

SHEBOYGAN AREA SCHOOL DISTRICT

Strategic (Long-Range) Plan Update 2020-2021

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

2020-2021

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
- Objective 2** **All SASD students will have access to high quality extended learning activities throughout the full calendar year**
- Strengthen KidStop through continued partnership with Boys and Girls Club and other community partners
 - Review and enhance the SASD online learning model
- 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**
- At-risk student programming continuum
 - School-based therapy expansion
 - Longfellow Family Clinic
- Objective 4** **Continuous improvement – All schools will successfully engage in a continuous improvement process**
- Elementary and middle school report card reporting structure and process
 - Implementation of Panorama school and student data warehouse

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
 - Implement employee education plan on the Districts new partnership with the ATI Physical Therapy Clinics
 - Successful switch over to UMR as the Districts health plan administrator
- 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
- Objective 3** **Provide quality nutrition for students**
- Review and determine upgrades for elementary kitchens
 - Modify meal programs to best serve students during the pandemic

- 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
 - Completion of maintenance projects funded by 2016 referendum
- Objective 5 Attract and retain quality staff**
- Conduct a Support Staff Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff
 - Review Employee Recognition Plan
 - Work with the YTY/Education Career Pathways Coordinator to grown our pipeline of education candidates, especially students of color
 - Provide leadership development
 - 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**
- Launch school websites and branded district website
 - Implement external execution of brand strategy