

SHEBOYGAN AREA SCHOOL DISTRICT

Strategic (Long-Range) Plan Update 2023-2024

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.

Goal Pillars:

1. Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card.
2. Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff.
3. Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs.
4. Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity.

ACCOUNTABILITY MEASURE: Career and College Readiness Report Card

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 1 All students will be engaged in a rigorous and relevant curriculum

- Objective 1 – All schools will successfully engage in a continuous improvement process based upon their School Accountability Report Card
- Objective 2 – SASD High Schools will implement the Associates of the Arts course articulation agreement with Lakeland University to offer an Associates of the Arts degree on-site
- Objective 3 – Utilize the Professional Learning Communities (PLC) structure to identify district strengths and weaknesses in relation to specific math standards and advance instructional strategies specific to areas of weakness
- Objective 4 – Increase multilingual learner students’ academic language proficiency utilizing explicit language instruction through content
- Objective 5 – Leverage district and building processes to support professional growth in literacy
- Objective 6 – Analyze a variety of assessment data to provide targeted instruction and support all students’ growth in literacy
- Objective 7 – The Instructional Technology Team will implement the Lego Education STEAM curriculum opportunities into appropriate classroom instruction for the 2023-2024 school year

Goal 2 Student and Instructional Services will support schools to ensure school and district initiatives are aligned to support and promote student success

- Objective 1 – The SASD Student and Instructional Team will work with administration to support parent engagement through enhanced communication strategies
- Objective 2 – Improve supervision and support of principals

Goal 3 School Culture/Climate - All students will thrive in schools that promote respect, safety, and a positive learning environment

- Objective 1 – The SASD will have a standardized attendance/truancy response plan, by level, for Board of Education approval
- Objective 2 – Complete Restorative Practices training
- Objective 3 – Implement new Threat Assessment procedures
- Objective 4 – The SASD will expand its processes to identify 4K-12th students’ mental health strengths and challenges and expand targeted supports to include community resources

Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff

Goal 1 Improve our retention practices to hold onto our valued staff

- Objective 1 – Promote employee/employer relations for a climate in which optimum staff performance and satisfaction are produced
- Objective 2 – Promote and support effective personnel practices which contribute to elevated staff capabilities in order to best support student learning and positive district culture
- Objective 3 – Ensure that our compensation and benefits packages are comparable or better than other schools in our region
- Objective 4 – Deepen our employee recognition program

Goal 2 Refine our recruitment process to ensure the District attracts quality staff and fills all vacancies

- Objective 1 – Enhance the District’s onboarding/orientation process to create a positive first impression of the District, school sites, and create a sense of belonging
- Objective 2 – Promote our district as one of choice, opportunity, and diversity to our community and state to recruit qualified candidates for all open positions
- Objective 3 – Revise the interview process to create a higher-level, streamlined experience for candidates

Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs

Goal 1 Provide clear communication between parents and schools regarding educational progress and district decision-making

- Objective 1 – Refine practices to ensure clear and consistent communication between parents and schools
- Objective 2 – Expand methods and opportunities for two-way communication between stakeholders

Goal 2 Enhance communication efforts between the school district and community members regarding the District’s educational opportunities, outcome measures, personnel data, and financial information

- Objective 1 – Create and distribute educational, personnel, and financial website dashboards and informational fact sheets
- Objective 2 – Develop and implement a communication strategy plan to enhance the messaging of key information and data with stakeholder groups (i.e. internal, parents, business/community leaders, and district residents without school-aged children)

Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity

Goal 1 Identify and prioritize capital needs of the District

- Objective 1 – Develop, publish and disseminate an updated 10-year Long Term Capital Projects Plan
- Objective 2 – Formulate, communicate, and implement the action plan to prepare for a potential 2024 referendum to build new Farnsworth and Urban Middle Schools
- Objective 3 – Complete athletic and Physical Education facility upgrades

Goal 2 Enhance security and infrastructure for data storage and the fiber optic network

- Objective 1 – Establish a secondary data center
- Objective 2 – Update the District’s Cyber Security Plan and implement the Plan’s proactive strategies

Goal 3 Build supports for schools, students and parents around transportation challenges

Objective 1 – Develop actions to help attract and retain bus drivers

Objective 2 – Support schools in minimizing the impact of transportation disruptions

Objective 3 – Update policies and procedure guidelines for employees transporting students with district owned vehicles