

2017-18 District Strategic Plan

Key Strategies, Annual Goals, & Action Plans

The following items listed in each focus area describe the strategies that the district will embrace to achieve higher results for those we serve.

Learning	Culture & Climate	Community Engagement	Safe & Orderly	Effective & Efficient
To ensure excellence for all, WBSD will close the achievement gap in literacy & math through improved outcomes for students with disabilities, economically disadvantaged, ELL, and students of color.	Make WBSD a great place to work and teach through high workforce engagement.	<p>Create a rich environment for each student to reach their personal potential through improved student engagement in academics, arts, and athletics.</p> <p>Create a culture of service excellence for students, parents and guardians, and community members in order to consistently meet their expectations.</p>	Enhance WBSD's systematic approach to physical, social and emotional, and technological safety to ensure the optimal working and learning environment.	<p>WBSD will close knowledge and performance gaps through data driven decision making; promoting achievement, innovation and stewardship of district resources.</p> <p>Evaluate the District's options to address an aging Jackson Elementary School and East and West High Schools.</p>

Annual Goals	Annual Goals	Annual Goals	Annual Goals	Annual Goals
<p>L1a: By the conclusion of the 2017-2018 school year the District will close the ELA gap as demonstrated by moving from 18 out of 25 points to 18.5 on the DPI issued state accountability report card based upon the 17-18 WSAS.</p> <p>L1b: By the conclusion of the 2017-2018 school year the District will close the mathematics gap as demonstrated by moving from 15.7 out of 25 points to 16.2 on the DPI issued state accountability report card based upon the 17-18 WSAS.</p>	<p>By June 30, 2018, active engagement of employees will increase from 18% to 20%.</p>	<p>CE 1: By June 30, 2018, 100% of students will indicate that the WBSD has provided an experience to them to meet their full potential in academics, arts, and athletics as measured by a year end survey.</p> <p>CE 2: By June 30, 2018, stakeholders of the WBSD will indicate that they are 100% satisfied with the level of customer service they received.</p>	<p>SO 1: By June 30, 2018, students and staff reporting that they “feel safe” will increase from 3.82/5 to 3.9/5 as measured by the District Climate Survey.</p> <p>SO 2: By June 30, 2018, the number of days absent due to lost time accidents will be reduced from X to Y as measured by the District’s workers comp insurance carrier.</p> <p>SO 3: By June 30, 2018, the number of code violations recorded during facility safety audits will be reduced from 752 to below 400.</p>	<p>EE 1: Given a continuous improvement model, the staff of WBSD will develop a process during the 2017-2018 SY for data driven decision making so that all stakeholders will support student achievement through effective and efficient innovation and stewardship of district resources.</p> <p>EE 2: In order to ensure a safe, effective and efficient learning environment for students, we will evaluate the effectiveness of the HS and Jackson facilities to meet stakeholder expectations and provide efficiencies to reduce cost of operations so that funds can be reallocated for instructional purposes.</p>

Action Plans	Action Plans	Action Plans	Action Plans	Action Plans
<p>Now Priorities:</p> <ol style="list-style-type: none"> 1. Additional Math Coach(es) for Tier 1 2. Additional ELA Coach(es) for Tier I 3. Consistent and frequent student goal setting, student action planning, student progress monitoring. 4. ELL Math support and coaching 5. Identification of ELA common skill gap per level (standard) 6. Identification of Math common skill gap per level (standard) <p>On Deck:</p> <ol style="list-style-type: none"> 1. High Expectations through common curriculum, assessments and high yield strategies for ALL students. 	<p>Now Priorities:</p> <ol style="list-style-type: none"> 1. Each site leader will develop site based goals from the survey results 2. Developing, deploying and committing to a culture of recognition across all workgroups and all sites in the District. 3. Create and implement employee feedback venues for increased engagement 	<p>Now Priorities CE1:</p> <ol style="list-style-type: none"> 1. Determine customer requirements in academics, arts, athletics 2. Articulate power standards for each academic course 3. Communication plan around student options that currently exist <p>On Deck CE1:</p> <ol style="list-style-type: none"> 1. Professional Development on Personalized Learning 2. Define employability skills standards for the District (soft skills) 3. Define student engagement attributes 4. Develop a process to collect baseline participation data <p>CE2:</p> <ol style="list-style-type: none"> 1. Develop a process to gather data from all stakeholders (community, 	<p>Now Priorities</p> <ol style="list-style-type: none"> 1. Redesign the District Safety Team to include 3 committees; student safety, staff safety and district safety. <ol style="list-style-type: none"> a. Monitor the SIP plans for safety action steps times a year. b. Continue to deploy an annual safety survey. c. MOD rate review and action step revisions. d. Continue safety walkthroughs at sites with follow up e. Gather baseline data on AODA (7th-12th). Embed results in site PBIS teams with professional dev.(New) 	<p>Now Priorities EE 1:</p> <ol style="list-style-type: none"> 1. Identify and performance gaps across workforce areas and create action plans to close knowledge and performance gaps. 2. Align curriculum, instruction, and assessments to Board approved standards <p>On Deck:</p> <ol style="list-style-type: none"> 3. Develop or identify instructional improvement system to support assessment & accessibility to data/results <p>EE2:</p> <ol style="list-style-type: none"> 1. Interview architectural firms and select firm. 2. Assess existing conditions at Jackson and high school. 3. Develop community

		<p>parents, staff, students) on what service excellence can look/feel in the WBSD</p> <ol style="list-style-type: none"> 2. Develop/purchase a tool to gain district wide feedback on customer service quality in the West Bend School District. 3. Develop the process for deployment of yearly feedback tool. 4. Develop communications/ messaging to support the deployment of the survey tool asking for feedback on customer feedback. <p>On Deck CE1:</p> <ol style="list-style-type: none"> 1. Site Leaders and Department leaders will develop action plans based upon survey results. 		<p>groups to assess educational needs at each facility.</p> <ol style="list-style-type: none"> 4. Make recommendation to BoE at March 26th meeting.
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