



## Strategic Plan

2018-19

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 a passion for learning while igniting creativity, innovation, and a desire for excellence.

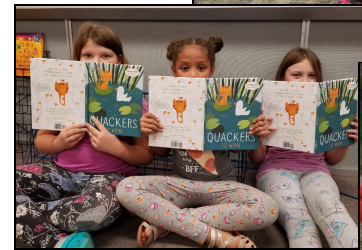
### Teaching and Learning

#### *Student Achievement*

The district will improve student achievement as evidenced by reaching the level of “Exceeding or Significantly Exceeding Expectations” in all school buildings as measured by the Wisconsin State Report Card as well as the application of the high school’s Redefining Readiness indicators.

#### *Action Plans:*

- The district will integrate the principles of Professional Learning Communities with a focus on essential learning outcomes and teaching strategies.
- The district will support a K-12 curriculum review of science to be completed by the end of the 2019-20 school year.
- The district will integrate the standards into the report cards in the middle schools by the beginning of the 2020-21 school year and in the high school in the 2021-22 school year.
- The district will improve student achievement data as evidenced by closing the educational gap for the special education and economically disadvantaged subgroups in Math and English Language Arts.
- The district will increase the College and Career Readiness of our graduates from 63% to 65% as evidenced by using the Redefining Readiness indicator guidelines.
- The district will support the high school in increasing the number of students participating and passing Algebra II.
- The district will continue to support programs that offer post-secondary credits to our high school students.
- The high school will develop a redefining readiness report for each students to personalize and monitor their own learning.



### Workforce Engagement & Development

#### *Employee Engagement and Retention*

The district will raise the district workplace engagement score as measured by a third party survey.

#### *Action Plans:*

- The district will investigate a new third party engagement survey that will be more comparable to schools in our region.
- The district will implement an improved communication strategy with the professional teaching staff to improve engagement and reduce negativity as measured by engagement surveys.
- The district will continue to work on employee compensation and benefits to be competitive with our district’s regional cohort as evidenced by employee retention rates and engagement survey data.



# **Communication and Engagement**

## **1. Communication**

The district will enhance, develop and implement effective communication strategies to connect with all stakeholders.

### **Action Plans:**

- a. The district will improve internal communication with all employees to support employee engagement initiative as measured by annual employee engagement survey
- b. The district will focus external communication and marketing strategies on district stakeholders, regional organizations and area communities as measured by the ability to attract students and families.



## **2. Engagement**

The district will actively develop and implement strategies to effectively engage all stakeholders and celebrate the accomplishments of the district.

### **Action Plans:**

- a. The district will select and administer a parent engagement survey.
- b. The district will expand the engagement with local businesses as evidence by the creation of additional partnerships to enhance programming for students.
- c. The district will focus communication and engagement strategies on community members who do not have school-aged children as measured by district satisfaction surveys.

# **Business Operations**

## **1. Financial Planning**

The district will develop a master financial plan.

### **Action Plans:**

- a. The district will complete a 5-year capital equipment plan.
- b. The district will develop a strategy for increasing outside revenues.
- c. The district will develop sustainable employee benefit packages and complete the implementation of the plan to provide competitive wages by 2021-22.

## **2. Facility Improvements**

The district will manage all facilities by maintaining a safe and healthy environment for staff and students while continue to champion the concept of energy efficiency within all building structures.

### **Action Plans:**

- a. All staff and students will be training on the Run, Hide, Fight.
- b. All buildings will be upgraded to provide a more safe and healthy environment through the Federal Safety Grant fund.
- c. The district will construct a fence around the Elementary School Playground to reinforce safety around the facility.
- d. The district will complete the upgrading to the Elementary School infrastructure by fall of 2019.
- e. The district will develop energy baselines for the new facilities in the district.



**The Panther Den**

## **3. Performance Excellence**

The district will complete the work of the Performance Excellence Baldrige application by August 2019.

### **Action Plans:**

- a. The district will analyze, review, and update district practices, procedures, and policies.
- b. The district will develop and implement internal customer satisfaction surveys.