

CENTRAL OFFICE BUILDING

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To: School District of Reedsburg School Board

From: Central Office Administration

Date: October 24, 2022

Re: Strategic Plan Update

This is the first of three reports that the Board will receive this year as a part of our efforts to build a world-class educational experience to all students at all levels, inspiring creativity, innovation, and a desire for greatness. The purpose of this report is to provide a high-level overview for the Board of the actions taken in each strategic plan focus area and related tactical work since the start of the year. The focus areas are numbered and bold faced. The items underlined and in italics represent individual tactical plans under each focus area. At the Board meeting, the Central Office team will spotlight work from a few of our tactical plans and will review the current dashboard. We can answer any questions you may have about the update at that time.

Focus Areas and Tactical Plans

1. Rigorous Academic Programs and Career Pathways for All Students

Complete the Loganville Agricultural Learning Center Feasibility Study and bring a report and recommendation to the Board in April, 2023.

- The study committee was formed during the summer and has met twice up to this point. The initial meeting was held on September 8 at the Central Office Building. A walkthrough and tour of the Loganville Elementary site and building was held on September 29th.
- Four subcommittees were formed to advance the work in targeted areas: Program Exploration, Site Development and Building Renovation, Potential Partners & Financial Support, and Environmental Education Linkages.
- In the coming month, the program subcommittee will be touring other quality Ag programs in different parts of the state and will share their findings with the full study committee.

Establish a Business Advisory Council to assist and advise the District in planning for new career pathways and building partnership opportunities.

- The initial meeting of the Business Advisory Council was held on September 7. The purpose and role of advisory council members was shared. Ann Franke provided an overview of the work being undertaken around career pathways this year. The group will meet four times per year, with the next meeting coming in December.

Implementation and support for K-8 Math (Bridges and IM).

- Professional development occurred over the summer, on the October PD day and will be on-going throughout the year.
- The Math Implementation Team meets monthly to monitor how the implementation process is progressing and to troubleshoot any issues and to celebrate successes!
- PLCs are focussing on unit planning and assessments.

Implementation and Support for K-3 Phonics to Reading.

- This is now a K-2 strategy and action plan

Establish a work team to explore the development of career pathways, build a phased timeline for implementation, required new courses as a part of those pathways, work-based learning opportunities, and a more coordinated use of Xello.

- The RAHS Career and Technical Education PLC (including administration and counselors) is meeting monthly to begin discussions of potential new career pathways.

2. Continuous Improvement of Student Growth and Achievement

Develop and implementation plan and follow up support for the SAEBRS screener.

- SABERS administered to all students K-12 by Oct. 10th
- PLC teams to review data during district inservice on Oct. 10th
- Identify areas for targeted Social Emotional Learning supports.

Develop a work team to explore options for more inclusive practices, co-planning/co-teaching and bring a report, recommendation, and implementation timeline to the Curriculum Committee in April, 2023.

- Regular and special education staff members attending summer inclusion conference.
- Pupil services staff provided inservice for staff members regarding strategies for supporting students in regular education environments.
- Support provided for special students in Number Corner and Phonics instruction in the regular education classrooms.

Explore and develop the PK-5 schedule revision plan with principals, staff, and transportation leaders and bring a presentation & recommendation to the Board at its March meeting.

- Transportation study has begun and will be completed by December.

Develop a district data dashboard to track key performance outcomes and district quality indicators

- A dashboard in Educlimber has been created to capture and track key performance outcomes.

3. Innovative Facilities with Modern Learning Environments

Develop a long-range facilities master plan for Board adoption no later than the April 2023 Board meeting.

- The School Board approved Eppstein Uhen Architects at the August 15 meeting.
- Roger Rindo and Deb Michel attended a partnering meeting with EUA staff and Kraemer staff in Madison on August 19.
- The District kickoff meeting was held on September 15 from 10:00 a.m. - 1:00 p.m.
- A “Core Team” has been established for planning and communication. This team includes representatives from EUA, Kraemer, and the District. District representatives are Roger Rindo, Deb Michel, Ann Franke, Kari Stanek, and Shaun Luther. Gary Woolever represents the Board on the Core Team.
- The long-range facilities planning process will include the full board through a number of workshops in the coming months. The first Board workshop was held on October 12.

Finalize the development of a 10-Year Capital Projects Plan for Board approval.

- Following a partnering meeting with EUA staff and Kraemer staff, provided Kraemer staff with FCA study project spreadsheet to review and update project estimates and possibly prioritization as part of our facilities master planning work.
- Meeting with Kraemer staff to review project spreadsheet Monday, September 26.
- Meeting with Kraemer staff to review project spreadsheet Monday, September 26. Kraemer staff walked through buildings with Shaun Luther on October 6 to review areas in FCA list and building envelopes, and is in the process of re-estimating project costs.
- The draft 10-year capital improvement plan will be revised to reflect updated priorities and project estimates after collaboration with the facilities master planning team.

4. Personnel Excellence: Attracting, Developing, and Retaining High Quality Staff

Establish an Educator Effectiveness Work Team to revise and streamline the current evaluation system with a plan that recognizes the developmental nature of teacher evaluation and feedback and incorporates Rapid Cycle Feedback.

- Work teams of 2-5 staff have been established at each level for this pilot.
- Our evaluation management system has been mapped to include tasks in Rapid Cycle Feedback.
- Staff have begun work on establishing 'focus areas' to receive feedback.

Establish an Employee Handbook Committee whose purpose will be to identify revisions or additions to the handbook that will help attract and retain staff.

- No work has begun yet on this tactical item. We will assemble the committee and begin meeting later this fall.

5. Responsible Fiscal Management: Funding our Priorities and Demonstrating a Return on the Public's Investment in our Schools

Expand the current Benefits Committee to a broader Insurance Study Team to learn, evaluate and bring recommendations for possible changes or additions to the current benefits plan in time for the 2023-24 Renewal.

- This expanded group met twice this summer, on July 13th (9:30 - 11:30) and August 9th (Noon - 2:00). Our first meeting focused on the purpose of the expanded group, a review of the recent carrier proposals for the October 1 move from WEA Trust, and a review of the last benefits survey. Group members were invited to be a part of the July 27 carrier presentations. The second meeting focused on feedback from the carrier presentations.
- The next two committee meetings are set for October 26 and December 14.

Develop a debt defeasance plan for Board consideration and implementation beginning with the 2022-23 budget & levy.

- Debt defeasance report presented to Finance Committee, Board approved recommended 2022-23 preliminary Fund 39 budget to present at Budget Hearing and Annual Meeting, which included plan implementation. Plan approved by Annual Meeting vote.
- Debt defeasance plan can be updated once equalized values are certified and revenue limit is finalized. DPI will release certified equalization aid on Friday, October 14. A recommendation on the amount to defease for 2022-23 will be presented to the Finance Committee on October 17, and brought to the full board on October 24 with the final budget and levy approval.

Explore the development and implementation of a Fund 46-Long Range Capital Projects Fund.

- Deb Michel has reviewed DPI guidelines for creating a Fund 46 LT Capital Improvement Trust Fund.
- One of the components of the implementation of a Fund 46 long-term capital improvement trust is to have an approved 10-year capital improvement plan. We have a draft, and Kraemer is revising our estimates for the projects from the FCA that was completed last year. Deb Michel will update the draft 10-year plan when we have those new estimates.
- Deb Michel will review the trust fund implementation guidelines with the Finance Committee on October 17.

Complete a study of the District's current use of paraprofessional staff and bring a recommendation for any modifications to the Finance (and possibly Curriculum) Committee by March, 2023.

- Analysis of district paraprofessional staffing levels in comparison to other school districts.
- Comprehensive analysis of K-5 regular and special education paraprofessional staffing, allocation, and essential duties.
- Work with pupil services and special education staff to identify needed special education paraprofessional staff in supporting student IEPs and maximize allocations.

6. Branding the School District of Reedsburg: Communicating and Marketing that Brand

Build a rebranding campaign that incorporates our new strategic plan and refreshes the District logo and other communications and marketing collateral.

- The District contracted with a graphic designer, Nathan Chow, who works almost exclusively with school districts on branding and communication strategy. Kari Stanek led a committee of building leaders, central office staff, board members, and community members through a process that resulted in our new District branding. This includes our new logo.
- We are in the process of transitioning both the digital and hard copy communications collateral to our new brand. A clothing order with the new brand will be coming shortly.
- Next steps in this process include working with RAHS to build an academic crest and a beaver head emblem that is designed to compliment the Herbie mascot on apparel and other marketing pieces.