

2022-2027 Strategic Plan

★ MISSION

Empowering all students to maximize their potential in fearless pursuit of human excellence.

★ VISION

The School District of Reedsburg will provide a world-class educational experience to all students at all levels, inspiring creativity, innovation, and a desire to achieve greatness.

★ CORE BELIEFS

- Meeting the unique needs of all requires a collective, urgent, and unwavering commitment to each learner.
- High expectations, combined with an environment that promotes risk-taking and collaboration motivates people to strive for greatness.
- High standards, ethical and honest behavior, and accountability promote a culture of excellence.
- Meaningful and collaborative community partnerships expand and enhance learning opportunities.
- Learning is a continuous, life-long endeavor.
- Treating all with dignity, respect, and kindness establishes the foundation for safe and effective learning environments.
- A rigorous, future-focused curriculum that challenges all students to achieve at their highest level is necessary to ensure success in a rapidly changing world.
- Integrated outdoor education promotes environmental stewardship.
- Students learn best when they understand the relevance of what they learn and it is integrated into their life experiences.
- Promoting creativity, innovation, independence, and critical thinking is vital for continuous growth.

★ STRATEGIC FOCUS AREAS



Rigorous Academic Programs and Career Pathways for ALL Students



Continuous Improvement of Student Growth and Achievement



Innovative Facilities with Modern Learning Environments



Personnel Excellence

Attracting, Developing and Retaining High Quality Staff



Responsible Fiscal Management

Funding our Priorities and Demonstrating a Return on the Public's Investment in our Schools



Branding the School District of Reedsburg

Communicating and Marketing that Brand

★ KEY PERFORMANCE OBJECTIVES

- By 2027 or earlier, the School District of Reedsburg, and all individual schools, will attain an annual ranking of Exceeds Expectations or Significantly Exceeds Expectations on the State Report Card.
- The percentage of students in grades 3-8 scoring Proficient and Advanced on the Wisconsin Forward Exam in Reading and Math will continue to increase annually until every grade is performing at or above the median proficiency level of the top 5 performing schools in the Badger Conference.
- The percentage of K-2 students performing at or above grade level on the iReady assessment in Reading and Math will continue to increase annually until all students are performing at or above grade level by the end of 2nd grade.
- The proficiency levels of student subgroups (gender, poverty, English language learner, disability, and minority) will increase each year on the iReady Assessment, Wisconsin Forward Exam, and ACT Exam in Reading and Math until their performance matches the overall test population.
- The School District of Reedsburg, and all individual schools, will demonstrate an annual increase in the Growth score on the State Report Card until the score reaches the 80th percentile or above.
- The School District of Reedsburg, and all individual schools, will demonstrate an annual increase in the Target Group Outcomes score on the State Report Card until the score reaches the 80th percentile or above.
- Reedsburg Area High School's annual composite ACT Score will increase annually, with the graduating class of 2027 attaining a composite score of 22.0.
- Reedsburg Area High School will attain a 5-year high school graduation rate that is among the top 5 annually in the Badger Conference.
- Reedsburg Area High School's Advanced Placement (AP) courses will achieve a pass rate of 75% on the AP Exam.

★ DISTRICT QUALITY INDICATORS

- 100% of RAHS students will have post-graduate intentions consistent with their Academic and Career Plan (2yr/4yr College, Apprenticeship, Military, Workforce).
- By 2027, the participation rates of Reedsburg High School students will meet or exceed the statewide percentages for successfully completing
 - Dual enrollment courses;
 - Earning an industry-recognized credential;
 - Participating in a work-based learning program.
- Building attendance rates will increase annually so that by 2027, the School District of Reedsburg's attendance rate is among the top 5 in the Badger Conference.
- The unduplicated extra and co-curricular program participation rate for RAHS students will meet or exceed 65% of the annual student enrollment.
- By 2027, all K-12 students will participate annually in some form of outdoor education programming.
- Total compensation (wages and benefits) packages for each employee group will be consistent with, or better than, regional school district competitors by 2025.
- With each employee group, the School District of Reedsburg will achieve a 92% staff retention rate at 5-year employment anniversary marks.
- 80% of District staff members indicate via survey that they maintain a positive work-life balance and that they are aware there are resources available to support them if they do not.
- Annually, 90% of staff will report via district staff development evaluation that professional development provided by the district helps to improve their work performance.
- 90% of teachers will report via survey data that they are consistently using district-identified high leverage instructional strategies and resources in their classrooms (survey will occur after those practices have been identified).
- Data collected from classroom walkthroughs will demonstrate 90% of teachers are using district-identified high-leverage instructional strategies and resources in their classrooms on a consistent basis (walkthroughs will occur after those practices have been identified).
- Annual district budgets will demonstrate where allocations are directly attributable to the strategic priorities.
- The number of open enrollment 'In' students will increase annually until that number is 10% greater than the number of students that open enrollment 'Out.'
- By January 2023, the School District of Reedsburg will have created a comprehensive facilities master plan for all district facilities with prioritized improvement projects for consideration by the School Board.
- By 2027, each school will have flexible, future-focused instructional environments within them.
- The percentage of respondents that rate the School District of Reedsburg, overall, as 'Excellent' or 'Above Average' on the District's community survey will increase regularly until that percentage reaches 70%.
- The percentage of respondents that rate the School District of Reedsburg, overall, as 'Excellent' or 'Above Average' on the District's Sauk County Area Business survey will increase regularly until that percentage reaches 70%.
- The percent of respondents to the community survey who indicate that they have attended, supported, or been involved in school activities or events, will increase annually until by 2027, more than 50% indicate that participation.