

**PSD Strategic Plan: 5 Strategy Areas
Summary Document
2017-18**

Strategy Area: <i>Teaching & Learning</i>	
Overarching Goal:	Pewaukee School District will provide a rigorous and relevant curriculum delivered by high quality educators who use innovative, research-based strategies to prepare students to compete in a 21st century global environment.
Objective(s): <ol style="list-style-type: none"> 1. Personalized Learning: By June of 2018, all students will participate in a learning environment that personalizes student learning as defined by a minimum of 4 PSD Personalized Learning Guiding Principles. 2. Future Ready: By June of 2022, 100% of graduates will have engaged in at least one place-based experience (apprenticeships, formal job shadows, etc), received formal mentoring, <u>and</u> have earned either post-secondary credit(s) or industry certification(s). 	Measure(s): <ol style="list-style-type: none"> 1. Personalized Learning: Teacher observations & artifacts/Personal Learning Plans (PLP) 2. Future Ready: Class of 2018 data on place-based experiences, mentoring, Post-secondary credit/industry certifications
Key Actions: <ol style="list-style-type: none"> 1. Personalized Learning: <ol style="list-style-type: none"> a. Each teacher PPG aligned to Personalized Learning (PL) Guiding Principle(s) b. Professional Development aligned & tagged to PL Guiding Principle(s) c. Implementation of workshop model 9-12 d. Deepening of inclusion practices K-12 e. Participation & implementation of results from the Leadership Development Academy for Personalized Learning through CESA #1 by PLE, HZ, and ACMS teams 2. Future Ready: <ol style="list-style-type: none"> a. Collection of class of 2017 baseline data b. Revision of curriculum renewal process to embed key measures c. Implementation of ACP model 6-12 d. Develop action plan development for growth of key measures each year 	Measure(s): <ol style="list-style-type: none"> 1. Personalized Learning: <ol style="list-style-type: none"> a. Development of teacher PLP b. PD sessions tagged to PL Guiding Principles c. Classroom observations d. Leadership Development Academy plans 2. Future Ready: <ol style="list-style-type: none"> a. Class of 2017 data b. Revised CER process/flowchart c. ACP surveys d. Action plan for mentor program development
Strategy Area: <i>Technology</i>	
Overarching Goal:	Pewaukee School District will provide classroom environments where students engage in collaborative, inquiry-based learning, facilitated by educators who are able to use technology to transform knowledge and skills into solutions, new information, and product.

<p>Objective(s):</p> <ol style="list-style-type: none"> By June 2018, establish baseline data for high school students feeling prepared for career pathways in technology. 	<p>Measure(s):</p> <ul style="list-style-type: none"> Student Satisfaction survey Winter '17 Student Satisfaction Survey Spring '18
<p>Key Actions:</p> <ol style="list-style-type: none"> Gather data on student preparedness for technology career pathways via the winter and spring Student Satisfaction Survey. Identify tech support jobs/tasks and determine work flow/process for HD requests that come into TSI Develop TSI Course and Curriculum Identify budget, resource, and staffing needs to support TSI implementation 	<p>Measure(s):</p> <ol style="list-style-type: none"> Data returned and analyzed. TSI jobs/tasks and workflow are documented BOE course approval obtained TSI Budget and Staffing plan created
<p>Strategy Area: <i>Communications & Community Engagement</i></p>	
<p>Overarching Goal:</p>	<p>Pewaukee School District will provide meaningful partnerships with the community to support education and citizenship through businesses and organizations in the community.</p>
<p>Objective(s):</p> <ol style="list-style-type: none"> Develop and implement a comprehensive and cohesive Marketing and Communication Plan focusing on branding, community engagement and further development of partnerships with students, staff and citizens to help reach our mission of academic excellence. The plan will include short and long-term objectives. 	<p>Measure(s):</p> <ul style="list-style-type: none"> Student surveys Staff surveys Parent surveys Site analytics Google analytics Social analytics
<p>Key Actions:</p> <ol style="list-style-type: none"> Work with staff, students and community on new "sizzle" videos for each building plus the district Rebrand each school's site as well as the district's Develop Instagram page to build more student engagement and promote greater event awareness and participation 	<p>Measure(s):</p> <ul style="list-style-type: none"> Monitor social sites and district site analytics to show 15% growth in views, likes and visits
<p>Strategy Area: <i>Workforce Engagement & Development</i></p>	
<p>Overarching Goal:</p>	<p>Pewaukee School District will utilize best practices to hire, retain, engage and develop a skilled and talented workforce that will enable the District to achieve its mission.</p>
<p>Objective(s):</p> <ol style="list-style-type: none"> By June 2018, complete modification process and implementation plan of evaluation model emphasizing personal growth and feedback. 	<p>Measure(s):</p> <ul style="list-style-type: none"> Engagement data using Staff Survey
<p>Key Actions:</p> <ol style="list-style-type: none"> Gather baseline data on staff perception of feedback quantity and quality. Collaborate with leaders so as to develop modifications to 	<p>Measure(s):</p> <ol style="list-style-type: none"> Staff survey Completed modification plan showing evidence

<p>the evaluation model emphasizing individual growth and increased feedback.</p> <p>3. Collaborate with leaders to implement software to support and manage evaluation process and professional development model</p>	<p>of increased opportunities for feedback</p> <p>3. Software implementation of evaluation and professional development models</p>
--	--

Strategy Area: *Facilities & Operations*

Overarching Goal:	Pewaukee School District will provide safe, healthy, and efficiently operated schools to ensure the success of all students and accountability for all stakeholders.
--------------------------	---

<p>Objective(s):</p> <ol style="list-style-type: none"> Wellness: By the end of the 2017-18 school year a minimum of 70% of the district participants in the Vitality Program will achieve Silver Level status as measured through the Vitality dashboard. Facilities: By the end of the 2017-18 school year the district will assess the current status of the ability of the district facilities to meet the long-term needs of the resident student population and community. 	<p>Measure(s):</p> <ul style="list-style-type: none"> Annual Vitality scorecard supported by monthly progress reports Completion of Facility Master Plan and Community Survey
--	---

<p>Key Actions:</p> <p>Wellness:</p> <ol style="list-style-type: none"> Improved communications through implementation of the WCASC Participating Districts Wellness Program Implementation of staff engagement (Learning Sessions) designed to respond to needs analysis conducted through the Employee Benefits Survey conducted in May 2017. Raise employee engagement through activities conducted on staff development days. Reward activities by earning Vitality Points for participation. Conduct Employee Benefits Survey in Spring 2018 <p>Facilities:</p> <ol style="list-style-type: none"> Select architectural firm to complete a Facility Master Planning Study for presentation to the Board of Education Engage the school and broader community in the development of the plan to address current and future educational and space needs. Explore alternatives to meet the needs of the community. Conduct Community Survey to assess perceptions related to the plans 	<p>Measure(s):</p> <ul style="list-style-type: none"> Monthly communication template implemented for pertinent health information Development and execution of calendar of Learning Sessions Measure employee engagement through Vitality participation statistics Contract approval for selected vendor Deployment of FMP calendar for Focus Groups Present results of Community Survey to BOE
--	---