



SCHOOL DISTRICT OF
REEDSBURG

Strategic Plan Update: July 17, 2023

Strategic Planning as a Part of Board Governance

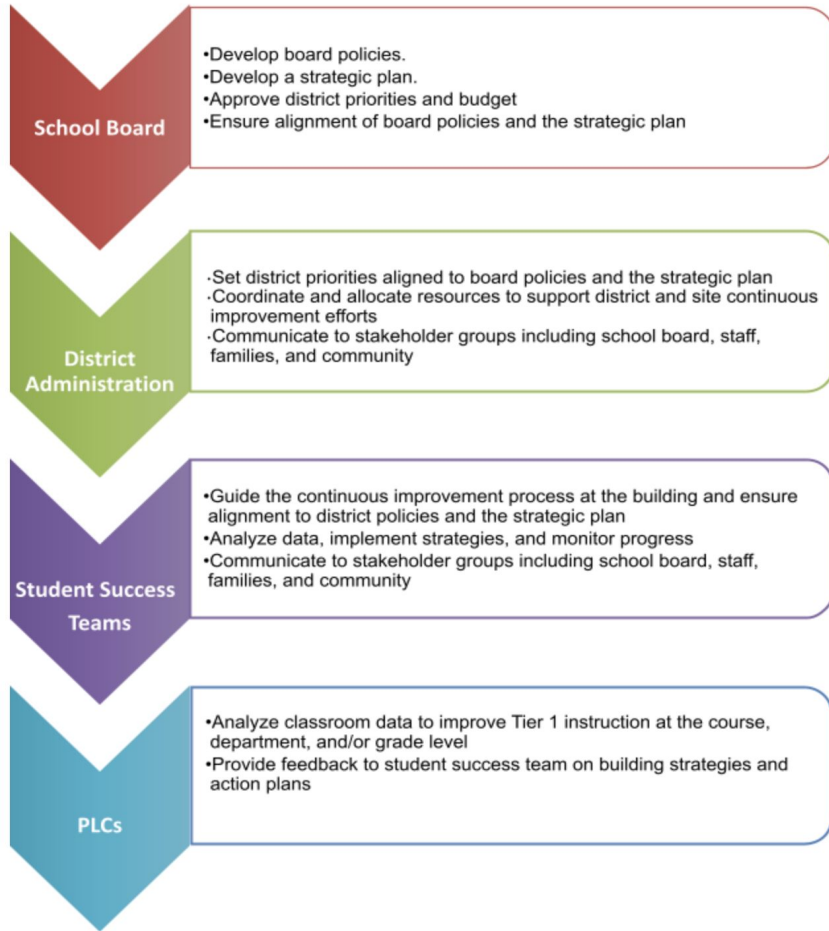
The Lighthouse Study (Rice et al., 2001): “Moving” School Boards...

- Made student achievement needs the focus of their decision making.
- Described a clear direction and focus on specific goals related to improving student achievement.
- Held high expectations for *all* students.
- Expressed an intense focus on finding ways to reach *all* children.
- Consistently expressed their belief that *all* children could learn.



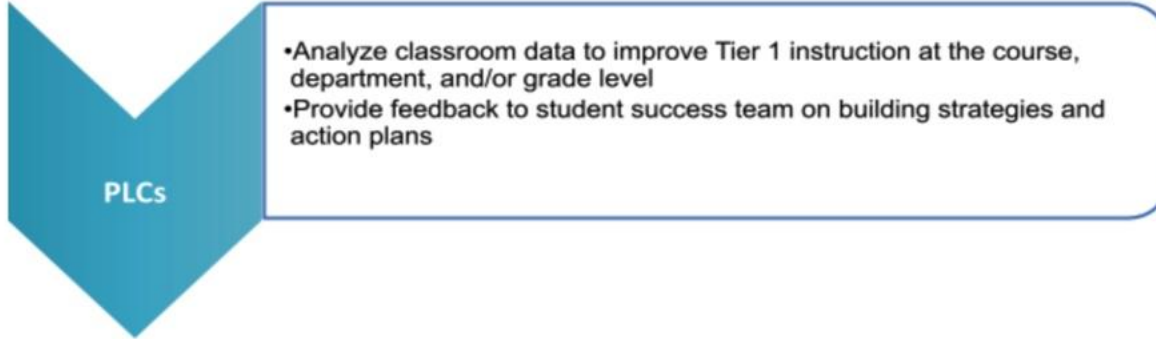
Strategic Planning...

- ★ Creates a shared vision and direction for all stakeholders.
- ★ Establishes outcomes for which we all accept responsibility.
- ★ Puts the vision into objectives that can be tracked and communicated over time.
- ★ Leverages resources to ensure support for priority work.
- ★ Focuses on *results*.



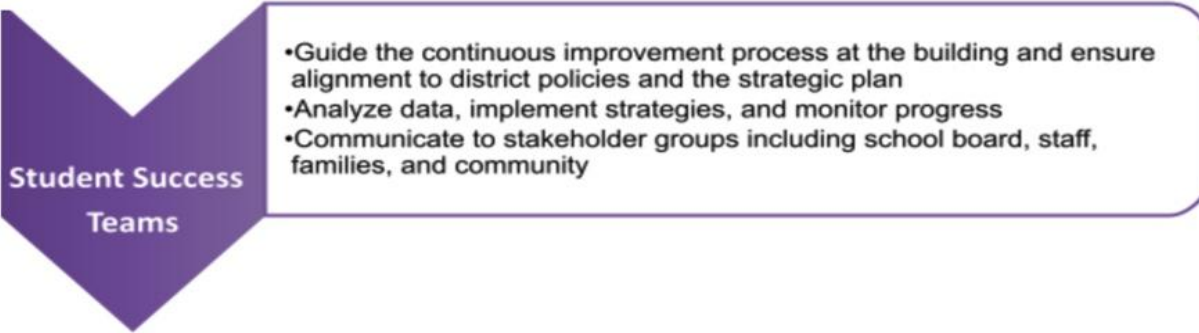
Continuous Improvement Flowchart





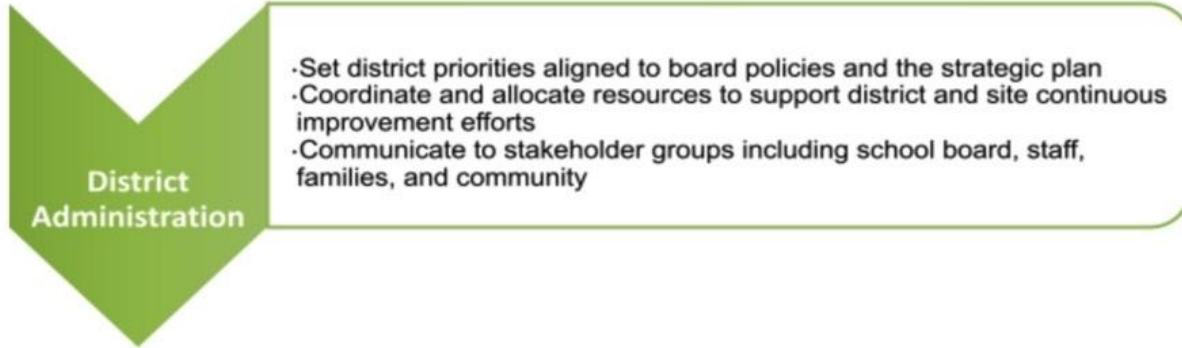
- Used data to identify and monitor the "top ten" striving students per grade level.
- Participated in ongoing professional development and implemented universal curriculum. For example:
 - Bridges Math
 - Illustrative Math
 - From Phonics to Reading
- Helped support initial inclusion efforts (this was a big deal!)





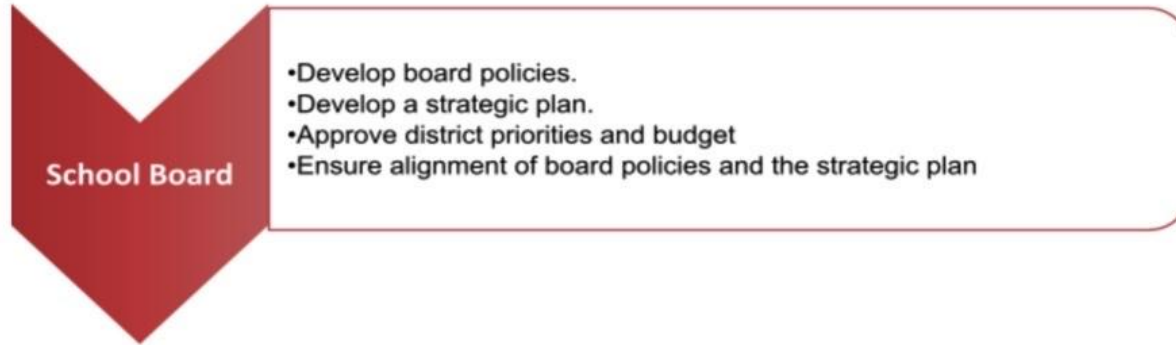
- Used data to create school-specific tactical plans aligned to district goals. For example:
 - Dedicated intervention time
 - Improving school, student, and staff culture
 - Initial inclusive practices work
- Communicated progress to stakeholders
 - School board reports
 - Regular staff and family communication
- Monitored tactical plans throughout the year to ensure success.





- Developed tactical plans to support the goals and objectives of the strategic plan, for example:
 - Universal curriculum resource attainment and implementation
 - Inclusive Practices work group
- Established ongoing collaboration with buildings SSTs through 60 day check ins
- Created a data dashboard to provide information and transparency to the community.
- Strengthened school and community partnerships to support career pathways work.





- Enacted the strategic plan:
 - Maintained essential staff and resources to implement the strategic plan.
 - Passed a long-range facilities plan.
 - Monitored the tactical work through regular check ins with district and building leaders.
 - Supported and trusted district leadership to implement the strategic plan.



Key Performance Objectives

High School Graduation Rate

- Reedsburg Area High School will attain a 5-year rate that is among the top 5 annually in the Badger Conference.

Advanced Placement Exams

- Reedsburg Area High School's Advanced Placement (AP) courses will achieve an annual pass rate of 75%.

i-Ready Assessments

- By 2027 or earlier, the percentage of K-2 students performing at or above grade level on the i-Ready assessment in Reading and Math increase annually until all students are performing at or above grade level by the end of 2nd grade.

Subgroup Proficiency

- The proficiency levels of student subgroups 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.

Key Performance Objectives

State Report Card

- By 2027 or earlier, SDR and all individual schools will attain an annual ranking of *Exceeds Expectations* or *Significantly Exceeds Expectations*.
- By 2027 or earlier, SDR and all individual schools will attain *Growth* score in the 80th percentile or above.
- By 2027 or earlier, SDR and all individual schools will attain a *Target Group Outcomes* score in the 80th percentile or above.

ACT

- Reedsburg Area High School's annual composite score will increase annually, with the graduating class of 2027 attaining a composite score of 22.0.

Wisconsin Forward Exam

- By 2027 or earlier, the percentage of students in grades 3-8 will perform at or above the median proficiency level of the top 5 performing schools in the Badger Conference in Reading and Math.

Quality Indicators

Budget and Facilities

- Annual district budgets will demonstrate where allocations are directly attributable to the strategic priorities.
- 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.

Student Attendance

- Building attendance rates will increase annually so that by 2027, the School District of Reedsburg attendance rate is among the top 5 in the Badger Conference.

Post-Graduate Planning

- 100% of RAHS students will have post-graduate intentions consistent with their Academic and Career Plan
- 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.

Quality Indicators

Community Support

- 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.

Open Enrollment

- 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.'

Student Opportunities

- 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.

Quality Indicators

Employee Compensation, Support, and Retention

- 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).

Strategic Plan Data Update



Strategic Plan 2027 Dashboard

Welcome to our dashboard! The purpose of this dashboard is to communicate progress of the goals in our 2027 strategic plan. New data will be added throughout and after each school year as it becomes available.

Click on the sections below to navigate to those areas or use the dropdown menu on the upper right of this page.



Key Performance Objectives

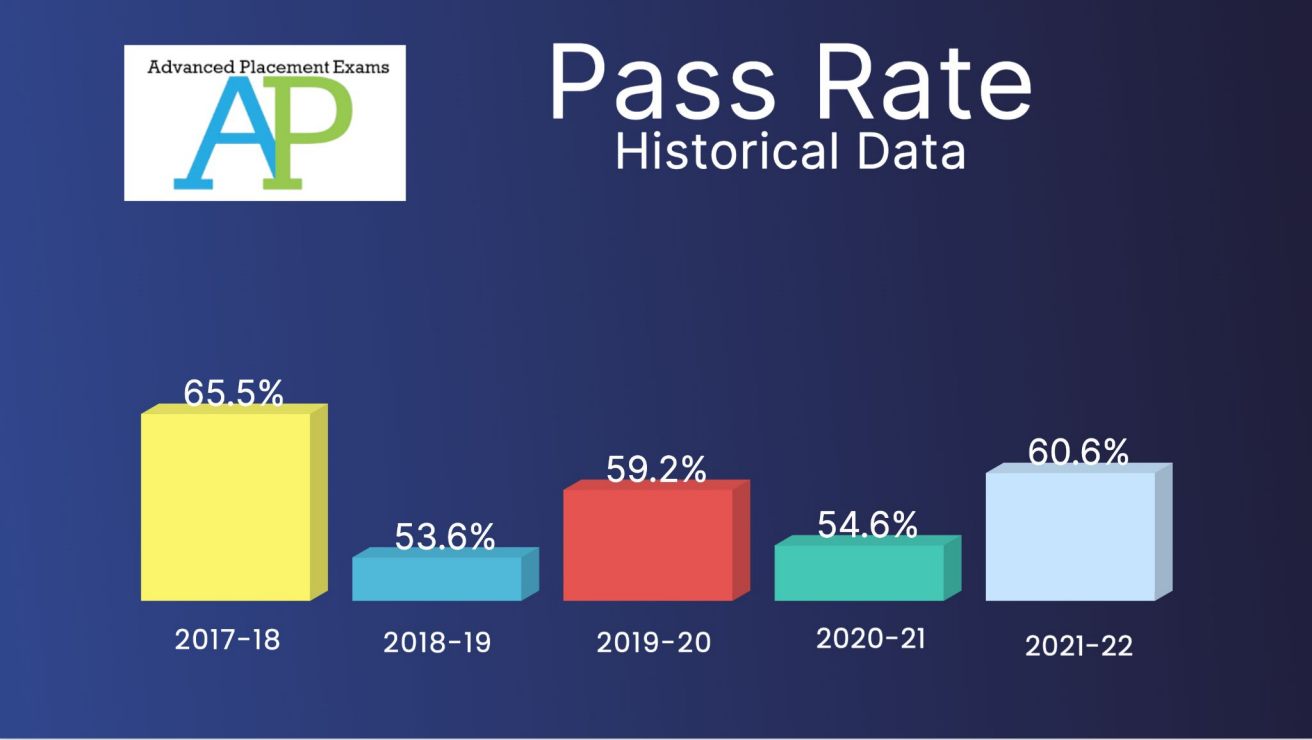
Standardized testing data including our State Report Card, ACT, Advanced Placement, Forward Exam, & i-Ready Assessments.



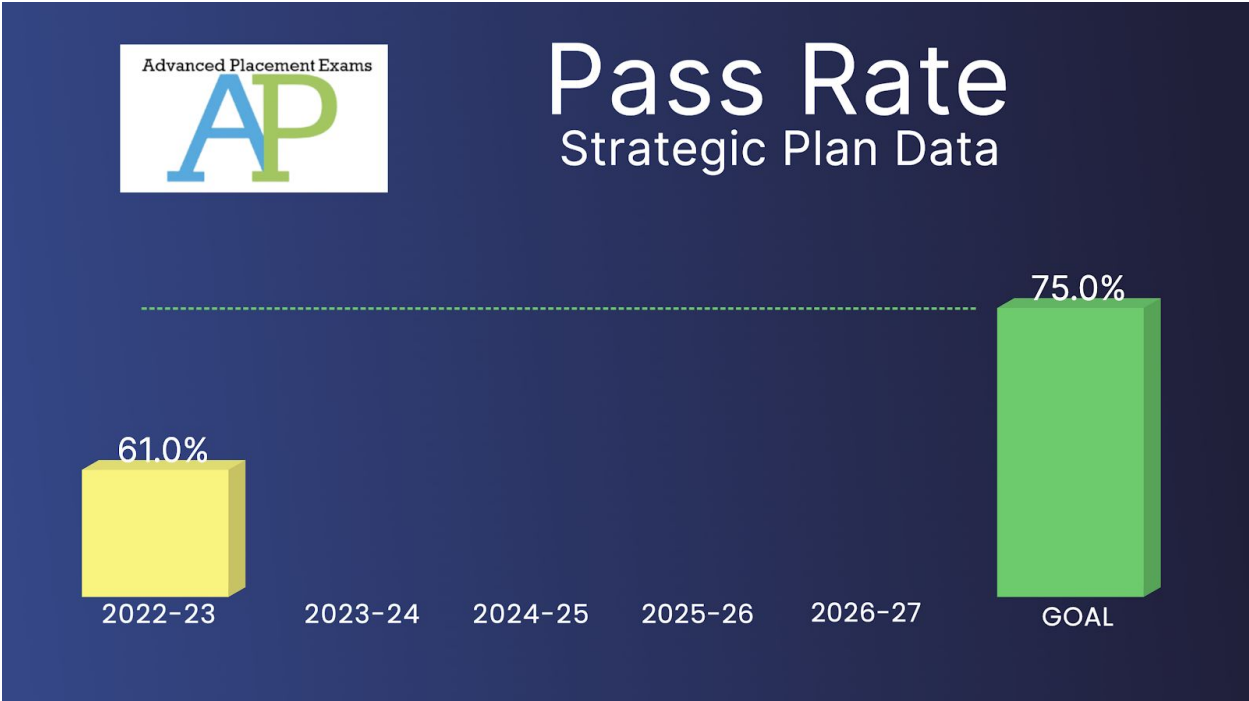
Quality Indicators

Post-graduate planning, student opportunities, attendance, budget and facilities, open enrollment, & employee support and retention.

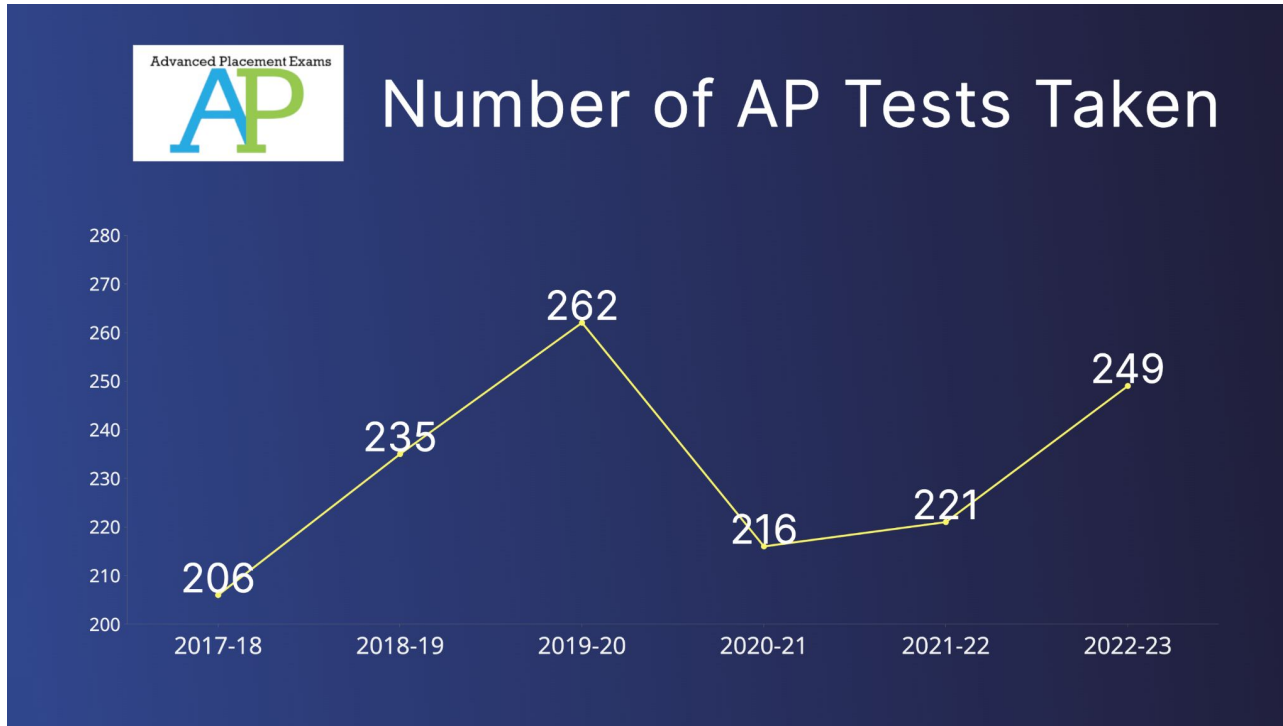
Goal: Reedsburg Area High School's Advanced Placement (AP) courses will achieve an annual pass rate of 75%.



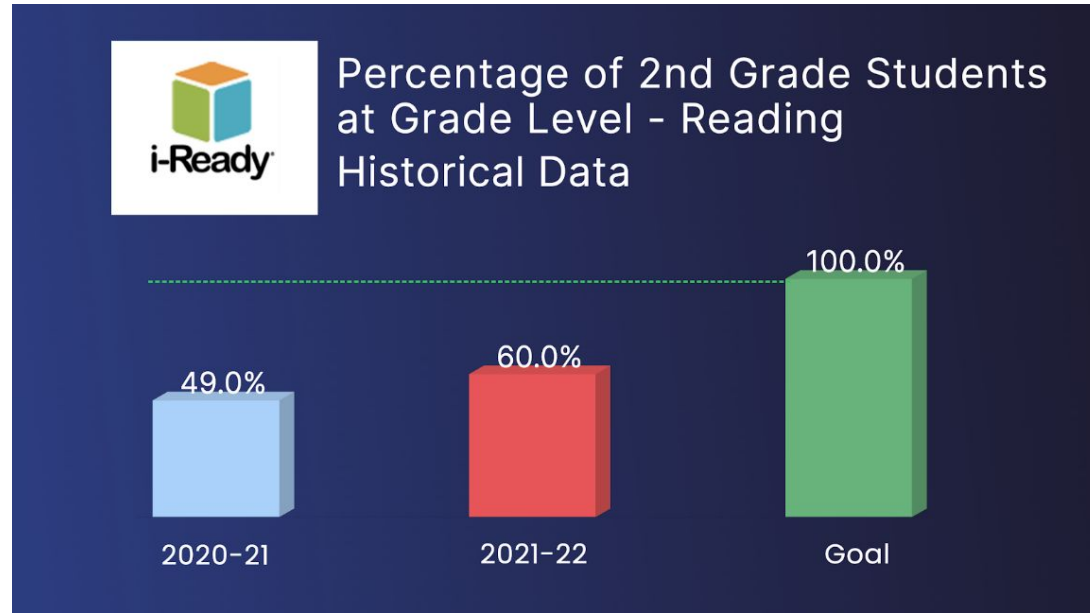
Goal: Reedsburg Area High School's Advanced Placement (AP) courses will achieve an annual pass rate of 75%.



Beyond the Dashboard:

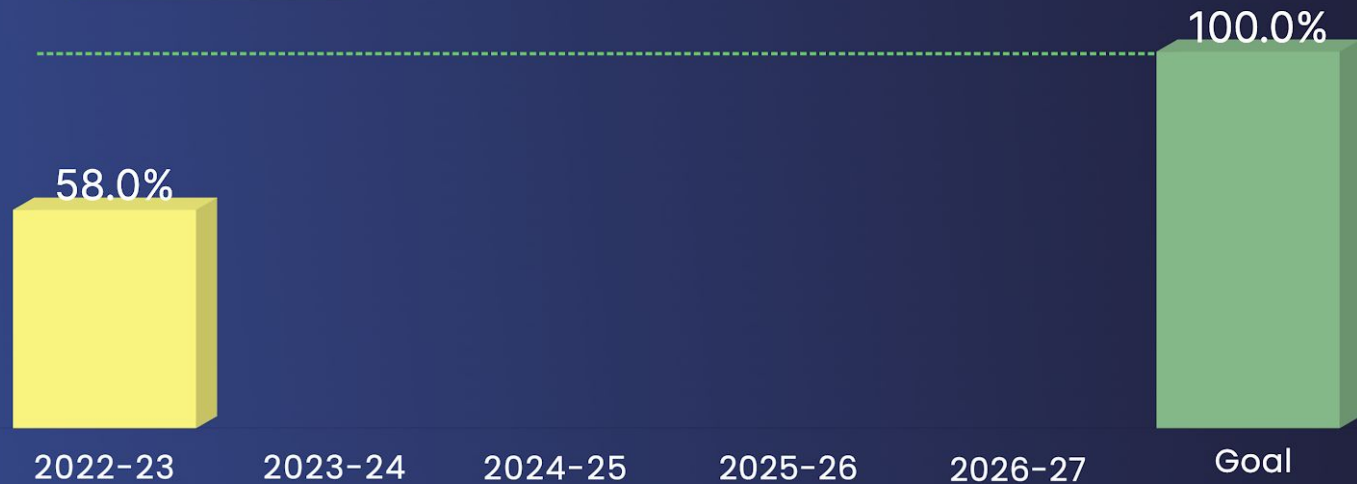


Goal: The percentage of K-2 students performing at or above grade level on the i-Ready assessment in Reading and Math will continue to increase annually until all students are performing at or above grade level by the end of 2nd grade.



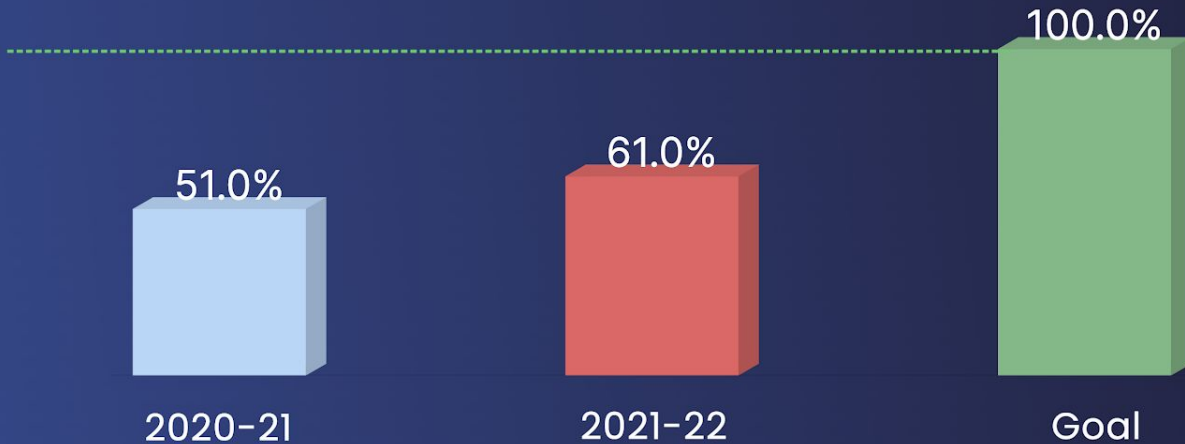


Percentage of 2nd Grade Students at Grade Level - Reading Strategic Plan Data



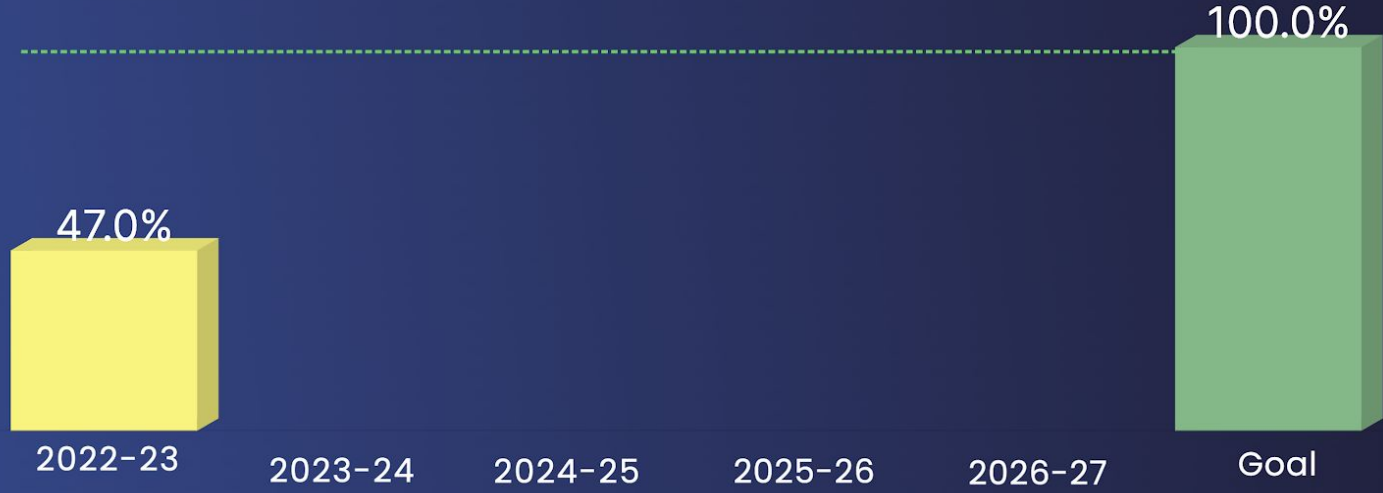


Percentage of 2nd Grade Students at Grade Level - Math Historical Data





Percentage of 2nd Grade Students at Grade Level - Math Strategic Plan Data



Beyond the Dashboard:



Percentage of Students Scoring on Grade Level - Reading

2021-22 2022-23

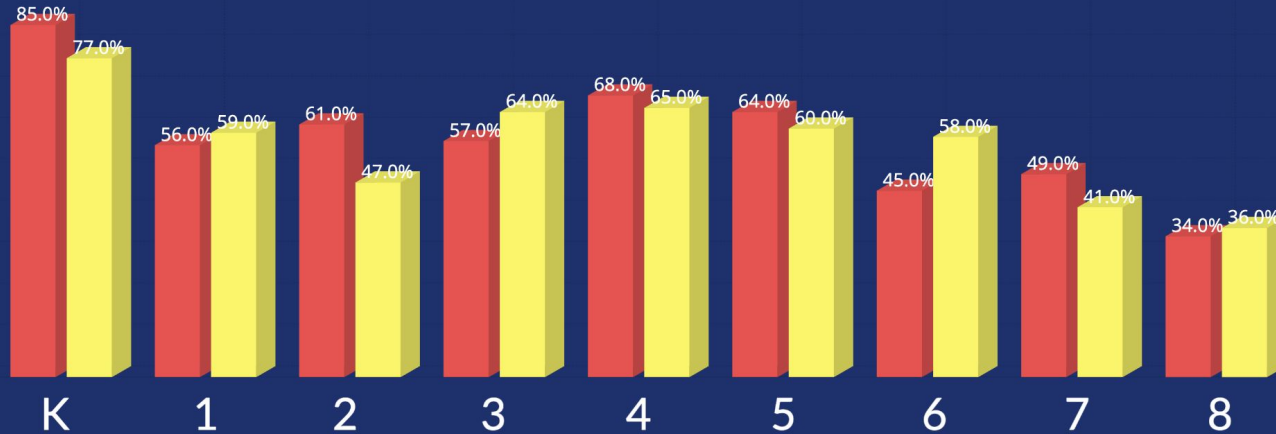


Beyond the Dashboard:



Percentage of Students Scoring on Grade Level - Math

2021-22 2022-23



The unduplicated extra and co-curricular program participation rate for RAHS students will meet or exceed 65% of the annual student enrollment.

