



# School District of Onalaska

## Strategic Plan

Slogan: Climbing to Excellence

Mission: The mission of the School District of Onalaska is to work together to ensure high levels of learning for all.

To continue as an exemplary district, we must have a clear sense of our vision for the future. Accountability to this vision comes through collective commitments made by the Board of Education, employees, students, parents and the community. We recognize that our effectiveness will have a significant impact on:

- Student learning
- Curriculum, instruction and assessment
- Parents and community
- Fiscal responsibility

Therefore, we are committed to working together as a Professional Learning Community to create a school district that exemplifies these elements as we transform ideals into reality.

Approved by the Board of Education June 25, 2012

# Vision Statements

## STUDENT LEARNING

An exemplary school district values each student and collectively ensures high levels of learning. In order to do this, the School District of Onalaska will:

- Engage students in rigorous levels of critical and creative thinking.
- Demonstrate and accept responsibility for learning decisions and actions.
- Target timely resources to students.
- Empower students to create action plans to achieve academic goals.
- Cultivate a positive learning culture where everyone is respectful, responsible, productive and heard.
- Celebrate the collective achievements of our school community.
- Commit to eliminating achievement gaps.

## CURRICULUM, INSTRUCTION AND ASSESSMENT

An exemplary school district adheres to a curriculum that is engaging, challenging, and relevant to our dynamic world. This curriculum will be delivered through best instructional practices that instill the skills and cultivate the will to innovate and succeed. Students will demonstrate mastery of this curriculum through multiple authentic forms of assessment. In order to do this, the School District of Onalaska will:

- Fully implement a curriculum that meets the rigor and relevance of the Common Core State Standards.
- Provide options and opportunities for college and career readiness
- Ensure that educators are knowledgeable about and use best instructional practices for learning.
- Focus on learning activities that emphasize and support intellectual flexibility, creativity, critical thinking, collaboration, and communication.
- Use engaging instructional practices, with special attention to the use of technology as a teaching and learning tool.
- Tailor instruction that meets the needs of individual students while fostering self-sufficiency and confidence.

- Use multiple forms of assessment to measure the progress of individual students. These assessments should also be suited to the differing learning styles of students.
- Utilize assessment to inform appropriate instruction to meet individual student goals.

## PARENTS AND COMMUNITY

An exemplary school district understands the importance of strengthening partnerships with the larger community. It works to develop mutual relationship and support between the district and the community. Parents will work with the schools to support student learning. In order to do this, the School District of Onalaska will:

- Utilize various forms of communication to share information.
- Foster adult involvement in student learning.
- Utilize community resources, talents and knowledge.
- Create awareness of community service opportunities.
- Encourage community involvement in and attendance at academic and co-curricular activities.
- Offer parent and community education opportunities.
- Model courteous and respectful behaviors and expect the same of parents and community.

## FISCAL RESPONSIBILITY

An exemplary school district realizes that in order to reach its vision it must act in a fiscally responsible manner. In order to do this the School District of Onalaska will:

- Maintain a balanced budget.
- Provide ongoing communication of fiscal responsibility efforts to the stakeholders.
- Align resources to support the district vision and student and staff needs.
- Work at becoming the school district of choice.
- Seek additional sources of revenue.
- Continue to include a variety of stakeholders in the budgeting process.
- Maintain and update district facilities.
- Use available resources effectively and efficiently.
- Attract and retain quality staff.
- Assert an active voice in school funding issues.

# PROFESSIONAL LEARNING COMMUNITY

An exemplary school district engages all stakeholders in professional learning communities to ensure high levels of learning for all. The School Board and administration will recruit, hire and retain individuals who embrace the district's commitment to professional learning community practices. In order to do this the School District of Onalaska will:

- Engage in ongoing analysis of assessment results of student learning in order to provide extra time, support or enrichment and monitor student growth.
- Provide and receive job-embedded professional development through the collaborative team process to improve instructional practices.
- Live and honor the Mission, Vision and Collective Commitments of the District.
- Commit to high performing collaborative teams (grade, school, district).
- Ensure high levels of learning/success and engage in reflection on best practices.
- Demonstrate mutual respect, trust and norms while actively participating in the professional learning community culture.

# COLLECTIVE COMMITMENTS

## TO THE MISSION AND VISION

### COLLECTIVE COMMITMENTS FOR STUDENTS

As students, we believe our success is dependent on our commitment to valuing our education and school. Therefore, we can guarantee this success by:

Willingness to learn and cooperate in being educated

- Respecting our peers and staff of the School District of Onalaska.
- Seeking extra help when struggling.
- Putting forth our best effort.
- Being a positive participant in class work and discussions.
- Attending and being on time for all classes.

Using school time efficiently

- Dedicate appropriate time to homework and studying.
- When given work time, use it wisely.

Creating a positive school environment for all

- By not tolerating bullying.
- Openly communicate with others.
- Being supportive.
- Being a team player.
- Following school rules.

Being a well-rounded individual

- Work hard in classes and in academics.
- Be involved in clubs, organizations, or sports.
- Help out the community with volunteer work.

## COLLECTIVE COMMITMENTS FOR PARENTS AND COMMUNITY

As parents, we recognize that we have the most significant role in shaping the lives of our children and contributing to their education and development. We can contribute to their success by committing to:

Become informed and knowledgeable about the curricular, co-curricular, and student support programs available to my student by:

- Understanding the curriculum being used and topics being covered.
- Attending and participating in programs made available by the school and by other parent support groups.
- Utilizing the school's website for information.
- Learning about student expectations in the classroom and in extra-curricular programs.
- Staying informed through: school newsletters, board minutes, classroom notes, and Parent Connect among other resources.

Work collaboratively with school personnel, other parents, and community by:

- Openly communicating with school personnel about any concerns or questions you or your student may have.
- When/if available volunteer in school environment and community events.
- Advising school personnel of any special circumstances or needs of our children.
- Openly advocating for our students.
- Openly communicating with other parents
- Acting as an advocate for quality education within the community.

Create a positive environment conducive to learning by:

- Helping our students make connections between their school experiences and everyday life.
- Modeling the importance of life-long learning.
- Providing a quiet time and place for study.
- Maintaining appropriate expectations for student learning and a corresponding high quality of work produced.

Promoting personal responsibility and a healthy lifestyle by:

- Modeling, supporting, and monitoring responsible, healthy lifestyle choices: i.e. healthy diet, good physical activity level, appropriate use of social media; say NO to drugs/alcohol use, bullying, and other destructive behaviors.
- Insisting students take responsibility for their learning decisions, behavior and corresponding consequences.

## COLLECTIVE COMMITMENTS FOR SUPPORT STAFF

In order to advance the vision of the School District of Onalaska, we, as the support staff will:

- Create an environment that is:
  - Courteous and welcoming.
  - Professional and confidential.
  - Positive and supportive.
  - Safe and nurturing.
- Participate in effective communication with students, staff, parents and community.
- Continue to develop and support positive relationships with students, staff, parents and community.
- Approach all situations with flexibility and an open mind.
- Develop a sense of responsibility and mutual respect in each student and staff member.
- Celebrate school accomplishments and promote school spirit.
- Model:
  - Pride and support of school and district.
  - Commitment to lifelong learning and professional development.
  - Fiscal and environmental responsibility.
  - Respect for cultural diversity.

## COLLECTIVE COMMITMENTS FOR CERTIFIED STAFF

In order to achieve the vision of the School District of Onalaska, we, as teachers will:

- Develop curriculum and differentiated instructional strategies that utilize various research based practices which will promote active involvement of students.
- Use various and balanced assessments to guide instructional design and to monitor students' progress towards intended curricular outcomes.
- Model life-long learning through our commitment to Professional Learning Communities with ongoing professional development and an emphasis on technology integration.
- Engage in a supportive school atmosphere where everyone is respectful, responsible and productive.
- Communicate clear academic and behavioral expectations aligned with essential learning outcomes.
- Be proactive to collaborate with and involve parents in the education of their children by communicating student progress and providing a support system for students.
- Communicate with and utilize community resources.

## COLLECTIVE COMMITMENTS FOR ADMINISTRATIVE LEADERSHIP TEAM

The building principals recognize the vital role we play in the successful implementation of the Districts adopted mission and vision. Success comes in the form of providing vital leadership through a collaborative approach. Having played an active role in the development of the mission and vision we make the following shared commitments:

### Collaboration

- Establish and support structures to promote collaboration among staff members.
- Model a collaborative process within the administrative team.
- Continually research and implement best practice related to collaboration.

### Student Learning

- Set and maintain high expectations for student achievement and character development.
- Support learning through acquisition and allocation of necessary resources.
- Recognize and celebrate high levels of student learning and progress.

### Curriculum, Assessment and Instruction

- Act as instructional leaders and model continuous learning.
- Monitor and ensure fidelity of the curriculum and use of best practices.
- Assist in the development and analysis of district curriculum, instruction, and assessment.
- Develop and implement policies, programs and procedures to monitor and support collective achievement and individual student success.

### Parents and Community

- Foster and encourage parent involvement in their children's education.
- Identify and utilize community resources.
- Guide and support parent groups.
- Utilize various forms of communication to inform parents and community members.
- Establish and maintain trustworthy relationships.

### Fiscal Responsibility

- Work together through the district budgeting process to meet the learning needs of students and staff.

## COLLECTIVE COMMITMENTS FOR THE BOARD OF EDUCATION AND DISTRICT OFFICE ADMINISTRATION

The Board of Education and District Office Administration agree to support the vision of the district through the commitments below. We will:

- Support district programs, people, and facilities with adequate funding.
- Maintain open and transparent communication that fosters and builds relationships with our stakeholders.
- Recognize and celebrate the successes of our students, staff, parents, and community members.
- Establish high expectations for student, staff members and ourselves.
- Commit to an ongoing focus on improvement by setting and monitoring District goals that lead to high levels of achievement.
- Advocate on behalf of the district at local, state and national levels.

# GOALS

Beginning in 2016-17, at least 80% of each senior class will have taken the ACT and achieved an average composite score of 25.

Beginning in 2014-2015, at least 90% of students at each grade level tested will meet or exceed proficiency benchmarks in all subject areas on state assessments.

Beginning in 2014-2015, every student will read at grade level by the end of 3<sup>rd</sup> grade and in each subsequent year thereafter as measured by district level assessments.

## PROJECTS FOR 2012-13

1. The District will implement the tenets of Response to Intervention (Rtl) in all schools.
2. The District will implement the Common Core State Standards in Reading/Language Arts and Math in all grades.
3. A Professional Learning Community (PLC) culture will continue to be implemented, refined and fostered at all levels of the district.
4. A District-wide assessment plan will be implemented to help inform instruction.

## INITIATIVES 2012-Beyond

1. Expand the use of the Student Intervention Monitoring System (SIMS) data warehousing tool.
2. Expand the Rtl pilot into additional elementary grade levels.
3. Provide professional development for the successful delivery of reading interventions.
4. Expand the use of AIMSweb screening tool to grades 1-8.
5. Provide professional development to help teacher/administrators utilize AIMSweb reports.
6. Implement the Phonological Awareness Literacy Screening (PALs) Reading assessment.

7. Train Kindergarten teachers in the use of PALS.
8. Implement the use of the American College Test (ACT) suite in grades 8-10.
9. Each school will take part in the School Wide Intervention Review (SIR) process.
10. Implement an effective problem solving process with regard to Rtl.
11. Pilot the Specific Learning Disability (SLD) eligibility criteria using the Rtl system.
12. Provide Tier II training for Positive Behavioral Interventions and Supports (PBIS) teams.
13. Provide professional development for the steering committees on the curriculum companion.
14. Align resources to the demands of the Curriculum Committee.
15. Provide curriculum development for new math resources in grades K-9.
16. Provide for district grade level in-service regarding the implementation of the common core standards.
17. Provide leadership training and opportunities for teachers regarding PLCs.
18. Create standards of behavior for PLC team leaders and PLC team members and share that with grade level teams.
19. Implement extra learning time into each school schedule.
20. Continue the use of mini data retreats to monitor student progress.
21. Ensure that all practices are implemented with fidelity.
22. Research and define a model digital classroom.
23. Continue to expand Bring Your Own Device (BYOD).
24. Implement the use of collaboration software.