






Report to Board of Education on District Goals

Date:	December 14, 2021
Goal:	1
Title of Goal:	Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective:	1
Title of Objective:	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.

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Respond to SASD Equity Audit to eliminate barriers for all students	<ul style="list-style-type: none"> ● Create and implement a school climate report card at each SASD school ● Train seven pilot schools in restorative practices ● Train key administration and staff on culturally responsive practices ● Recommend policy changes to BoE ● Develop practices to increase parent engagement ● To review and enhance our collaborative effort with the Department of Health and Human Services in regards to at-risk kids 	<ul style="list-style-type: none"> ● Restorative Practices training implemented at all 7 pilot schools ● Restorative Practices training implemented at Warriner Schools, HMMS, and SHS ● Met with DHHS and Judge Torry to discuss the referral process for truancy and the continuum of services offered through the District and the County 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 1
Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 2
Title of Objective: All SASD students will have access to high quality learning activities throughout the full calendar year.




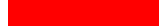
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2021-2022




Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Review and enhance the SASD online learning model	<ul style="list-style-type: none"> Expand elementary online education K-12 Grades 4K-5 through Warriner Online dual-credit college options for HS students Access to online supports to address student gaps in learning and accelerated learning 	<ul style="list-style-type: none"> Decision to continue offering online programming at the elementary level as a program within the District 	June 2022	
2	Increase access to technology software for all students	<ul style="list-style-type: none"> Implement software to allow students to access more specialized software programs from their Chromebook anywhere/anytime 	<ul style="list-style-type: none"> Additional licenses purchased 	Dec. 2022	
3	Implementation of Co-Plan and Co-Serve at the high school and middle school buildings	<ul style="list-style-type: none"> MS and HS staff will receive training and coaching in co-plan and co-serve through CESA 	<ul style="list-style-type: none"> Implantation training completed Building level coaching support being utilized 	June 2022	
4	Adoption of the English Language Development Standards	<ul style="list-style-type: none"> Teachers of multilingual learners will receive ELD Standards training using the train the trainer model facilitated by CESA 	<ul style="list-style-type: none"> Monthly PD with all EL staff aligned with DPI framework Full implementation with new assessments in 2023-2024 per DPI 	June 2022	
5	Increase dual-credit college options for all students in the SASD	<ul style="list-style-type: none"> Implementation of Associates of the Arts degree Reviewing cost structure with recommendation to the BOE Ensure staffing process allows for necessary course offerings 	<ul style="list-style-type: none"> Increasing incentives to gain additional certified instructors 1014.5 high school credits (3,043.5 college credits) earned in the 2019-2020 school year <ul style="list-style-type: none"> Currently reviewing costing options Promotion of dual-credit certification with SASD staff 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 1
Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 3
Title of Objective: Mental health/trauma informed care – All staff and students will benefit from a stronger understanding and ability to address mental health within the SASD

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2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	School-based therapy expansion	<ul style="list-style-type: none"> Expand to non-instrumentality charter schools 	<ul style="list-style-type: none"> Lakeshore Community Health Care working to add 4 additional therapists 	June 2022	
2	Prevention and Response Student Crisis	<ul style="list-style-type: none"> Threat Assessments Suicide Prevention and Response 	<ul style="list-style-type: none"> Sub-committees of District Mental Health Committee are established and beginning work 	June 2022	
3	Implementation of Mental Wellness and Behavioral Screeners/Surveys	<ul style="list-style-type: none"> Implementation of b.e.s.t. screener grades 4K-5 Implementation of SEL survey grades 3-12 	<ul style="list-style-type: none"> Initial screening completed 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 1
Title of Goal: Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway
Objective: 4
Title of Objective: Continuous improvement – All schools will successfully engage in a continuous improvement process




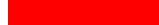
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2021-2022

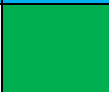

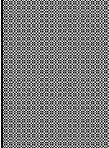
Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Building-based continuous improvement process at all SASD schools	<ul style="list-style-type: none"> Targeted improvement on CCR and district report cards for each school Continued refinement of continuous improvement process 	<ul style="list-style-type: none"> Continued work with Skyward to implement and pull necessary data High school report cards completed Summary of the report cards shared with the BOE 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 1
Title of Objective: Health benefits are sustainable and valued by staff




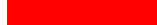
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2021-2022






Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create and analyze a model for adding a high deductible choice to the District health insurance plan	<ul style="list-style-type: none"> Model is presented and discussed with the Benefits Committee, and next steps are identified 	<ul style="list-style-type: none"> Benefits Committee determined February 2022 to be the best time to hold staff educational sessions 	May 2022	
2	Explore voluntary group legal services insurance for employees	<ul style="list-style-type: none"> Benefits Committee makes recommendation regarding benefit 	<ul style="list-style-type: none"> Benefits Committee agreed to survey staff on interest 	January 2022	
3	Complete RFP process for InHealth clinic	<ul style="list-style-type: none"> RFP sent to potential providers Award contract to selected provider 	<ul style="list-style-type: none"> RFP sent out and returned by providers Results of RFP discussed with the County 2022 Contract awarded to Healics (current provider) 	November 2021	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 2
Title of Objective: Student, financial, and information systems efficiently meet the needs of staff, students, and parents




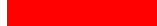
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2021-2022



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create new electronic documents and work flow process	<ul style="list-style-type: none"> Electronic forms are in place and paper forms are reduced 		June 2022	
2	Begin process for physical inventory throughout the District.	<ul style="list-style-type: none"> Physical inventory is taking place in selected buildings and entered into the District inventory software 		August 2022	
3	Complete second lateral from fiber optic ring to WiscNet	<ul style="list-style-type: none"> Lateral is completed and connected to existing fiber optic ring. 	<ul style="list-style-type: none"> District has met with the County and the City to discuss options and potential vendors 	August 2022	
4	Set up secondary data center	<ul style="list-style-type: none"> Secondary data center is in place and connected to the fiber optic ring 		August 2022	
5	Move on-site Skyward data storage to Skyward hosted services	<ul style="list-style-type: none"> Skyward data is stored and secured through Skyward hosted services 	<ul style="list-style-type: none"> District has requested quotes from Skyward for the hosting services 	July 2022	

June Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 3
Title of Objective: Provide quality nutrition for students

Status Key		
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2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Complete upgrades for elementary kitchens	<ul style="list-style-type: none"> Nutritional Services has completed a prioritized description and cost of needed upgrades Upgrades are completed 		August 2022	
2	Ensure meal program meets the USDA requirements for the 2021-22 school year	<ul style="list-style-type: none"> Nutritional Services remains adaptable to changing USDA programs and requirements 	<ul style="list-style-type: none"> District applied for and received waiver from DPI that would allow for bagged breakfast and lunches to be picked up in case of a class or school closure 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 4
Title of Objective: Identify and prioritize capital needs of the District and develop a 10-year capital needs implementation and funding plan

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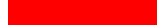
2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Athletic field upgrades	<ul style="list-style-type: none"> Bleacher pads and new bleachers installed at Field of Dreams Sound system installed at Field of Dreams New batting cage installed at Field of Dreams Repairs made to North High football field South High JV baseball field regrading and seeding completed 	<ul style="list-style-type: none"> New bleacher pads and bleachers installed Two new batting cages installed North High football field top dressed and over seeded - Decreased slope around sideline drains 	August 2022	
2	Monitor and oversee the process for addressing the aging facilities at Farnsworth and Urban Middle Schools	<ul style="list-style-type: none"> Citizens Facility Advisory Committee presents recommendation to the Board 	<ul style="list-style-type: none"> Committee meeting held 8-16-21, toured Urban Middle School Committee meeting held 9-20-21, toured Farnsworth Middle School Committee meeting held 10-18-21, toured Longfellow Elementary School Committee meeting held 11-15-21, started to rate options based on how well they meet the criteria 	June 2022	
3	Monitor and oversee the process for the replacement of the West side maintenance shed	<ul style="list-style-type: none"> Construction completed 	<ul style="list-style-type: none"> Foundation poured Salt shed completed Concrete poured and steel frames going up 	January 2022	
4	Move to new Administrative Services building	<ul style="list-style-type: none"> New building purchase completed 	<ul style="list-style-type: none"> Board approved purchase on 8-10-21 District closed on property on 8-18-21 	January 2022	





		<ul style="list-style-type: none"> • Building modifications and preparations are completed and office fixtures configured to the needs of the District • Building connected to district fiber optic ring • Departments moved into new building 	<ul style="list-style-type: none"> • Departments completed walk-throughs of the building to determine office set-up • Board approved bid for fiber optic lateral connection to the ring on 8-24-21 • Head custodian position filled on 9-10-21 • Superintendent, Finance, IT moved in 11-2-21 • HR, Instructional Technology, Community Recreation moved in 11-16-21 		
5	Move Warriner Middle and High School and the Aspire program to remodeled spaces in the Central Services building	<ul style="list-style-type: none"> • Remodel plans are completed • Remodeling completed • Warriner and Sail program are moved into their new spaces 	<ul style="list-style-type: none"> • Bray architects met with Warriner Principal and Special Education Director to discuss needs for the new spaces • Draft plans presented by Bray. 	August 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 5
Title of Objective: Attract and retain quality staff




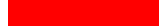
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2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Conduct a Teacher and Administrator Salary Study to ensure that our salary schedule is competitive and we are able to attract and retain staff	<ul style="list-style-type: none"> Teacher salary survey completed and results shared with Teacher Meet and Confer and the Board Administrator salary survey completed and results shared with Administrator Meet and Confer and the Board 	<ul style="list-style-type: none"> HR has sent the surveys to the 17 comparable districts and will be compiling the data for both Teachers and Administrators 	June 2022	
2	Review Employee Recognition Program	<ul style="list-style-type: none"> Ensure we have a recognition program that recognizes and acknowledges our employees' accomplishments Get input from employees on best ways to recognize staff efforts 		June 2022	
3	Work with the YTY/Education Career Pathways Coordinator to grow our pipeline of education candidates, especially students of color	<ul style="list-style-type: none"> Work with staff to identify students of color who might consider the Education Career Pathway and get them involved with YTY and Educators Rising 	<ul style="list-style-type: none"> We had an Education Pathway meeting October 18 and discussed the increase in students participating in Educators Rising (Sophia Gielow, junior at North was named National Ambassador for Educators Rising) 	June 2022	
4	Provide leadership development opportunities for district staff	<ul style="list-style-type: none"> Provide at least three professional development opportunities for district staff 	<ul style="list-style-type: none"> Special Education offered Professional Development opportunities for Educational Assistant's on the non-school day for fall parent teacher conferences 	June 2022	

Report to Board of Education on District Goals

Date: December 14, 2021
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 6
Title of Objective: 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

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2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	External execution of brand strategy	<ul style="list-style-type: none"> Launch new social media channels – Instagram and LinkedIn Launch digital newsletter for SASD parents Transition to new internal communications platform Create and utilize relevant content for all communications channels 	<ul style="list-style-type: none"> Launched SASD Instagram and LinkedIn social media accounts in July 2021 Posting content on a regular basis, in addition to Facebook and Twitter Third e-newsletter emailed to families in early December - Archive posted on SASD News page at www.sheboygan.k12.wi.us/news Testing a new internal communication platform, part of Microsoft 365 already used in SASD Social media posts on majority of school days highlighting district and schools - Using #SASDdifference and #CelebrateSASD to connect and brand posts 	June 2022	