Report to Board of Education on District Goals

Date: September 23, 2025

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

Color	Status	Description
(green)	On Target	We are on track to deliver project
(yellow)	Watch	We are not on track to deliver project, but we have a plan to get back on track
(red)	Deadline	We are not on track and have no plan to get plan back to green
(gray)	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Each school will engage in school improvement efforts focused on monitoring key performance areas related to: Reading achievement, social emotional well-being/attendance, college and career readiness, and multi-level systems of supports	• 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 2025-2026 school year • Each school will utilize their data analysis from the data retreat to develop school improvement goals/Student Learning Objectives (SLO) for the 2025-2026 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 mark	• Each school has completed the initial steps of the continuous improvement process by holding a data retreat with their school leadership teams and setting annual goals • Each school will share a school improvement goal/SLO progress update by February 2026 for the mid-year update and by May 2026 for the end-of-year update • Continuous improvement results from individual schools will be reviewed regularly at principal meetings throughout the school year	June 2026	(green)

Pillar 1 – Goal 1

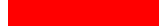|					
		● Schools will use longitudinal data from the College and Career Readiness Accountability Report Card to measure growth Note: During the first semester, we will gather a team to assess our survey tools and process			
2	Deliver Benchmark Advance as the universal English Language Arts (ELA) curriculum for grades K5-5 instruction with fidelity	● Provide foundational training in Benchmark Advance for all K5–5 classroom teachers ● Establish instructional pacing guides aligned to the scope and sequence of the curriculum ● Facilitate grade-level team collaboration to promote consistent use of aligned resources and instructional strategies ● Monitor and support implementation to ensure fidelity and address instructional needs	● Foundational training in Benchmark Advance for all K5–5 classroom teachers was provided during summer 2025 and presession. All K5-5 classroom teachers were trained before the start of the 2025-2026 school year. ● A professional development calendar has been established that targets time for K5-5 educators to establish pacing guides and allows for grade-level team collaboration - teams will continue to meet throughout the 2025-2026 school year ● Coordinators, principals and instructional coaches will conduct rounding sessions to solicit feedback and provide targeted supports	June 2026	
3	Utilize a walkthrough tool to systematically observe and assess instructional practices across all K-8 schools during learning walks	● Launch a standardized walkthrough tool to ensure consistency in observing instructional practices ● Train all school leaders on conducting effective walkthroughs with a focus on student engagement, instructional rigor, and alignment to grade-level standards ● Establish a regular schedule for school leaders to complete walkthroughs across classrooms ● Collect and analyze walkthrough data to identify instructional trends and areas for growth ● Use walkthrough data to inform and guide professional learning at the school and district levels	● A tool has been developed for K5-5 teams to use during walkthroughs ● All school leaders have been trained on best practices related to effective walkthroughs ● K5-5 will focus on the implementation of Benchmark Curriculum ● Middle school administration will conduct an assessment of our middle schools based on the American Middle Level Education Association's (AMLE) model of a Successful Middle School ● Middle school administration will use the results of this assessment to develop a standardized walkthrough tool to use during the second semester	June 2026	
4	Continue to provide targeted learning opportunities related to data-driven decision making and instruction for Professional Learning Communities (PLCs)	● Engage Professional Learning Community (PLC) experts to provide professional learning focused on effective data analysis and application within collaborative team structures	● On 9/26/2025, districtwide department teams will participate in a PLC at work professional learning experience facilitated by an external consultant ● These teams will update their collaborative learning team action plans	June 2026	

		● Train teacher leaders and administrators on developing high-quality common formative assessments and collecting student learning evidence aligned to essential standards ● Support PLC teams in using data protocols to analyze assessment results, identify trends, and determine root causes of learning gaps ● Guide teams in applying data findings to adjust Tier 1 instruction, develop targeted interventions, and enrich learning opportunities for all students ● Establish a system for ongoing monitoring and reflection to evaluate how data-informed PLC practices are impacting student achievement and instructional quality	● The teams will explore the use of common formative assessments and data protocol tools

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Date: September 23, 2025

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

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!

2025-2026
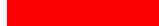
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Instructional Technology will continue to engage educators in the exploration of a standardized classroom plan option	• Ongoing collaboration between Instructional Technology and Information Technology • Consult with the Technology Governance Committee (TAG) and/or a representative team on final decision • Report update to school board • Upon approval launch phased implementation • Provide training and ongoing support	• There were sessions provided at TECHknow 2025 that discussed the Standardized Classroom and the next steps that we are taking to investigate the possibility/feasibility of this initiative • We are reviewing the tariff impact for Newline boards and Chromebooks since this may negatively impact the original budget projections • The team will continue to evaluate the budget impact	June 2026	🟩
2	Student and Instructional Technology will support the implementation of the NextPath data visualization platform to support Data Analysis Teams (DAT)	• Launch infrastructure and training • Pilot implementation at selected schools • Transition to full implementation across all school sites • Monitor implementation and evaluate impact	• We continue to work on getting all of the NextPath features operationalized • We have identified 5 key tasks that we want every education and school administrator to be able to perform independently	June 2026	🟩

Pillar 1 – Goal 2

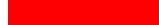# Report to Board of Education on District Goals

Date: September 23, 2025

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

Status Key

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🟥	Deadline	We are not on track and have no plan to get plan back to green
▒	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Engage our Pupil Services team to review the effectiveness of our universal curriculum and instruction to ensure that all students receive comprehensive social-emotional and Academic and Career Planning (ACP) support	● Assess use of current universal SEL curriculum (counselor-created for K-5 and Second Step for 6-8) ● Research other universal curriculums ● Complete a pilot cycle of universal SEL curriculum options ● Make a final recommendation ● Action plan ways that school counselors can support districtwide academic and SEL goals	● In September, the team convened to review the strengths and gaps of the current curriculum and to establish priorities for a new curriculum	June 2026	🟩

Report to Board of Education on District Goals

Date: September 23, 2025

Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community

Goal 1: 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

Status Key

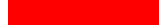|		
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▨	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Ensure positive and transparent communication to all staff using multiple channels, grounded in the 'we mentality' – a guiding philosophy that reflects our commitment to listening to and engaging with all employees as valued members of the SASD community	• HR ensures that all staff have access to district information and opportunities to share input, supporting transparency, consistency, and a sense of belonging	• Hosted a Welcome Back Bash to connect with all staff, build community, and reinforce engagement at the start of the school year • The Employee Experience Specialist is participating in a creation-lab with the Wellness Council of Wisconsin and a workplace culture consultant to develop and test a belonging toolkit designed to actively foster organizational culture and staff value	June 2026	🟩
2	Ensure that our compensation and benefits package are comparable to or better than other similar districts	• Staff feel fairly compensated; HR confirms alignment with similar districts		June 2026	🟩
3	Promote employee engagement and recognition through celebrations and ongoing acknowledgment of contributions	• Staff are regularly acknowledged through formal or informal recognition; celebrations occur throughout the year		June 2026	🟩
4	Address staff absenteeism proactively through improved tracking, support, and accountability measures	• Absences are addressed promptly; supervisors and HR are aware of attendance concerns and support measures are implemented	• Educating staff on district policies and available time off options, engaging in discussions with principals and supervisors regarding attendance concerns, promoting EAP resources when appropriate, and closely monitoring absenteeism trends to ensure timely support and accountability	June 2026	🟩

| 5 | Equip principals and supervisors with tools and knowledge to promote positive work environments and elevate staff morale | • Principals and supervisors use provided tools to foster positive work environments; staff feel supported | Delivered a presentation to principals on belonging, mattering, and the importance of supportive leadership, incorporating research and best practices from organizational psychologists and leadership experts | June 2026 | |

Report to Board of Education on District Goals

Date: September 23, 2025

Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff

Goal 2: Strengthen our workforce by implementing targeted strategies to attract, recruit, and retain talent

Status Key

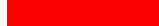|		
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▒	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote our district as an ideal destination, with diverse schools, innovative programs, and an ideal place to grow your career	• Recruitment materials, website, and social media reflect diverse schools and innovative programs; outreach events and partnerships taking place as opportunities arise		June 2026	🟩
2	Improve hiring and retention strategies for high-need areas, particularly Special Education, by examining targeted compensation, pipeline development, and support systems tailored to the demands of these roles	• The District remains prepared to act quickly on supports or targeted incentives for high-need areas, especially Special Education, within current or expanded resources	• Exploring strategies to support Special Education staffing and workload, including additional support roles, longevity bonuses, or targeted assistance for unlicensed teachers • Maintain ongoing communication with S&I and Special Education teams to ensure needs and concerns are acknowledged and addressed where feasible	June 2026	🟩

Report to Board of Education on District Goals

Date: September 23, 2025

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

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!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Expand the effectiveness of mass communication with families.	• Implement an improved mass communication system for district/school to family communications (emergency notifications, school event information, attendance, etc.)	• Messages XR is live - This allows for real-time translation and simultaneous communications via email, text, voice, and social media	June 2026	
2	Expand methods and opportunities for 2-way communication with families.	• Implement communication tools and develop an onboarding plan for a 2-way communication app to support teacher-to-family communication	• App work is tied directly to the website process and is ongoing - Timeline for implementation remains 1st semester of this school year	June 2026	

Report to Board of Education on District Goals

Date: September 23, 2025

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
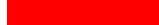
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▓	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement a communication and engagement plan to ensure accurate and timely updates on the progress of referendum projects with our community	• Community awareness of the construction process • Involvement of the community in the referendum process through special events	• Update shared with Board and community on 9/23 • Construction process remains on time and within the budget contingencies • Communication continues to be updated on the website, social media, and in the parent newsletter	June 2026	🟩
2	Develop and launch new district and school websites	• District and school websites launched and are functioning effectively	• Website development continues with implementation timeline for the 1st semester of the 2025-2026 school year	June 2026	🟩

Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
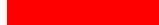**Goal 1:** Identify and prioritize capital needs of the District

Status Key

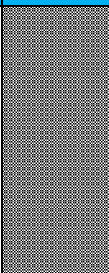|	
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▓ Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement action plan for the design and rebuild of Farnsworth and Urban Middle Schools	• Referendum borrowing • Building and site design and engineering • Project bidding and awarding of contracts • Construction	• Board approved borrowing resolution on 11-26-2024 • Kickoff meeting with Bray Architects for school design process on 11-27-2024 • 12-30-2024 $93m bond proceeds received • Core Planning Team toured middle schools on 1-17-2025 • Updated plans and exterior renderings shared at the 5-27-2025 Board meeting	June 2026	🟩
2	Identify and implement energy savings opportunities throughout the District	• Electric usage monitoring and analysis • Energy sustainability education and awareness • Explore alternative energy options for new middle schools	• 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 • Data Wrangler installations completed • 11-14-2024 meeting with Data Wrangler to look at initial usage reports • 2-19-2025 Data Wrangler presentation to NHS Interact Club • 4-30-2025 Geothermal discussion with Bray, Quasius/Smith, and HGA • HGA feasibility Contract signed for study • 8-11-25 custodial training on the Data Wrangler energy portal	June 2026	🟩

Report to Board of Education on District Goals

Date: September 23, 2025
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
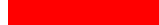
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Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish a secondary data center	• 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	• E-Rate application completed for data center hardware • E-Rate application approved • 5-15-2025 Implementation meeting with vendor for installation and configuration • Secondary internet connection installed at the ASB 7-25 • Equipment installed and configured for secondary data center 8-25	June 2026	(Finished)
2	Update the District's Cyber Security Plan and implement the Plan's proactive strategies	• 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	• Specifications developed for Network Access Control (NAC) system • Implemented the mandatory Skyward Multi-Factor Authentication for Skyward Financial users • Implemented staff cybersecurity education program • Expanded Multi-Factor Authentication with Google MFA	June 2026	(On Target)

Report to Board of Education on District Goals

Date: September 23, 2025
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

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!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Support schools in minimizing the impact of transportation disruptions	• Assist in Prigge driver recruitment • Install Wi-Fi on busses • Implement Wayfinder student bus attendance tracker • Begin replacement of bus cameras	• Wi-Fi installation completed 8-16-24 • Began piloting Wayfinder with 9 drivers starting in 2-25 • 3-25 tested student RFID cards with two elementary schools • Replaced camera systems on 5 buses 8-25	June 2026	🟩
2	Update policies and procedure guidelines for employees transporting students with district owned vehicles	• Update board policies to align with state statutes and best practices • Update administrative guidelines to align with state statutes and best practices	• Driver background checks are up to date • Employee driver contracts sent out 8-14-25	June 2026	🟩