

Strategic Plan: Reporting Dashboard

Teaching and Learning

The School District of West Salem provides innovative programming focused on the personal growth and development of each child and delivers a challenging and relevant curriculum promoting creativity, a passion for learning, and a desire for excellence.

Key Performance Indicator 1: Student Growth and/or Achievement

OUTCOME: Students meet or exceed rigorous performance standards.

STRATEGIES/MEASURES:

- By the end of the 2014-2015 school year, each school will narrow the achievement gap between subgroup populations to less than five percent (5%) in reading and mathematics as measured by the (WSAS) Wisconsin State Assessment System (ACT, Plan, Explorer, Smarter-Balanced). *(If the performance difference is below five percent (5%), each school will demonstrate annual progress in closing the achievement gap).*
- By the end of 2016-17 school year, the percentage of students within each school scoring at or above proficient in reading and mathematics measured by the WSAS will equal or exceed 50% *(Once a school reaches the 50% proficiency, the school will continue to demonstrate a 1% or greater annual increase).*
- The district will annually increase by 5% the number of students reading at or above grade level proficiency as measured by NWEA MAP *(Students not meeting their grade level benchmarks in grades 3-10 will be administered the MAP assessment in Fall, Winter, and Spring until they have achieved a RIT score at or above their grade level benchmark).*

- The percent of students in grades 3-8 meeting NWEA MAP growth targets will increase by 1% annually.
- By the end of the 2013-14 all building levels will achieve the standard of “Exceeding Expectations” on Wisconsin’s State School Report Card.

Key Performance Indicator 2: Success-based Learning and Teaching

OUTCOME: To ensure factors that improve teaching and learning are affecting all student groups to the same degree:

STRATEGIES/MEASURES:

- By the end of the 2014-15 school year, all staff will provide standards-based instruction providing clear, consistent learning targets and embed the development of creativity, innovation, problem-solving, and critical thinking into the instructional program, as measured by annual targeted instructional program reviews.
- By the end of the 2013-14 school year each building will provide interventions in reading and/or mathematics, tied to the curriculum, that have clearly defined exit criteria, as measured by fidelity checklists and student progress within targeted interventions.
- By 2015-16 all schools will implement assessment strategies (common formative and summative) that account for growth, and provide timely, meaningful information to help teachers adjust instruction, as measured by annual targeted instructional program reviews.

Key Indicator 3: College and Career Ready

OUTCOME: To ensure all students will be “ready” for college and/or a career.

STRATEGIES/MEASURES:

- Beginning in 2016-17, at least 60% of each senior class will have achieved an average ACT composite score of 24.
- By the end of the 2016-17 school year, the School District of West Salem will increase by 10% the number of graduates noted as College and Career Ready as measured by the College and Career Readiness benchmarks on ACT's "Meets All Four" benchmark score.
- By 2016-17 at least 80% of all graduating seniors will have taken at least one college credit potential course.

Key Indicator 4: Student-Centered Learning Culture

OUTCOME: To ensure students enhance their level of personal responsibility for their own learning:

STRATEGIES/MEASURES:

- By 2016-17 all schools will provide opportunities for students to personalize their learning, as measured by opportunities for individualized learning.
- Students surveyed annually will report 80% satisfaction with current instructional practices, and provide recommendations for improvement.
- The district will promote opportunities for students to demonstrate relevant real-world learning, as measured annually by the Senior Exit Project (SEP) portfolio rubrics.
- By 2016-17 all schools will have frameworks in place to model and reinforce appropriate positive behaviors and actively involve students in building positive school environments, as measured by school implementation plan reviews.

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Workforce Engagement and Development

The School District of West Salem will apply the best possible strategies to hire, retain, engage, and develop a highly skilled workforce dedicated to serving with passion to ignite creativity, innovation and excellence.

Key Performance Indicator 1: New Team Members

OUTCOME: The district will demonstrate an effective process for recruiting, hiring, training, supporting and retaining new employees.

STRATEGIES/MEASURES:

- By June 30, 2014 all first year employees will complete an internal workplace orientation interview.
- By May 1, 2014 the administrative team will compare pre-screening data with first year observation data.
- By May 1, 2104 all first year teachers will complete a mentor satisfaction survey.
- By June 30, 2014 the district will compile retention data from current and recent years.

Key Performance Indicator 2: Safe and Healthy Workplace

OUTCOME: The district will demonstrate the effective creation of a healthy and satisfying workplace for all employees.

STRATEGIES/MEASURES:

- By January 1, 2014 all employees will complete a workplace satisfaction survey from a third party vendor.
- By December 1, 2013 more than 80% of eligible employees who participate in the district health insurance program will complete a biometric screening and an on-line assessment.

Key Performance Indicator 3: Supervision and Evaluation

OUTCOME: The school district will adopt and implement a coordinated and formal approach to supervision and evaluation of all employees.

STRATEGIES/MEASURES:

- By September 1, 2014 the administrative team and professional staff will complete preparations to begin implementation of the newly required Educator Effectiveness evaluation system.

Key Indicator 4: Servant Leadership

OUTCOME: The school district will advance, support and promote the concept of servant leadership.

STRATEGIES/MEASURES:

- By June 30, 2014 members of the first local cohort to complete a course in Servant Leadership will graduate.
- By September 1, 2014 the second cohort will begin the year long journey through our Servant Leadership course.

Key Indicator 5: Compensation and Benefits

OUTCOME: The school district will support our workforce with competitive compensation and quality benefits.

STRATEGIES/MEASURES:

- By March 1, 2014 the district will adopt a new teacher compensation model.
- By May 1, 2014 the district will complete the process of updating, bidding and renewing our employee insurance benefit programs.
- By September 30, 2014 the district will update all local OPEB programming including a current actuarial study.

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Communication and Community

The School District of West Salem will communicate with and engage our citizens, staff, and students in a transparent and efficient manner to achieve our vision of service with passion.

Key Performance Indicator 1: District Web Presence

OUTCOME: The school district will enhance its web presence.

STRATEGIES/MEASURES:

- The district will continue to enhance and refine the district website and communication strategy.
- The district will continue to expand its social media presence.

Key Performance Indicator 2: Parent Communication

OUTCOME: The school district will improve parent communication.

STRATEGIES/MEASURES:

- The district will continue to expand the use of Blackboard Connect, communication through Skyward and other electronic learning management systems.
- By June 1, 2014 the district will successfully recover a parent satisfaction survey from 60% of district parents.

Key Performance Indicator 3: Community Connection

OUTCOME: The district will demonstrate effective connections with the community.

STRATEGIES/MEASURES:

- The district will continue publishing regular newsletters and posting relevant fiscal information.
- By August 1, 2014 the community strategic planning committee will reconvene and expand to include new members.
- The superintendent will expand regular communication via social media platform(s) and attendance at civic and other meetings.

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Technology

The School District of West Salem will create classroom environments designed and equipped to ignite creativity, innovation and excellence. The classrooms will be directed by educators able to apply current technology in the process of engaging students in a rich and collaborative educational experience.

Key Performance Indicator 1: Environment Supportive of Technology

OUTCOME: Provide a safe, flexible, and effective learning environment for all students:

STRATEGIES/MEASURES:

- By the end of the 2016-17 school year, high school graduates will have participated in one online and/or blended course, as measured annually by student online and/or blended course enrollment records.
- By the end of the 2016-17 school year, educators and students will demonstrate proficiency in safe and productive Internet use, as measured annually by internet safety survey including the safe and responsible use of social media.

Key Performance Indicator 2: Engagement with Technology

OUTCOME: Technology is leveraged so that students have access to learning experiences that meet their needs and interests.

STRATEGIES/MEASURES:

- The curriculum will reflect effective integration of technology, as measured by training and coaching support to curriculum writing and revision teams to improve technology integration.
- Educators will develop skills in interactive, engaging, adaptive instruction, as measured by job-embedded professional development to create and implement content-specific technology-infused learning activities

Key Performance Indicator 3: Technology Infrastructure and Support

OUTCOME: To ensure a robust and reliable infrastructure and equipment along with efficient and effective systems of support:

STRATEGIES/MEASURES:

- Educators will have access to technical support for all software and hardware in use in the classroom, as measured monthly on the Support Center report for network performance, equipment reliability, and support proficiency.

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Finances and Facilities

The School District of West Salem will conduct business operations founded upon a commitment to good stewardship of resources and will provide clean, safe, efficient and welcoming learning facilities, well-equipped for current and future demands.

Key Performance Indicator 1: Energy Efficiency

OUTCOME: The school district will champion the concept of energy efficiency.

STRATEGIES/MEASURES:

- At the conclusion of the 2013 – 2014 school year, the district will demonstrate a 1% reduction in energy consumption as compared to the totals from the 2012 – 2103 school year with an eventual goal of experiencing a 10% reduction as compared to the baseline data from 2011 – 2012.

Key Performance Indicator 2: Facility Management

OUTCOME: The district will follow the comprehensive long-range facility plan adopted by the community in June of 2012.

STRATEGIES/MEAURES:

- By the conclusion of the 2013 – 2014 school year, the district will create a formal plan for long-range capital improvements.
- By January of 2014 the school district will determine a course of action regarding a possible capital expansion referendum.

Key Performance Indicator 3: Sound Fiscal Practices and Reporting

OUTCOME: The school district will demonstrate sound fiscal practices and transparent financial reporting.

STRATEGIES/MEASURES

- By February 1, 2014 the school district will conduct a budget review regarding the 2013 – 2014 budget.
- By February 1, 2014 the school district will publish an updated district budget cycle document.
- By January 1, 2014 and each year after the school district will conduct a Financial Management Assessment as detailed by Standard and Poor's followed by the establishment of a detailed set of goals for the following year.