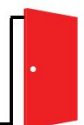


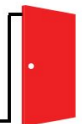


**PSD Strategic Plan: 6 Strategy Areas
Summary Document
2018-19**

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.
<p>Three Year Strategic Goal:</p> <p>Future Ready Goal: Through implementation of the PSD Personalized Learning Guidelines, 100% of K-12 students will demonstrate Future Ready Competencies as measured by the Graduate Profile indicators in each school by 2022.</p> <ul style="list-style-type: none"> • Sub-Goal: 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). <p>Personalized Learning Goal: By June 2021, 100% of PSD classrooms will create a learning environment that personalizes student learning as defined by the PSD Personalized Learning Guiding Principles and measured by teacher observations and artifacts.</p> <ul style="list-style-type: none"> • Sub-Goal: 100% of teachers will demonstrate growth on the PL Guideline self-assessment 	<p>Measure(s):</p> <p>Future Ready Goal</p> <ul style="list-style-type: none"> • Indicators data in each school for each competency of the Graduate Profile (Contribute, Create, Compete, Connect, Commit, Care) <p>Personalized Learning Goal</p> <ul style="list-style-type: none"> • Teacher observations • Teacher artifacts • Personalized Learning Self-Assessment
<p>Year 1 Tactical Plan Objective(s):</p> <p>Future Ready Goal</p> <ol style="list-style-type: none"> 1. Identify Graduate Profile indicators of the Future Ready Competencies in each school. Develop measurement tools, action plans, and establish baseline data for each indicator. <p>Personalized Learning Goal</p> <ol style="list-style-type: none"> 2. Strategically support instruction in the classroom to create personalized learning environments through the deployment 	<p>Measure(s):</p> <p>Future Ready Goal</p> <ul style="list-style-type: none"> • Indicators identified in each school for each competency of the Graduate Profile (Contribute, Create, Compete, Connect, Commit, Care) • Action Plan in each school for each competency of the Graduate Profile <p>Personalized Learning Goal</p> <ul style="list-style-type: none"> • Learning coach logs • Teacher observations

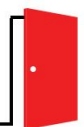


<p>of personalized professional development, instructional coaching, instructional leadership, and facility/resource support.</p>	<ul style="list-style-type: none"> ● Personalized Learning Self-Assessment
<p>Key Actions:</p> <p>Future Ready Goal</p> <ol style="list-style-type: none"> 1. Determine indicators for each Graduate Profile competency & key measurement tools 2. Collaborate with regional, state, & national work groups including Waukesha County Business Alliance, WASDA, Redefining Ready cohort 3. Develop building level action plans for each Graduate Profile competency indicator <p>Personalized Learning Goal</p> <ol style="list-style-type: none"> 1. Learning coaching model development & deployment 2. Personalized professional development deployment aligned to Personalized Learning Guidelines 3. Paraprofessional professional development deployment 4. Leadership coaching 5. Blended Learning Live cohort pilot 	<p>Measure(s):</p> <p>Future Ready Goal</p> <ul style="list-style-type: none"> ● Indicators defined ● Baseline data for each indicator measurement ● Action plans for each competency ● Waukesha County dashboard <p>Personalized Learning Goal</p> <ul style="list-style-type: none"> ● Learning coaching logs ● Professional development participation & implementation ● Blended Learning Live cohort pilot lessons ● Teacher observations
<p>Strategy Area: <i>Student Services</i></p>	
<p>Overarching Goal:</p>	<p>Pewaukee School District will strive to develop the whole child by providing high quality programming and resources to support the social-emotional well being of all children to ensure that each student is healthy, safe, engaged, supported, and challenged .</p>
<p>Three Year Strategic Goal:</p> <p>Develop a coordinated tiered system of supports to address a wide range of social emotional challenges that students K4-12 encounter; pairing adequate support with identified need.</p>	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Increase student attendance at the middle and high school to 96% 2. Each building will track number of teacher initiated referrals, both inside and outside the RTI process, that are sent to Student Services for potential Mental Health and Social Emotional concerns.
<p>Year One Tactical Plan Objective(s):</p> <ol style="list-style-type: none"> 1. Partner with a minimum of two outside therapy/counseling agencies promoting access to mental health services through satellite clinics 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Satellite clinics will be up and running



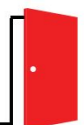


<p>Key Actions:</p> <ul style="list-style-type: none"> • Submit proposal for Mental Health Grant through the Department of Public Instruction (DPI) to support district pilot of on-site social work services. • Clear Request for Proposal (RFP) process with legal • Identify space where clinics can be housed within the school district • Select therapy/counseling entities after RFP's are received in mid September • Develop universal referral form for district buildings to utilize • Meet with each faculty explaining the role of the Student Services Coordinator and Social work positions 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Grant approval 2. Universal referral form will be completed and communicated with each buildings faculty
<p>Strategy Area: <i>Technology</i></p>	
<p>Overarching Goal:</p>	<p>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 products.</p>
<p>Three Year Strategic Goal:</p> <p>Goal: By 2021, 100% of classrooms will further embed the PSD Personalized Learning Guideline of digitally rich/tech-infused practices through the effective implementation of Canvas Learning Management System to empower learners at all levels and enhance institutional visibility of student learning for all stakeholders.</p>	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Surveys <ol style="list-style-type: none"> a. Canvas (Self) b. Brightbytes 2. Teacher Observations 3. Teacher Artifacts
<p>Year One Tactical Plan Objective(s):</p> <ol style="list-style-type: none"> 1. Develop a pathway for a year of growth in Canvas for all stakeholders to support instructional practices while providing rich experiences for students and a transparent learning environment to parents. 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Surveys 2. Parent Communication series
<p>Key Actions:</p> <ol style="list-style-type: none"> 1. Development of yearly expectations for staff use of Canvas 2. Learning Coaches development of year-long PD series/sessions 3. Canvas Parent Connect 2.0 Accounts and Connections 4. New family Canvas Parent Connect Support 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Teaching and Learning Action Plan 2. Teacher Observations 3. Teacher Artifacts 4. Self Assessments 5. Communication Artifacts
<p>Strategy Area: <i>Communications & Community Engagement</i></p>	





Overarching Goal:	Pewaukee School District will provide meaningful partnerships with the community to support education and citizenship through businesses and organizations in the community.	
Three Year Strategic Goal: Completion of campus-wide rebrand in every building and all digital assets	Measure(s): 1. Staff survey 2. Community survey 3. Campus audit	
Year One Tactical Plan Objective(s): 1. Continue to build on the plan to create a cohesive, united brand with logos, colors, fonts, guide and messaging including print, digital, web and video	Measure(s): 1. Staff survey 2. Community survey 3. Web Analytics 4. Social Analytics	
Key Actions: 1. Campus graphics and brand audit 2. Global digital audit 3. Review audits with district leaders 4. Develop hierarchy of projects and timeline 5. Create graphics/assets and review with leaders 6. Implement according to agreed-upon timeline 7. Review/assess implementation with leaders	Measure(s): 1. Staff survey 2. Community survey 3. Web Analytics 4. Social Analytics	
Strategy Area: <i>Workforce Engagement & Development</i>		
Overarching Goal:	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.	
Three Year Strategic Goal: Workforce Engagement & Development Goal By June of 2021, Pewaukee School District will review and enhance administrative and employee onboarding processes in order to maximize efficiencies and organizational learning pertaining to Benefits, Compensation Model, Wellness, and Personalized Learning Plan/Evaluation.	Measure(s): 1. Engagement data using Staff Survey 2. New Employee Survey gathering baseline data 3. Completion of updated onboarding resource list	
Year One Tactical Plan Objective(s): 1. To meet the objective of helping new staff experience a systematic learning approach to onboarding information, 30 and 90 day interviews and new employee feedback will be utilized to gather data regarding the quality of onboarding and enhancement efforts.	Measure(s): 1. 30 and 90 day interviews 2. New Employee Survey gathering baseline data	





<p>Key Actions:</p> <ol style="list-style-type: none"> 1. Communication with new employees will take place through 4 learning sessions on professional development days (Benefits, Compensation Model, Wellness, and Personalized Learning/Evaluation. Employee and Administrator feedback will be gathered leading to a successful update of Canvas/PLP's 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Completion of 4 Learning Sessions 2. Conduct and Analyze Employee Benefit Survey 3. Successful feedback and update to Canvas
<p>Strategy Area: <i>Facilities & Operations</i></p>	
<p>Overarching Goal:</p>	<p>Pewaukee School District will provide safe, healthy, and efficiently operated schools to ensure the success of all students and accountability for all stakeholders.</p>
<p>Three Year Strategic Goal:</p> <p>Goal 1: By the completion of the 2020-21 fiscal year the District will implement all elements of the Facility Master Plan as developed in June 2018. The completion of the projects identified in this process will be accomplished on-time and within budget parameters established through the Facility Master Plan development.</p> <p>Goal 2: Upon successful completion of Phase 1 of the Facility Master Plan the District will assess the need for further action steps to meet the long range facility needs of the school district community.</p>	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Assess the results of the November 6, 2018 referendum to determine next steps 2. Successful implementation of projects identified in the FMP
<p>Year One Tactical Plan Objective(s):</p> <ol style="list-style-type: none"> 1. Implement successful communications and informational campaign in support of the November 6 referendum. 2. Continue emphasis on maximizing the use of resources to support the Long range Capital Improvement Plan 3. Strategically address campus safety through the work of the Safety Committee. 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Referendum results analysis 2. Presentation of updated plan to BOE 3. Completion of projects identified in School Safety Grant
<p>Key Actions:</p> <ol style="list-style-type: none"> 1. Communications plan for support of referendum information campaign 2. Annual budget support for the Long range Capital improvement Plan. Annual assessment and update of plan. 3. Pursue all available resources through DOJ School Safety Grant Program. Implement projects awarded. 	<p>Measure(s):</p> <ol style="list-style-type: none"> 1. Referendum Results 2. Presentation of updated plan to BOE 3. Completion of projects identified in School Safety Grant

