June 2019	
3	Increase in utilization and response rate of parent survey	<ul style="list-style-type: none"> <li>31% response rate in 2017-2018 = Increase 5% annually until 60%+</li> </ul>	<ul style="list-style-type: none"> <li>Middle school response rate over 60%</li> <li>Elementary/HS still open</li> </ul>	June 2019	
4	Enhance the districtwide EL service model to increase the number of students moving up one or more levels on the ACCESS by implementing new student intake testing	<ul style="list-style-type: none"> <li>The number of students showing a full level of progression will reach 40%+ in the 2018-19 school year</li> </ul>	<ul style="list-style-type: none"> <li>Elevation data warehouse used to create individual language development plans for students - continued learning and implementation</li> <li>Data available late Spring</li> </ul>	June 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**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:** Before/after school supports for students/families – All SASD students will have access to high quality activities before and after school




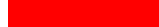
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	Finished	Project is complete!

## 2018-2019



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Determine best practices utilized at other large school districts	<ul style="list-style-type: none"> <li>Best practices embedded within before/after school plan</li> </ul>	<ul style="list-style-type: none"> <li>Viewed contracts and agreements with other districts who partnered with outside organizations</li> </ul>	June 2019	
2	Engage local business and/or community organizations in planning/discussion	<ul style="list-style-type: none"> <li>Business/Community partnerships present in the before/after school plan</li> </ul>	<ul style="list-style-type: none"> <li>Boys and Girls Club, Big Brothers Big Sisters, YMCA, SASD, and Business Rep. continue to meet monthly</li> <li>Survey sent to parents to gauge demand</li> <li>Pricing model agreed upon</li> <li>Timeline for implementation in 2019-2020 completed</li> <li>Sign-Up sheets out to parents</li> <li>Early Enrollment #'s are positive</li> </ul>	June 2019	
3	Work with the SASD Department of Recreation to determine capacity	<ul style="list-style-type: none"> <li>SASD Recreation Department fully engaged in planning</li> </ul>	<ul style="list-style-type: none"> <li>Planning for additional staffing needs</li> </ul>	June 2019	
4	Create a 5-year budget to detail implementation and sustainability	<ul style="list-style-type: none"> <li>Budget presented within before/after school plan</li> </ul>	<ul style="list-style-type: none"> <li>Budget created on agreed upon fee scenario</li> </ul>	June 2019	
5	Implement computer programming club across all elementary schools	<ul style="list-style-type: none"> <li>All elementary school implementing computer programming club with 25%+ participation in grades 3-5</li> </ul>	<ul style="list-style-type: none"> <li>Last round of schools implementing this semester (Jefferson, Cooper, Cleveland, Etude)</li> <li>Current participation rate is 26.38%</li> </ul>	June 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**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:** Mental health/trauma informed care – All staff and students will benefit from a stronger understanding and ability to address mental health within the SASD




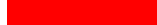
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## 2018-2019



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	All staff will have trauma informed training	<ul style="list-style-type: none"> <li>100% of SASD teachers will be trained by the end of the 2018-19 school year</li> </ul>	<ul style="list-style-type: none"> <li>Initial training started at high school through SASD trainers</li> <li>All schools scheduled for initial training by the end of school year.</li> </ul>	June 2019	
2	Implementation of the PATH program	<ul style="list-style-type: none"> <li>126 therapy sessions will occur at the nine designated schools</li> </ul>	<ul style="list-style-type: none"> <li>Continued collaboration with mental health team</li> <li>Implementation at MS/HS</li> <li>Services added at Longfellow</li> <li>All sites at capacity</li> <li>Working to expand therapy opportunities to elementary schools (per Jason L.'s past presentation to BoE)</li> </ul>	June 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**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:** Continuous improvement – All schools will successfully engage in a continuous improvement process




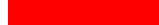
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	Finished	Project is complete!

## 2018-2019



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	All high schools will implement a continuous improvement process aligned with the CCR report card results	<ul style="list-style-type: none"> <li>100% of high schools will meet their SLO goal pertaining to the CCR report card</li> </ul>	<ul style="list-style-type: none"> <li>Shift to CCR Report Card at high school</li> <li>CCR Report Cards presented to Board</li> <li>Upcoming high school presentations to Board</li> <li>Schools presented to BoE</li> <li>HS work group formed</li> <li>Enhancements for RC being made</li> </ul>	June 2019	
2	All middle and elementary schools will implement a continuous improvement model focused on district goals related to math and reading achievement	<ul style="list-style-type: none"> <li>100% of middle and elementary schools will reach their SLO goals pertaining to math and reading achievement</li> </ul>	<ul style="list-style-type: none"> <li>Agreed upon measures for elementary and middle school report card</li> <li>Learning leader, S&amp;I, admin work on SLO goals</li> <li>Mid-Year Updates Completed</li> </ul>	June 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 1  
**Title of Objective:** Health benefits are sustainable and valued by staff

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	Finished	Project is complete!

## 2018-2019

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Modify the wellness program to include activities and education related to financial wellness for employees	<ul style="list-style-type: none"> <li>Increased employee participation in 457(b) and 403(b) plans</li> <li>Increase the number of benefit and financial presentations available to staff</li> </ul>	<ul style="list-style-type: none"> <li>Request has been made to WEA and payroll to establish baseline data</li> <li>Health benefit presentation given at Back to School Bash</li> <li>WEA Finance Seminar Presented on March 14<sup>th</sup>.</li> <li>Individual WEA consultation appointments available for staff in their buildings.</li> </ul>	June 2019	
2	Create and analyze a model for adding a high deductible choice to the District health insurance plan	<ul style="list-style-type: none"> <li>Model is presented and discussed with the Benefits Committee, and next steps are identified</li> </ul>	<ul style="list-style-type: none"> <li>Initial model presented at the September 30<sup>th</sup> Benefits Committee meeting</li> </ul>	May 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 2  
**Title of Objective:** Student, financial, and information systems efficiently meet the needs of staff, students, and parents




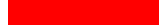
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	Finished	Project is complete!

## 2018-2019





Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create new electronic documents and work flow process	<ul style="list-style-type: none"> <li>Electronic forms are in place and paper forms are reduced</li> </ul>	<ul style="list-style-type: none"> <li>Electronic work flow is being used for notification of employee hiring and exiting.</li> <li>Employee reimbursement forms in use.</li> </ul>	June 2019	
2	Complete conversion to a new transportation routing software	<ul style="list-style-type: none"> <li>Transfinder software is being used exclusively and Edulog is shut down</li> </ul>	<ul style="list-style-type: none"> <li>Transfinder is now being used for all bus routing</li> <li>Edulog has been shut down</li> </ul>	January 2019	
3	Create new inventory system within Skyward	<ul style="list-style-type: none"> <li>Equipment valued at \$5,000 or more is inventoried for depreciation purposes</li> <li>Equipment valued at \$1,000 or more is inventoried for control and insurance purposes</li> </ul>	<ul style="list-style-type: none"> <li>Meeting and discussion with property insurance carrier completed</li> <li>Meeting and discussion with auditors completed</li> </ul>	June 2019	
4	Install new voice over IP telephone system	<ul style="list-style-type: none"> <li>New phone system is installed and operational</li> </ul>	<ul style="list-style-type: none"> <li>Consultant chosen to lead RFP process</li> <li>Implementation and timeline completed and presented to EMT</li> <li>RFP completed</li> <li>Selection of vendor completed</li> </ul>	August 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 3  
**Title of Objective:** Provide quality nutrition for students




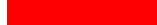
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	Finished	Project is complete!

## 2018-2019







Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Complete redesign of North High School's kitchen, serving line and installation of walk-in freezer and cooler	<ul style="list-style-type: none"> <li>North High kitchen is operating as the production kitchen for north side schools</li> </ul>	<ul style="list-style-type: none"> <li>North High kitchen project completed and functional for first day of school</li> </ul>	September 2018	
2	Complete hiring and transition to the new Nutritional Services Coordinator	<ul style="list-style-type: none"> <li>Position is filled and Department is fully servicing students</li> </ul>	<ul style="list-style-type: none"> <li>Meredith Nitka hired as new Coordinator</li> </ul>	August 2018	
3	Reduce the size and complete the remodel of the Central kitchen	<ul style="list-style-type: none"> <li>New kitchen is complete, functional, and reduced in size</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary design completed</li> </ul>	August 2020	
4	Review and determine upgrades for elementary kitchens	<ul style="list-style-type: none"> <li>Nutritional Services has completed a prioritized description and cost of needed upgrades</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of elementary kitchens has begun</li> </ul>	May 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 4  
**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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	Finished	Project is complete!




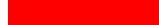
## 2018-2019

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Athletic field upgrades	<ul style="list-style-type: none"> <li>Synthetic turf, foul line fence, graded outfield completed on Hummitszch baseball diamond</li> <li>Drainage and seeding completed at soccer fields 1 and 2 at Horace Mann</li> </ul>	<ul style="list-style-type: none"> <li>Synthetic turf installation completed.</li> <li>Foul line fence and foul poles installed</li> <li>Outfield regraded and sodded.</li> <li>Fields have been graded and drainage is installed.</li> </ul>	April 2019  April 2020	
2	Completion of construction projects funded by 2016 referendum	<ul style="list-style-type: none"> <li>Building additions and parking lots completed</li> </ul>	<ul style="list-style-type: none"> <li>All school additions and parking lots available for start of school</li> </ul>	September 2018	
3	Long-Term Facilities Committee recommendation for Tower and Forward programs is presented to the Board	<ul style="list-style-type: none"> <li>New facility for Tower/Forward programs is acquired and remodeled for start of 2019-20 school year</li> </ul>	<ul style="list-style-type: none"> <li>Closed on the property</li> <li>Final design completed</li> </ul>	August 2019	
4	Long-Term Facilities Committee recommendation for district owned vacant land is presented to the Board	<ul style="list-style-type: none"> <li>Committee presents recommendation to Board</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary recommendations made to the Board on February 12th</li> </ul>	June 2019	
5	Long-Term Facilities Committee recommendation for Central Administration building is presented to the Board	<ul style="list-style-type: none"> <li>Committee presents recommendation to Board</li> </ul>	<ul style="list-style-type: none"> <li>Committee discussion date TBD</li> </ul>	June 2019	
6	Completion of maintenance Projects funded by 2016 referendum	<ul style="list-style-type: none"> <li>Projects are completed</li> </ul>	<ul style="list-style-type: none"> <li>Planning and scheduling of projects are in process</li> </ul>	December 2019	


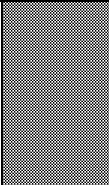


# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 5  
**Title of Objective:** School safety – All students will feel safe and secure with the SASD schools




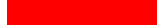
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	Finished	Project is complete!

## 2018-2019





Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Creation and implementation of the SASD Safety Grant	<ul style="list-style-type: none"> <li>Successful approval and implementation of two safety grants across the SASD</li> </ul>	<ul style="list-style-type: none"> <li>Projects from safety grant funds currently being completed (window film, door locks, fencing, radios, curriculum, etc.)</li> </ul>	June 2019	
2	Create and implement a system of monitoring and tracking compliance with new safety laws	<ul style="list-style-type: none"> <li>100% of schools holding the appropriate number of school safety and violent event drills.</li> <li>100% of schools complete a threat assessment in collaboration with law enforcement</li> </ul>	<ul style="list-style-type: none"> <li>Documents uploaded to the Department of Justice per state statute</li> </ul>	June 2019	

# Report to Board of Education on District Goals

**Date:** April 23, 2019  
**Goal:** 2  
**Title of Goal:** District support systems are aligned to maximize student learning  
**Objective:** 6  
**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!

## 2018-2019

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Conduct a Support Staff salary study to make recommendations if there are changes that should be made in order for SASD to be able to attract and retain staff	<ul style="list-style-type: none"> <li>Support Staff Salary completed and recommendation made to the Board</li> </ul>	<ul style="list-style-type: none"> <li>9/12/18 and 1/9/19 Support Staff Meet and Confer discussed the process.</li> <li>Presented to Board 4/9/19</li> <li>Dependent on the State Budget</li> </ul>	June 2019	
2	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	<ul style="list-style-type: none"> <li>Complete salary study for both sub teachers and sub support staff</li> <li>Make changes to sub rates if necessary</li> </ul>	<ul style="list-style-type: none"> <li>We have changed the teacher sub rate from \$90 to \$100 for non-certified and \$105 to \$115 for certified teaching subs. We will look at sub support staff rates once we are able to make adjustments to the Support Staff salaries in Fall, 2019.</li> </ul>	June 2019	
3	Continue to monitor the comparable salary information for all categories to ensure that we are able to attract and retain staff	<ul style="list-style-type: none"> <li>Complete review of Teacher salary information and Administrator salary information</li> </ul>	<ul style="list-style-type: none"> <li>Administrator salary study conducted Summer, 2018</li> </ul>	June 2019	
4	Work with the SASD Education Career Pathways group, along with universities, to grow our pipeline of education candidates and specifically minority education candidates	<ul style="list-style-type: none"> <li>Establish an Educators Rising student club and establish relationships with at least three universities</li> </ul>	<ul style="list-style-type: none"> <li>Met with Concordia Summer, 2018 trying to establish a student teacher/intern pipeline. Attended Educator Prep meeting at Concordia 1/25/19. Have met with UW Oshkosh and Lakeland regarding education pathway. We have Educator Rising student groups at North and South and</li> </ul>	June 2019	

			both groups attended Educator Rising Symposium on 3/20/19.		
5	Provide leadership development opportunities for district staff	<ul style="list-style-type: none"> <li>Provide at least three professional development opportunities for district staff</li> </ul>	<ul style="list-style-type: none"> <li>8/22/18 Empowering Women as Leaders SASD panel discussion at Sheboygan Yacht Club; 2/5/19 Effective Communication presentation, two Book Clubs met during winter with one more to meet this Spring</li> </ul>	June 2019	