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SCHOOL DISTRICT OF MARSHFIELD
STRATEGIC PRIORITIES

2017-2018



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INTRODUCTION

THE CONTINUOUS IMPROVEMENT MODEL

In a district with high-quality teachers and principals, the role becomes to guide, support and hold accountable the work of the schools so that the District is focused on student outcomes.

- Principals as instructional leaders and managers of accountability to Board Policies and District Procedures
- high-quality teaching and curriculum inclusive of what is taught, how and when progress is measured and what happens when students don't learn
- high-quality professional learning informed by student data

By ensuring that goals are clearly aligned to the district priorities and goals, communicated to staff, students, families and community members, we empower all members of the educational effort with the information to demand the very best from their school. Finally, through reviews of progress, leadership teams at the school level will account for performance and results and celebrate progress. We believe that this clarity of focus and purpose will help bring the vision of the district to life.

Reference: Key Work of School Boards

DISTRICT PRIORITIES

In order to assist schools in developing, implementing and monitoring their improvement goals, the school district has developed a set of priorities. Priority areas are aligned to the Board of Education committee structure as a reporting and monitoring tool. Building level plans align to these priority areas as well.

Reference: Board Policy 1110

STRATEGIC ACTIONS

For each priority area there are strategic actions designed to yield results. Each strategic action is followed by Launch Steps – summary statements of the action plans the district will take this year to implement this priority area.

PRIORITY AREA 1

Teaching & Learning

PROVIDE EVERY STUDENT WITH WELL-ROUNDED, COHERENT INSTRUCTION THAT LEADS TO COLLEGE, CAREER AND COMMUNITY READINESS.

Every instructor is expected to make ongoing instructional decisions that are based on needs of their specific students; however, the district has an obligation to provide a guaranteed and viable curriculum to all students that systemically prepares them for graduation and postsecondary education starting in pre-kindergarten. By defining a core instructional program based on standards, we will ensure that all of our students obtain the knowledge and skills necessary for full participation in college, the workplace and the community.

It is important that the district continually assess relevance of all coursework across all classrooms and schools. This must include evolving opportunities for exploring college and career pathways for all students. Students must be able to experience the types of structures and programs they are likely to experience upon graduation. To that end, course offerings must include advanced, dual-credit, career preparation, blended and online coursework. It is essential that all students are engaged in a relevant learning experience and are provided the skills and dispositions to be successful in the path of their choosing upon graduation.

STRATEGIC ACTION 1: IMPROVE ALIGNMENT OF CURRICULUM & PROVIDE FOR HIGH QUALITY PK-12 INSTRUCTION

LAUNCH STEPS:

1. *Develop recommendations for curriculum aligned to the processes of the curriculum review cycle for PK-12 Math and 7-12 Technology Education*
2. *Integrate a plan into MTSS for identifying and mediating factors that place students PK-12 at risk of academic failure*
3. *Develop a plan for investigation of a STEAM program*
4. *Update the Curriculum and Instruction committee on past priorities and on-going curriculum and instruction activities in the District including:*
 - *K-12 Personalized Learning*
 - *Professional development*
 - *Technology integration into the classroom*
 - *Resource and subscription use (purpose and outcomes)*
 - *Alternative High School*
 - *Professional Development*
 - *District 4K improvement plan*
 - *Multi-tiered systems of support (MTSS)*
 - *Rural Virtual Academy (RVA) membership*
5. *Report progress, changes, additions and modifications to the District Academic and Career Readiness Plan (ACP) to the Board and community as required by state law, including but not limited to:*
 - *Student activity periods 7-12*

- *Implementation and use of Career Cruising*
- *Planned and implemented career and academic planning strategies*

STRATEGIC ACTION 2: DEVELOP A COMPREHENSIVE PK-12 STUDENT SERVICES PROGRAM BASED ON BEST PRACTICE AND RESEARCH, STATE STANDARDS AND DISTRICT DATA ANALYSIS

LAUNCH STEPS:

1. *Update the Curriculum and Instruction Committee on past priorities and on-going student services and special education work in the District including, but not limited to;*
 - *PK-12 student services curriculum resource implementation*
 - *PK-12 Positive Behavioral Support Intervention (PBIS) implementation*
 - *Youth Risk Behavior Survey (YRBS) action plan*
 - *Special education state requirements*
 - *Student demographic data*
 - *Student services and special education staff development*
2. *Develop a Special Education parent advisory committee*
3. *Update the Curriculum and Instruction Committee on implementation of the Marshfield Clinic Health System research project “Pilot Assessment of Implementation and Effectiveness of a Trauma-Responsive Compassionate School Model” at Madison Elementary in the areas of staff and parent training and activities and study outcomes*

STRATEGIC ACTION 3: DEVELOP THE CAPACITY OF THE DISTRICT TO PREPARE STUDENTS FOR A GLOBAL COMMUNITY

LAUNCH STEPS:

1. *Investigate expanded access to foreign language studies*

PRIORITY AREA 2

Human Resources

CULTIVATE A WORK ENVIRONMENT THAT ATTRACTS, EMPLOYS DEVELOP AND RETAINS TOP TALENT.

The district has an obligation to the community to create a work environment that is challenging and rewarding, focused on and dedicated to student success. When we hold high expectations for all employees and support them in meeting those expectations, system success increases dramatically.

All research done over the last twenty years indicates that effective instruction is the key ingredient to student success provided by competent and qualified instructors.

STRATEGIC ACTION 1: DEVELOP A HUMAN RESOURCES MANAGEMENT PROGRAM THAT PROVIDES FORMAL EVALUATION AND COMPETITIVE COMPENSATION, ALIGNED TO THE GOALS OF THE DISTRICT

LAUNCH STEPS:

1. *Update the Employee Relations Committee on past priorities and ongoing human resource activities in the District including the following:*
 - *Support staff evaluation model*
 - *Support staff compensation model*
 - *Mandated training compliance*
 - *Alternative compensation plan*
 - *Special Education staffing, costing and maintenance of effort*
2. *Develop a comprehensive three-year plan for staffing*

STRATEGIC ACTION 2: PROVIDE LEARNING TOOLS FOR PROFESSIONAL DEVELOPMENT ALIGNED TO THE GOALS AND NEEDS OF THE DISTRICT

LAUNCH STEPS:

1. *Develop and implement year one of a comprehensive three-year action plan to integrate best practices of culturally responsive education across the District*
2. *Develop and implement a plan to improve access to job-related training for support staff*
3. *Evaluate the current mentor program and processes and develop processes for improvement*

PRIORITY AREA 3

Operations

ENSURE ACCOUNTABILITY AT EVERY LEVEL. THIS TYPE OF PRACTICE IS NECESSARY IF WE ARE TO GROW THE SUPPORT NECESSARY TO MEET OUR DISTRICT VISION.

STRATEGIC ACTION 1: PREPARE PLANS THAT REPRESENT A DIRECTION FOR CONTINUOUS IMPROVEMENT IN THE AREA OF OPERATIONS

LAUNCH STEPS:

1. *Develop a plan for facilities based on the 2016-2017 facilities study*
2. *Support the strategies of the community-based athletics facility group*
3. *Review and revise district emergency plans and strategies based on the outcomes of the August, 2017 review*
4. *Improve the processes of inventory for all District purchased curriculum resources through expanded use of District software programs and staff adherence to building procedures*
5. *Explore permanent residential housing options for international students*

ACCOUNTABILITY MEASURES

- *Implement all new accountability measures*
- *Progress on revised crisis plan*
- *Athletic facility financial plans proposed to Board*
- *Neola procedures vetted by administrators*

Priority Area 1: Teaching & Learning

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
PK-12 Math & Tech Ed		X					X	X	X		
K-12 Personalized Learning	X			X				X		X	
Professional Development	X					X				X	
District 4K Improvement Plan			X			X				X	
MTSS				X							
RVA		X						X		X	
ACP			X					X			X
Student State Test and Data			X							X	
Student Demographic Data		X		X		X			X		X
Student Services Curriculum Resource Implementation				X					X		
PBIS Implementation						X				X	
YRBS Action Plan			X			X			X		X
SPED State Requirements		X	X							X	
SPED Staff Development				X			X				X
At-risk Program						X	X	X			
Alternative School						X			X		X
State Assessment/Rept Card				X				X			
Resource Inventory Improvements			X			X					X
MISEP Program				X					X		

Priority Area 2: Human Resources

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Support Staff Eval Model				X						X	
Support Staff Comp Model						X		X			X
Mandated Training Compliance		X	X	X				X			
Alt Comp Plan						X			X		X
SPED Staffing, Costing, MOE	X	X	X			X			X		

Priority Area 3: Operations

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Athletic Facilities	X	X		X		X		X		X	
Long-range Facilities			X			X			X		
Alternative School						X		X			X

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