

# SHEBOYGAN AREA SCHOOL DISTRICT

## Strategic (Long-Range) Plan Update 2025-2026

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

*Collaboration, Learning, Results*

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**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 – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
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 – Each school will engage in school improvement efforts focused on monitoring key performance areas related to: Reading achievement, Math achievement, social emotional well-being/attendance, college and career readiness, and multi-level systems of supports
- Objective 2 – Deliver Benchmark Advance as the universal English Language Arts (ELA) curriculum for grades K5-5 instruction with fidelity
- Objective 3 – Utilize a walkthrough tool to systematically observe and assess instructional practices across all K-8 schools during learning walks
- Objective 4 – Continue to provide targeted learning opportunities related to data-driven decision making and instruction for Professional Learning Communities (PLCs)

### **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 – Instructional Technology will continue to engage educators in the exploration of a standardized classroom plan option
- Objective 2 – Student and Instructional Technology will support the implementation of the NextPath data visualization platform to support Data Analysis Teams (DAT)

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

- Objective 1 – Engage our Pupil Services team to review the effectiveness of our universal curriculum and instruction to ensure that all students receive comprehensive social-emotional and Academic and Career Planning (ACP) support

***Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community***

### **Goal 1 Cultivate a more positive district culture by fostering a sense of pride, appreciation, and belonging among our workforce, highlighting the unique advantages and rewards of being part of our school community**

- Objective 1 – Ensure positive and transparent communication to all staff using multiple channels, grounded in the ‘we mentality’ – a guiding philosophy that reflects our commitment to listening to and engaging with all employees as valued members of the SASD community

- Objective 2 – Ensure that our compensation and benefits package are comparable to or better than other similar districts
- Objective 3 – Promote employee engagement and recognition through celebrations and ongoing acknowledgment of contributions
- Objective 4 – Address staff absenteeism proactively through improved tracking, support, and accountability measures
- Objective 5 - Equip principals and supervisors with tools and knowledge to promote positive work environments and elevate staff morale

**Goal 2 Strengthen our workforce by implementing targeted strategies to attract, recruit, and retain talent**

- Objective 1 – Promote our district as an ideal destination, with diverse schools, innovative programs, and an ideal place to grow your career
- Objective 2 – Improve hiring and retention strategies for high-need areas, particularly Special Education, by examining targeted compensation, pipeline development, and support systems tailored to the demands of these roles

***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**

- Objective 1 – Expand the effectiveness of mass communication with families
- Objective 2 – Expand methods and opportunities for two-way communication with families

**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 – Implement a communication and engagement plan to ensure accurate and timely updates on progress of referendum projects with our community
- Objective 2 – Develop and launch new district and school websites

***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 – Implement action plan for the design and rebuild of Farnsworth and Urban Middle Schools
- Objective 2 – Identify and implement energy savings opportunities throughout the District

**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 – Support schools in minimizing the impact of transportation disruptions
- Objective 2 – Update policies and procedure guidelines for employees transporting students with district owned vehicles