

School District of Ashland Strategic Plan 2020

Mission: Inspire and Empower LL Students to Succeed through Innovative Learning

Core Values: Continuous Improvement Respect Innovation Accountability Cultural Responsiveness

Strategic Goals

Student Success	Wellness	People	Community	Finance & Operations
Work as a Professional Learning Community to ensure ALL students achieve at high levels.	Create a culture that promotes and supports self-regulation, advocacy, and resilience.	Proactively recruit, retain, and engage a workforce making the School District of Ashland a great place to work.	Develop and maintain a high quality culture of customer care.	Deploy a budget development process aligned to and in support of strategic priorities. Create educational spaces that provide for safe and instructionally supportive learning environments.

Goals

<p>By June 30, 2020 the District will:</p> <ol style="list-style-type: none"> 1. increase the number of students who are scoring proficient or advanced in ELA as demonstrated by moving from 33.9% to 42.4% on the DPI District Report Card. 2. increase the number of students who are scoring proficient or advanced in math as demonstrated by moving from 31% to 41% on the DPI District Report Card. 3. close the ELA achievement gap as demonstrated by moving from 16/25 to 19/25 on the DPI District Report Card in the Closing Gaps section. 4. close the math achievement gap as demonstrated by moving from 15.4/25 to 18.6/25 on the DPI District Report Card in the Closing Gaps section. 	<p>By June 30, 2020:</p> <ul style="list-style-type: none"> ● students will have the emotional tools to self regulate their emotions decreasing district behavioral referrals from 66% to 44% as determined by Skyward data. ● students will have the social tools to problem-solve and restore conflict increasing student sense of belonging from 51.8% to 52.5% in 6th-12th grade as measured by the annual Youth Risk Behavior Survey. ● District average Daily Attendance will increase from 96.1% to 97.1% as measured by the DPI Annual District Report Card. 	<p>By June 30, 2020 the District will:</p> <ul style="list-style-type: none"> ● increase or maintain employee retention. Baseline data will be collected during the 2018-19 school year to ● increase employee engagement from 3.75 to 4.05 as measured by Studer Group Employee Engagement Survey. ● increase the perception of District and department quality of service from 4.22 to 4.30+ as measured by Studer Group District Services Survey. 	<p>By June 30, 2020 the District will:</p> <ol style="list-style-type: none"> 1. increase student satisfaction from 3.94 to 4.14 based on the District Student Engagement Survey. 2. increase parent satisfaction from 3.62 to 3.97 based on the District Parent Satisfaction Survey. 3. increase community satisfaction from X to Y based on the District Community Satisfaction Survey (Survey & baseline to be determined in 2018-19). 	<p>By June 30, 2020 the District will:</p> <ul style="list-style-type: none"> ● establish a Board approved District budget that is balanced & aligned to and in support of strategic priorities. ● students' feeling safe at school will have an increased score from 3.79 (17-18 baseline) to 3.99 in "I feel safe at school" as measured by the Studer Group Student Engagement Survey.
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Strategic Actions

Student Success	Wellness	People	Community	Finance & Operations
<p>Implement Professional Learning Community process with fidelity.</p> <p>Implement an Academic and Career Planning process.</p> <p>Implement a curriculum renewal and design plan ensuring students have access to a rigorous and relevant curriculum.</p> <p>Implement a relevant, rigorous digital learning and technology plan.</p> <p>Increase opportunities for community / place-based learning.</p> <p>Implement instructional coaching in grades 4K-5.</p>	<p>Integrate Wisconsin Social and Emotional Competencies 4K-Adult across all grade levels to support student and adult emotional and social regulation.</p>	<p>Implement an on-boarding process designed to foster employee engagement for all new employees.</p> <p>Implement 30-90 day conversations with new employees to foster engagement and obtain new information on our District to make changes to make the District better.</p> <p>Implement an employee engagement process that includes surveying staff and developing short cycle improvement plans.</p> <p>Implement a reward and recognition program aligned to and in support of District values and Standards of Excellence.</p> <p>Implement an Employee Wellness Program.</p> <p>Implement an exit interview process to inform our District of information that may be used to make changes to make the District better.</p>	<p>Implement a student satisfaction & engagement process that includes surveying students and developing short cycle improvement plans.</p> <p>Implement a parent satisfaction & engagement process that includes surveying parents and developing short cycle improvement plans.</p> <p>Implement a community satisfaction process that includes surveying students and developing short cycle improvement plans.</p> <p>Implement standardized internal and external communication process to foster engagement.</p>	<p>Implement a District budget development process aligned to and in support of strategic priorities.</p> <p>Implement a strategic capital (facilities) plan to be stewards of our resources.</p> <p>Ensure operational safety and security plans are aligned to best practice.</p>