

Report to Board of Education on District Goals

Date: September 24, 2024

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

On Target

Watch

Deadline

Finished

We are on track to deliver project

We are not on track to deliver project but we have a plan to get back on track

We are not on track and have no plan to get plan back to green

Project is complete!

2024-2025					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1 Lead: Kelly	All schools will successfully engage in a continuous improvement process based upon their School Accountability Report Card	<ul style="list-style-type: none">Each school will utilize our 4-step continuous improvement process (data reflection, goal setting, progress monitoring, and plan implementation)Each school will hold a data retreat with their school leadership team to analyze academic screener data, standardized assessment results, attendance data, behavioral data, and school climate survey information before the start of the 2024-2025 school yearEach school will utilize their data analysis from the data retreat to develop school improvement goals/Student Learning Objectives (SLO) for the 2024-2025 school year that are aligned to the District’s Long-Range Plan and the Educator Effectiveness process – a math, reading, and climate behavior related goal should be included in the school’s Student Learning Objectives (SLO).Each school will progress monitor their school improvement goal/SLO at the mid-year and end-of-year markSchools will use longitudinal data from the College and Career Readiness Accountability Report Card to measure growth		June 2025	

		<ul style="list-style-type: none"> Note: During the first semester, we will gather a team to assess our survey tools and process 			
2 Lead: Jason D.	SASD High Schools will implement graduation rate improvement plans during the 2024-2025 school year to increase graduation rates across all high schools	<ul style="list-style-type: none"> Use high-leverage tactics to improve the SASD graduation rate Potential tactics: 1.) establish Lighthouse Academy for more accurate graduation rate data collection 2.) utilize individualized instruction and education technology to accelerate learning 3.) explore more alternative education options like a competency based high school program Explore evidence based strategies to improve SASD graduation rates Potential strategies: 1.) Add additional career and technical education (CTE) pathways that yield credit bearing work opportunities 2.) leverage existing community partnerships with local businesses and educational institutions to enhance our CTE offerings 3.) Develop a K-12 graduation early warning system with individualized graduation plans for at-risk students 		June 2025	
3 Lead: Eric	Increase the percentage of college-bound students successfully completing Advanced Algebra by 2026-2027, as aligned with the SASD College and Career Readiness Indicators	<ul style="list-style-type: none"> Collect data and analyze the math course sequence of past graduates to identify any systematic obstacles impacting students' successful completion of Advanced Algebra Enhance the process of collecting post secondary plans from students beginning as early as 9th grade Communicate students' self-selected post secondary plans to Math teachers prior to course scheduling Create a communication plan for students and parents to educate them on the link between Advanced Algebra and College Readiness 		June 2027	
4 Lead: Jason D.	Determine process for implementing the mandatory Personal Finance graduation requirement across all SASD high schools	<ul style="list-style-type: none"> Update Policy 5460 – Graduation Requirements Develop an action plan Update Course Description Guide Communicate with stakeholders 		June 2025	
5 Lead: Jim	Leverage essential standards and additional targeted supports to increase reading scores at the middle school level	<ul style="list-style-type: none"> Review essential standards by grade level Align content and instructional strategies with essential standards 		June 2025	





		<ul style="list-style-type: none"> • Utilize assessment data to target small group instruction early in the year • Provide professional development to support shifts in literacy instruction 			
6 Lead: Jim	Implement WI ACT 20 in a manner that supports staff growth and development resulting in increased reading scores at the elementary level	<ul style="list-style-type: none"> • All K-5 teachers and administrators will engage in structured literacy training • The State Reading Readiness screener will be administered in the winter for grades K-3 and in the spring for grades 4k-3 • Diagnostic assessments will be administered for students in the 25th percentile and below on the Universal Screener 		June 2025	

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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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2024-2025




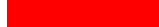
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Instructional Technology will work with SASD staff to pilot and propose a budget and implementation plan for standardized technology across the District	<ul style="list-style-type: none"> Gather a representative group to conduct a Chromebook pilot to gather user feedback about their experiences The feedback was compiled and utilized to drive future planning Conduct a second Chromebook pilot with a group in fall 2024 to gather additional feedback Following the fall 2024 pilot information will be shared with the Executive Management Team (EMT), to make a determination related to a “Standardized Classroom” model with Chromebooks 	<ul style="list-style-type: none"> Conducted a 2 week Chromebook pilot March 2024 with a pilot team that consisted of 15 teachers and administrators (5 at each grade level-Elementary, Middle, and High School) Collected invaluable feedback from pilot participants about their experience with the device 	June 2025	
2	Instructional Technology will explore ways in which Artificial Intelligence (AI) technology can be used to enhance and find efficiencies in district operations	<ul style="list-style-type: none"> The Instructional Technology Team will be compiling educational Artificial Intelligence (AI) resources to pilot with staff members across the District in fall (October 2024) Once an Artificial Intelligence (AI) list is finalized, we recruit interested teachers to pilot the vetted AI platforms and decide whether or not to move forward with some of them (February 2025) We will develop/review policy related to the use of Artificial Intelligence (AI) and Academic Honesty in fall (October 2024) 		June 2025	

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Date: September 24, 2024

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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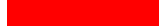
2024-2025

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD will work in collaboration with community partners to address the issue of truancy within our community	<ul style="list-style-type: none"> Partner with the Sheboygan County Health & Human Services (SCHHS) Student Engagement Team (SET) to minimize attendance barriers for students and families by providing individualized support and services Partner with the Families + Neighborhoods Together community social workers to provide early intervention services to students and families for regular school attendance Maintain existing partnerships between our school social workers and municipal and county judges to utilize restorative alternatives (educational truancy workshop) over punitive truancy practices (tickets/juvenile referrals) 		June 2025	
2	Review district special education programming to ensure our programming meets the needs of all students served	<ul style="list-style-type: none"> Program Support Team (PST) will conduct a needs assessment of our current SASD special education continuum of services Collect data from comparable school districts about their continuum of special education services Conduct site visits at comparable school districts to observe district level special education programs Create an action plan to ensure that our special education programs meet the needs of all students 		June 2025	




3	Explore the ability to provide increased mental health services for students on site	<ul style="list-style-type: none"> Engage in conversations with community mental health providers to develop an on site (Partial Hospitalization Program) PHP Assess current district facilities to host on site (Partial Hospitalization Program) PHP Assess the data of students participating in (Partial Hospitalization Program) PHP during the 2024-2025 school year 		June 2025	
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Report to Board of Education on District Goals

Date: September 24, 2024
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 1: Continue our commitment to 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

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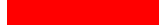
2024-2025

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Launch targeted communication campaigns to promote awareness of the positive aspects of working in our district	<ul style="list-style-type: none"> Enhanced understanding and awareness of the events, opportunities, and advantages of being employed by the District 	<ul style="list-style-type: none"> Participants surveyed after the New Teacher Orientation rated their excitement about starting their teaching careers in the SASD at 4.5 out of 5. One new hire commented, "I smiled and felt appreciated seeing all the effort put into organizing this orientation for us." Currently preparing another round of advertising for Special Ed. Educational Assistant positions Continue showcasing our employees and district events through the Leadership Spotlights and Difference Makers campaigns on social media 	June 2025	
2	Ensure that our compensation and benefits package are comparable to or better than other comparable districts	<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 	<ul style="list-style-type: none"> USI completed benchmarking results on the District insurance plan. SASD benefit plan has richer coverage than all peer groups compared against Wisconsin public schools, 1000+ EE's, and Central Region Employer Groups (WI, IL and MO) – for like plans, SASD's monthly payroll contribution by single employees is almost 50% less than those at other Wisconsin public schools, and family contributions are 30% lower. 	June 2025	
3	Implement employee recognition celebrations of achievements, milestones, and contributions made by individuals and teams within the District	<ul style="list-style-type: none"> An elevated level of recognition and appreciation shown throughout the District, school site, and departments 	<ul style="list-style-type: none"> Initiated discussions with the Superintendent and the marketing and 	June 2025	



			communications team to establish a clear vision for moving forward		
4	Equip principals and supervisors with the tools and knowledge to enhance their supervision skills in fostering a positive work culture and promote employee morale	<ul style="list-style-type: none"> Principals and supervisors are comfortable leading crucial conversations and well-versed in advising and guiding employees on district policies and related matters 	<ul style="list-style-type: none"> Presented the updated employee handbooks to the principal group and emphasized the importance of maintaining accurate timekeeping records, as well as complying with time off policies and best practices 	June 2025	

Report to Board of Education on District Goals

Date: September 24, 2024
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 2: Enhance and modernize our recruitment efforts to attract talent and strengthen our workforce

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2024-2025

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote our district as one of choice, opportunity, and diversity to both our local community and the wider state, in order to attract candidates for all available 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 statewide level 	<ul style="list-style-type: none"> Partnering with a Lakeland University Communications & Marketing class to assess SASD's strengths and create a marketing plan focused on recruitment and retention Assessing our open hire events to evaluate what is working, identify any necessary adjustments, and plan additional events for teaching staff and other positions 	June 2025	
2	Continuous Learning and Innovation: Invest in ongoing education and training to stay informed about the latest trends, technologies, and best practices in recruitment	<ul style="list-style-type: none"> Gain a deeper understanding of software and Artificial Intelligence (AI) tools that can enhance our recruitment efforts and streamline the process 	<ul style="list-style-type: none"> Gathering information and obtaining quotes for electronic reference check systems Connecting with Lakeland University Marketing Instructor to better understand possible systems and software used to generate meaningful posts and material on LinkedIn and other social media sites to tell our SASD "story" 	June 2025	

Report to Board of Education on District Goals

Date: September 24, 2024

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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2024-2025					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD Student and Instruction team will work with administration to support parent engagement through enhanced communication strategies	<ul style="list-style-type: none">Implement and refine <i>Great Start Conferences</i> at the EC/elementary schools	<ul style="list-style-type: none">Great Start Conferences implemented across the District in all elementary schoolsSurvey data being reviewed to determine modifications for future years	June 2025	<div></div>
2	Expand methods and opportunities for two-way communication between stakeholders	<ul style="list-style-type: none">Secure communication tools and develop implementation plan to enhance 2-way communication (emergency notifications, school event information, attendance, classroom assignments, and student grades)	<ul style="list-style-type: none">Website options being reviewed with options for two-way communication functionality	June 2025	<div></div>

Report to Board of Education on District Goals

Date: September 24, 2024

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

Status Key

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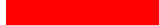
DeadlineWe are not on track and have no plan to get plan back to green

FinishedProject is complete!



2024-2025					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	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">Key components of the strategy plan implemented and monitoredUpdate and monitor the District’s Data Dashboard	<ul style="list-style-type: none">Referendum communication plan shared with school board“Future Planning” options being discussed as a means to engage the community in discussions related to school district expectations	June 2025	
2	Develop and launch new district and school websites	<ul style="list-style-type: none">District and school websites launched and functioning effectively	<ul style="list-style-type: none">Vendor options being considered – plan for transition to new site is Summer 2025	June 2025	

Report to Board of Education on District Goals

Date: September 24, 2024
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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2024-2025

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement action plan for a potential November 2024 referendum and possible post referendum action plan to rebuild Farnsworth and Urban Middle Schools	<ul style="list-style-type: none"> Pre-election community information presentations Referendum borrowing Building and site design and engineering 	<ul style="list-style-type: none"> Community informational sessions set for October 3rd at Urban Middle School and October 17th at Farnsworth Middle School Community groups and organizations identified and scheduling has begun for presenting to these groups 	June 2025	
2	Identify and implement energy savings opportunities throughout the District	<ul style="list-style-type: none"> Electric usage monitoring and analysis Energy sustainability education and awareness campaign Explore alternative energy options for new middle schools 	<ul style="list-style-type: none"> Contracted with Data Wrangler on 8-13-24 to install electric meter monitoring and analysis software at middle schools and high schools 8-13-24 meeting with South High School student advisor of Renewable Redwings Michael Aprill and SASD retiree Steve Griffith to discuss student involvement with energy sustainability and awareness campaign in our school buildings 	June 2025	

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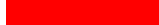
Date: September 24, 2024
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Enhance security and infrastructure for data storage and the fiber optic network

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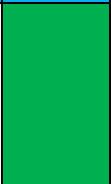
2024-2025					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish a secondary data center	<ul style="list-style-type: none">• Needed hardware for data center located at Administrative Services Building (ASB) purchased and installed• Setup and manage off site data server and storage systems to provide redundant access to critical IT services		June 2025	<div></div>
2	Update the District’s Cyber Security Plan and implement the Plan’s proactive strategies	<ul style="list-style-type: none">• Continue employee security awareness and training on identifying phishing emails and other cyber risks• Implement Network Access Control (NAC) system• Update security for Wi-Fi infrastructure	<ul style="list-style-type: none">• Specifications developed for Network Access Control (NAC) system	June 2025	<div></div>

Report to Board of Education on District Goals

Date: September 24, 2024
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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2024-2025

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Support schools in minimizing the impact of transportation disruptions	<ul style="list-style-type: none">Assist in Prigge driver recruitmentInstall Wi-Fi on bussesImplement Wayfinder student bus attendance trackerCompete Request for Proposal (RFP) process for bus camera replacements	<ul style="list-style-type: none">Driver recruitment postcard mailing sent in July80% E-Rate funding approved in July for bus Wi-Fi hardware, installation and internet serviceWi-Fi installation completed 8-16-24	June 2025	
2	Update policies and procedure guidelines for employees transporting students with district owned vehicles	<ul style="list-style-type: none">Update board policies to align with state statutes and best practicesUpdate administrative guidelines to align with state statutes and best practices		June 2025	