

Report to Board of Education on District Goals

Date: September 26, 2023
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

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!

2023-2024




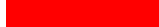
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	All schools will successfully engage in a continuous improvement process based upon their School Accountability Report Card	<ul style="list-style-type: none"> All schools will utilize the Huron continuous improvement cycle to identify and improve on areas of growth driven from their school report card data High schools will implement a standardized template with consistent timing of data pulls 	<ul style="list-style-type: none"> High school presentations completed as of 9/26/23 School goals present in Frontline goal management software 	June 2024	
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	<ul style="list-style-type: none"> Credentialed teachers in all content areas Internal and external communication plan to staff, students, parents and community 	<ul style="list-style-type: none"> 1,125 current Cooperative Academic Partnership Program (CAPP) enrollments at North High School and South High School 35% increase year-over-year (YOY) 	December 2023	
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	<ul style="list-style-type: none"> Common assessments will be created for all modules in Advanced Algebra Data will be collected from previously created common assessments Common assessments, state standardized tests, and adopted screeners will be cross-referenced to identify specific standards for target Professional Learning Communities (PLC) will design and reflect on instructional strategies that support growth in the targeted standards 	<ul style="list-style-type: none"> Instructional coaches and Principals prepared to identify core standards, alignment with Forward/ACT, and the process for measuring effectiveness of current teaching strategies of those standards 	June 2024	
4	Increase multilingual learner students' academic language proficiency utilizing explicit language instruction through content	<ul style="list-style-type: none"> Train multilingual learner (ML) staff to develop electronic logging devices (ELD) that are in alignment with district curriculum and assessments 	<ul style="list-style-type: none"> Contracting with CESA 7 to implement English Language Development standards framework 	June 2024	

		<ul style="list-style-type: none"> Collaborate with classroom teachers to plan more effectively around the individualized needs of multilingual learners (ML) in general education classrooms Expand working collection of electronic logging devices (ELD) to all content areas 			
5	Leverage district and building processes to support professional growth in literacy	<ul style="list-style-type: none"> Engage in learning about phonological awareness and phonics and how it fits into the elementary literacy block Support staff in the refinement of the literacy instructional framework Address disciplinary literacy and reading in the content area standards for 6-12 Social Studies teachers Full implementation of Middle School English Language Arts (ELA) instructional resources 	<ul style="list-style-type: none"> Professional development (PD) on phonological awareness with building leadership teams utilizing a “train the trainer” model Bi-monthly newsletter with Science of Reading research shared with all elementary staff 	June 2024	
6	Analyze a variety of assessment data to provide targeted instruction and support all students' growth in literacy	<ul style="list-style-type: none"> Analyze Lexia Core 5 and PowerUp data to support student learning, intervention and enrichment Analyze common assessment data to monitor student progress in literacy and Social Studies Refine the assessment process for elementary literacy to support instruction and intervention 	<ul style="list-style-type: none"> Implemented Lexia placement exams for the new school year in grades K-9 Forward data item-analysis in grades K-8 Social Studies and English Language Arts (ELA) High School pre-ACT results to design common assessments 	June 2024	
7	The Instructional Technology Team will implement the Lego Education STEAM curriculum opportunities into appropriate classroom instruction for the 2023-2024 school year	<ul style="list-style-type: none"> Professional Development (PD) opportunities will be provided for staff which will explain the Lego Education platform and what it offers to teachers and students (TECHknow, staff meetings, virtual opportunities) Students(4K-12) will have the opportunity to participate in Lego Education curricular activities throughout the school year which will be open to all disciplines Students will actively experiment and explore to gain, deepen, and apply new knowledge and skills essential to success in future education and careers Students will experience the 4Cs (Collaboration, Creativity, Communication, and Critical Thinking) through their interactions with the Lego lessons 	<ul style="list-style-type: none"> Classroom Lego Education sets utilized by coaches in individual classrooms at the elementary level on literacy-based activities Build and modification kits being utilized at the secondary level 	June 2024	



		<ul style="list-style-type: none">• The Instructional Technology Coaches will teach an average of one lesson per week from the Lego curriculum, at one of their schools, beginning in October			
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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 2: Student and Instructional Services will support schools to ensure school and district initiatives are aligned to support and promote student success




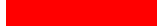
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2023-2024





Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD Student and Instructional Team will work with administration to support parent engagement through enhanced communication strategies	<ul style="list-style-type: none"> Communication plan completed Key information shared in engaging manner 	<ul style="list-style-type: none"> Met with Wisconsin Policy Form regarding data dashboard possibilities 	June 2024	
2	Improve supervision and support of principals	<ul style="list-style-type: none"> Utilize the AWSA/WASDA Supporting Principal Excellence framework to better support SASD principals 	<ul style="list-style-type: none"> Utilization of Dr. Todd Whitaker’s on principal effectiveness and <i>What Great Principals Do Differently</i> 	June 2024	

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Date: September 26, 2023
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 3: School Culture/Climate – All students will thrive in schools that promote respect, safety, and a positive learning environment

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2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD will have a standardized attendance/truancy response plan, by level, for Board of Education approval	<ul style="list-style-type: none"> Current response plans will be reviewed and enhanced to ensure utilization of best practices Attendance response plan will be communicated to the Board of Education for approval 	<ul style="list-style-type: none"> Attendance data and process presented to the Student and Instructional Services (S&I) committee 	June 2024	
2	Complete Restorative Practices training	<ul style="list-style-type: none"> Complete the initial training and implementation for group 3 schools Finalize training plan for new staff Finalize refresher training process for current staff 	<ul style="list-style-type: none"> Training of all 3 cohorts completed 	June 2024	
3	Implement new Threat Assessment procedures	<ul style="list-style-type: none"> Train key building teams on current best practices Participate in Wisconsin Department of Justice (DOJ) threat assessment pilot program Crisis and postvention strategies framework implemented 	<ul style="list-style-type: none"> Meeting with Sheboygan Police Department (SPD) on 9/13/23 Training with Wisconsin Department of Justice (DOJ) on 9/28/23 	June 2024	
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	<ul style="list-style-type: none"> Behavioral Emotional Social Traits (b.e.s.t.) Universal Screener implemented at the 6th grade level Implementation of Coaching for Success Cohort 1 in partnership with Rogers Behavioral Health Finalize partnership with The Production Farm to provide support for individual 	<ul style="list-style-type: none"> Behavioral Emotional Social Traits (b.e.s.t.) screener expanding to 6th grade Partnership with Rogers for coaching for success Partnership with Production Farm for skill building around behavioral issues 	June 2024	

		students experiencing behavioral and mental health needs			
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Report to Board of Education on District Goals

Date: September 26, 2023
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




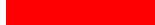
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Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote employee/employer relations for a climate in which optimum staff performance and satisfaction are produced	<ul style="list-style-type: none"> Enhanced comprehension of district initiatives and how they positively impact all staff Increased positive employee feedback across all categories during Stay Interviews, Human Resources site visits, and correspondence 	<ul style="list-style-type: none"> Continue to interact with employees from every group to better understand their concerns and aspirations 	June 2024	
2	Promote and support effective personnel practices which contribute to elevated staff capabilities in order to best support student learning and positive district culture	<ul style="list-style-type: none"> All employment policy books are updated by the end of the school year 	<ul style="list-style-type: none"> Embarking upon the review and recording of policy updates tailored to each employee category 	June 2024	
3	Ensure that our compensation and benefits packages are comparable or better than other schools in our region	<ul style="list-style-type: none"> Based on comparable data, we can confirm that our compensation and benefits packages are comparable or better than other identified districts An elevated level of recognition and appreciation shown throughout the District, school site, and department level 	<ul style="list-style-type: none"> Conducted benchmark surveys to collect data on compensation and benefits packages offered by other school districts Completed negotiations with the Sheboygan Education Association (SEA) Brought forward stipend plans to the Board of Education for approval 	June 2024	
4	Deepen our employee recognition program	<ul style="list-style-type: none"> Elevated level of recognition and appreciation shown throughout the District, school site, and department level 		June 2024	

Report to Board of Education on District Goals

Date: September 26, 2023
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 2: Refine our recruitment process to ensure the District attracts quality staff and fills all vacancies




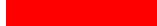
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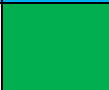

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Enhance the District’s onboarding/orientation process to create a positive first impression of the district, school sites, and create a sense of belonging	<ul style="list-style-type: none"> New staff surveyed respond positively regarding the efficiency of the onboarding process such as the time it takes to complete paperwork, access to resources, and ease of navigating onboarding materials 90% of new staff surveyed indicate they have a positive first impression of the District, onboarding, and orientation Successful implementation of the Frontline paperless onboarding module 	<ul style="list-style-type: none"> 30-day check-in conversations and surveys have been established with new hires (Inquire as to the perception of the interview process, onboarding, and induction) Surveyed staff and collected feedback on the revised and refreshed mentorship program Began data and system analysis of Frontline and Skyward 	June 2024	
2	Promote our district as one of choice, opportunity, and diversity to our community and state to recruit qualified candidates for all open positions	<ul style="list-style-type: none"> Create SASD brand recognition in our community and beyond (our logo, etc.) A higher level of recognition and awareness of the SASD on a state-wide level 	<ul style="list-style-type: none"> Participating in college career fairs to showcase our district Continue to collaborate with our communications team to promote and emphasize what makes our district unique (we are opportunity, we are choice, etc.) 	June 2024	
3	Revise the interview process to create a higher-level, streamlined experience for candidates	<ul style="list-style-type: none"> Applicants and candidates encounter a smooth and enjoyable interview process 		June 2024	

Report to Board of Education on District Goals

Date: September 26, 2023
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




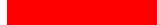
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Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Refine practices to ensure clear and consistent communication between parents and schools	<ul style="list-style-type: none"> Survey data yields increased parental satisfaction with communication between home and school 	<ul style="list-style-type: none"> <i>Great Start Conferences</i> were piloted at three elementary schools in September 	June 2024	
2	Expand methods and opportunities for two-way communication between stakeholders	<ul style="list-style-type: none"> Research and select communication tools to enhance 2-way communication 	<ul style="list-style-type: none"> Research of potential tools has begun 	June 2024	

Report to Board of Education on District Goals

Date: September 26, 2023
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 2: Enhance communication efforts between the school district and community members regarding the District’s educational opportunities, outcome measures, personnel data, and financial information




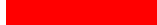
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Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Create and distribute educational, personnel, and financial website dashboards and informational fact sheets	<ul style="list-style-type: none"> Website dashboards and information factsheets created and timelines for updates determined District website contains educational, personnel, and financial dashboards Fact sheets are made available to and/or distributed to community members 	<ul style="list-style-type: none"> Meetings were held with three entities that specialize in data dashboards and communication strategies Data sets for educational, personnel, and financial dashboards identified 	June 2024	
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)	<ul style="list-style-type: none"> Communication strategy plan reviewed and revised 	<ul style="list-style-type: none"> Plans regarding news releases for media outlets reviewed and revised Multiple releases sent to local media outlets Planning has begun for the distribution of district data and informational stories to all postal addresses with district boundaries 	June 2024	

Report to Board of Education on District Goals

Date: September 26, 2023
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




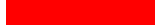
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2023-2024



Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Develop, publish and disseminate an updated 10-year Long Term Capital Projects Plan	<ul style="list-style-type: none"> Prioritize capital needs and update the 10-year Long Term Capital Projects Plan Present to the Board of Education the updated 10-year plan Communicate out the plan to staff, parents and the community 		June 2024	
2	Formulate, communicate, and implement the action plan to prepare for a potential 2024 referendum to build new Farnsworth and Urban Middle Schools	<ul style="list-style-type: none"> Build site due diligence Define scope of project Develop financial analysis Parent and staff listening sessions Community engagement sessions Community survey 	<ul style="list-style-type: none"> Phase I environmental study completed on potential new Urban Middle School site Soil testing and analysis completed on potential new Urban Middle School site Wetland delineation report completed on potential new Urban Middle School site 	June 2024	
3	Complete Athletic and Physical Education facility upgrades	<ul style="list-style-type: none"> Complete scorers/announcers booth at Hummitzsch Field baseball diamond Install PA system at Hummitzsch Field baseball diamond Complete scorers/announcers booth at Horace Mann Middle School soccer field Complete repairs of South High School pool wall 	<ul style="list-style-type: none"> South High School pool wall repair completed 7/28/23 	June 2024	

Report to Board of Education on District Goals

Date: September 26, 2023
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Enhance security and infrastructure for data storage and the fiber optic network





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2023-2024



Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish a secondary data center	<ul style="list-style-type: none"> Completion of secondary fiber connection from Administrative Services Building (ASB) to the main fiber ring Needed hardware for data center located at Administrative Services Building (ASB) purchased and installed Setup and manage off site data server and storage systems to provide redundant access to critical IT services 	<ul style="list-style-type: none"> Secondary fiber connection completed 8/18/23 	June 2024	
2	Update the District's Cyber Security Plan and implement the Plan's proactive strategies	<ul style="list-style-type: none"> Form Cyber Security Team Create cyber-attack response plan Research and implement multi factor access (MFA) systems Implement employee security awareness and training on identifying phishing emails and other cyber based risks 	<ul style="list-style-type: none"> Cyber Security Team in place and is meeting bi-weekly Initial response plan completed and being updated as needed Multi factor access (MFA) system for IT staff implemented as of 8/25/23 Initial security awareness assessment completed 8/11/23 	June 2024	

4Report to Board of Education on District Goals

Date: September 26, 2023
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 3: Build supports for schools, students and parents around transportation challenges

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2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Develop actions to help attract and retain bus drivers	<ul style="list-style-type: none"> Assist in Prigge driver recruitment through the District's social media platforms Develop program to encourage and train SASD coaches to obtain commercial driver's license (CDL) 		June 2024	
2	Support schools in minimizing the impact of transportation disruptions	<ul style="list-style-type: none"> Implement parent app that includes GPS tracking of buses 	<ul style="list-style-type: none"> GPS units installed on buses 	June 2024	
3	Update policies and procedure guidelines for employees transporting students with district owned vehicles	<ul style="list-style-type: none"> Review all state statutes for compliance Update policies to align with state statutes and best practices Update procedure guidelines to align with state statutes and best practices 	<ul style="list-style-type: none"> District transportation agreement created and sent out to all employees that drive district owned vehicles 	June 2024	