






Report to Board of Education on District Goals

Date:	March 22, 2022
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.




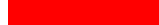
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2021-2022


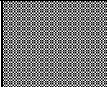



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Respond to SASD Equity Audit to eliminate barriers for all students	<ul style="list-style-type: none"> Create and implement a school climate report card at each SASD school Train seven pilot schools in restorative practices Train key administration 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"> Continued discussions with DHHS, Municipal Judge, DA, and SPD regarding truancy processes Planning completed for additional 7 schools (2022-2023 school year) 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: March 22, 2022
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.

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	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"> Approximately 20-40 elementary students for 2022-2023 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"> Coaching in progress for this year and 2022-2023 on co-plan/co-serve model PD completed 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 ML 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 	<ul style="list-style-type: none"> Approximately 25 teachers currently CAPP certified or working towards certification Increasing incentives to gain additional certified instructors 	June 2022	

		<ul style="list-style-type: none">• Ensure staffing process allows for necessary course offerings	<ul style="list-style-type: none">• 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		
--	--	---	--	--	--

Report to Board of Education on District Goals

Date: March 22, 2022
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

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	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 hired a therapist in training 35 students in waiting begin therapy starting March 28, 2022 	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 created district Suicide Assessment Intervention Form Finalizing the process of completion and storing of threat and suicide assessments 	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"> Spring screening completed 	June 2022	

Report to Board of Education on District Goals

Date: March 22, 2022
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




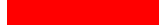
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2021-2022

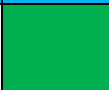

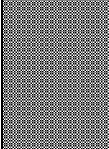
Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Building-based continuous improvement process at all SASD schools	<ul style="list-style-type: none"> Targeted improvement on CCR and district report cards for each school Continued refinement of continuous improvement process 	<ul style="list-style-type: none"> Studer continuous improvement model surveys and planning HS and MS CCR Reports to the BOE 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: March 22, 2022
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





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

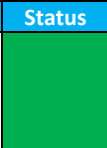




Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create and analyze a model for adding a high deductible choice to the District health insurance plan	<ul style="list-style-type: none"> Model is presented and discussed with the Benefits Committee, and next steps are identified 	<ul style="list-style-type: none"> Three educational sessions have been scheduled in March 	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"> Employee Education will be paired with the high deductible choice sessions 	May 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: March 22, 2022
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




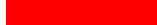
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2021-2022



Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Create new electronic documents and work flow process	<ul style="list-style-type: none"> Electronic forms are in place and paper forms are reduced 	<ul style="list-style-type: none"> Electronic forms being used for new employee processes, transfer of positions, and exiting employee processes 	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"> Quotes have been received from Skyward and will be part of the 2022-23 fiscal year planning 	July 2022	

Report to Board of Education on District Goals

Date: March 22, 2022
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 3
Title of Objective: Provide quality nutrition for students




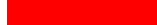
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2021-2022



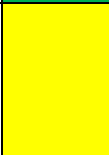
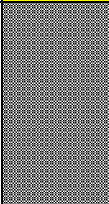
Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	Complete upgrades for elementary kitchens	<ul style="list-style-type: none"> Nutritional Services has completed a prioritized description and cost of needed upgrades Upgrades are completed 	<ul style="list-style-type: none"> Exploring option for installing walk in coolers at elementary sites 	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 Federal Supply Chain Assistance funds have been received through DPI 	June 2022	

Report to Board of Education on District Goals

Date: March 22, 2022
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

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	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"> Initial Committee meeting held 8-16-21 Monthly Committee meetings continue to be held 	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 Roof completed 	March 2022	
4	Move to new Administrative Services building	<ul style="list-style-type: none"> New building purchase completed 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"> Board approved purchase on 8-10-21 District closed on property on 8-18-21 Departments completed walk-throughs of the building to determine office set-up 	January 2022	

			<ul style="list-style-type: none"> • 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 • S&I moved in 9-7-21 		
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 • Design work completed • Bid completed and approved at the 2-22-22 Board meeting 	August 2022	

Report to Board of Education on District Goals

Date: March 22, 2022
Goal: 2
Title of Goal: District support systems are aligned to maximize student learning
Objective: 5
Title of Objective: Attract and retain quality staff

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!



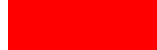

2021-2022

Activity #	Activity	Outcome Measures	Evidence	End Date	Status
1	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 received the surveys from the comparable districts. Results will be shared with Teacher Meet and Confer 4/12/22 HR is still comparing Administrator salaries and will share with the Administrator Meet and Confer group this spring 	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 	<ul style="list-style-type: none"> 20 Anniversary quarter zip shirts have been ordered Retirement gifts have been revamped to include gift cards in addition to a few SASD engraved items Information was shared regarding Kohl Fellowship Awards Program Information was shared regarding the Eastern WI Excellence in Education Awards Program More still needs to be done regarding recognition but this may have to be a goal that carries forward into 2022-23 	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 	June 2022	

			<ul style="list-style-type: none"> • Sophia Gielow, junior at North was named National Ambassador for Educators Rising • We have 51 students in YTY (North, South and Central) - 14 students in Educators Rising groups • The Educator Rising groups met for a Social Gathering January 14th to promote a belonging within the education community • Many of our Educator Rising students are taking dual credits, transcribed, and/or DPI certifying Education Pathway courses • There are 3 BIPOC students who will be ACCT certified through LTC - These students will also qualify for the Teachers Aide Industry credential through FVTC • Twelve students attended and eight competed at the WI Educator Rising Summit at UWSP on 3/2/22 - Two students won first place in their competitions and qualified for Nationals 		
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 Assistants on the non-school days: fall parent teacher conferences 11/12/21; records day 1/21/22; spring parent teacher conferences 2/25/22 	June 2022	

Report to Board of Education on District Goals

Date: March 22, 2022
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

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	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 Five e-newsletters emailed to families - Archive posted on SASD News page at www.sheboygan.k12.wi.us/news Social media posts highlighting district and schools - Using #SASDdifference and #CelebrateSASD to connect and brand posts DELAYED – Due to staff turn-over, the internal employee communication platform has been put on hold for the 2021-2022 school year and will be re-evaluated for next year 	June 2022	