

SHEBOYGAN AREA SCHOOL DISTRICT

Strategic (Long-Range) Plan Update 2022-2023

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 increase dual-credit offerings and participation to ensure SASD students benefit from the most prolific college articulated course offerings in the state
- Objective 3 – Utilize Bridges (K-5) and Reveal (6-12) math curriculum to identify common assessments and use data to provide personalized math instruction opportunities
- Objective 4 – Increase multilingual learner students’ academic language proficiency utilizing explicit language instruction through content
- Objective 5 – Support capacity building for high-quality literacy instruction and targeted instructional change
- Objective 6 – Use assessments and data strategically to support continuous improvement in literacy
- Objective 7 – Create a “Standardized Technology Classroom” at each grade level in order to ensure our teachers are supplied with necessary technologies so that they may provide the highest levels of instruction in their classrooms

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 Elementary Report Cards will be live within the District’s student information system
- Objective 2 – All departments within Student and Instructional Services will utilize the Studer/Huron District Support Services Survey to make measurable improvements in the support given to our individual schools

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 community supported 4K-12 attendance and truancy model that reduces the number of students that are truant per our district report cards
- Objective 2 – Implement Restorative Practices across the second round of schools in collaboration with the District PBIS systems
- Objective 3 – Ensure the SASD procedures related to School Threats of Violence are research-based and current in providing students safe schools
- Objective 4 – The SASD will have defined processes to identify 4K-12th students’ mental health strengths and challenges and provide targeted supports for students in need

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 – Actively seek employee feedback on our continuous improvement process and re-recruit staff to retain them in the Sheboygan Area School District
- Objective 2 – Ensure that our compensation and benefits packages are comparable or better than other schools in our region
- Objective 3 – Deepen our employee recognition program
- Objective 4 – Modify the Employee Wellness Program to emphasize preventative care

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 proactively intervene and address concerns or needs of staff within the first 90 days of employment
- Objective 2 – Revise protocols to assist interview teams to select and land the best 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 communications between stakeholders

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 construction at the Central Services Building for the ASPIRE program and Warriner Middle and High Schools

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

- Objective 1 – Complete second lateral from the fiber optic ring to WiscNet
- Objective 2 – Establish a secondary data center

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