

SHEBOYGAN AREA SCHOOL DISTRICT

Strategic (Long-Range) Plan Update 2021-2022

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

- PRINCIPLES OF EQUITY:**
1. Promoting equity begins with us.
 2. SASD will raise student achievement, increase sense of belonging, hold high expectations, and involve students in all organizational programming (classrooms, courses, teams, clubs, etc..) in a proportional and equitable way.
 3. Educational teams meet to collaborate and share expertise while building their instructional capacity (beliefs, knowledge, and practice) on how to successfully educate all students. This collaboration supports a shift in attitudes, beliefs, and habits which ultimately transforms the culture of the school.
 4. Rigorous and identify-relevant curriculum is created for all learners the first time the concept is taught. Through co-planning and co-serving, all staff teams work to increase and transform each other’s instructional capacity to hold high expectations for all students to minimize the need for isolating instruction.
 5. Instruction is collaboratively developed based on individual learning differences and delivered in a flexible learning environment. Student data is used to drive instruction for all learners.
 6. We will always persevere in serving students – even when a student lacks home support, guidance, and/or requisite knowledge; fails to exert the expected effort; and/or refuses to adhere to the code of conduct.
 7. All of our district policies, procedures, and funding are aligned with the above SASD Principles of Equity, as well as the alignment with federal and state legislation, to eliminate inequities.

ACCOUNTABILITY MEASURE: Career and College Readiness Report Card

2021-2022

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**
- Respond to SASD Equity Audit to eliminate barriers for all students
- Objective 2** **All SASD students will have access to high quality extended learning activities throughout the full calendar year**
- Review and enhance the SASD online learning model
 - Increase access to technology software for all students
 - Implementation of Co-Plan and Co-Serve at the high school and middle school buildings
 - Adoption of the English Language Development Standards
 - Increase dual-credit college options for all students in the SASD
- 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**
- School-based therapy expansion
 - Prevention and Response Student Crisis
 - Implementation of Mental Wellness and Behavioral Screeners/Surveys
- Objective 4** **Continuous improvement – All schools will successfully engage in a continuous improvement process**
- Building-based continuous improvement process at all SASD schools

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

- Objective 1** **Health benefits are sustainable and valued by staff**
- Create and analyze a model for adding a high deductible choice to the District health insurance plan
 - Explore voluntary group legal services insurance for employees
 - Complete Request for Proposal (RFP) process for InHealth clinic
- Objective 2** **Student, financial, and information systems efficiently meet the needs of staff, students, and parents**
- Create new electronic documents and work flow process
 - Begin process for physical inventory throughout the District
 - Complete second lateral from fiber optic ring to WiscNet
 - Move on-site Skyward data storage to Skyward hosted services
- Objective 3** **Provide quality nutrition for students**
- Complete upgrades for elementary kitchens
 - Ensure meal program meets the USDA requirements for the 2021-22 school year

- Objective 4 Identify and prioritize capital needs of the District and develop a 10-year capital needs implementation and funding plan**
- Athletic field upgrades
 - Monitor and oversee the process for addressing the aging facilities at Farnsworth and Urban Middle Schools
 - Monitor and oversee the process for the replacement of the West side maintenance shed
 - Long-Term Facilities Committee recommendation for Central Administration building is presented to the Board
- Objective 5 Attract and retain quality staff**
- Conduct a Teacher and Administrator Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff
 - Review Employee Recognition Program
 - 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
- 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**
- External execution of brand strategy