

Strategic Plan 2019-2022

OUR MISSION:



OUR VISION:

We will provide excellent academics and co-curricular activities that develop life-long learning skills for all students preparing them for our community and world-wide experiences.

OUR VALUES:

INNOVATION

We are committed to continuous improvement by seeking innovative methods, strategies and programs to meet the needs of our 21st century learners and prepare them for their future.

INTEGRITY

We are committed to fostering open, honest, and transparent communication between all school staff and with students, parents, and community members. We will promote an environment of compassion and understanding in order to demonstrate equity and fairness for each individual and to build trust within and outside of our schools.

RESPECT

We are committed to building respect by assuming positive intent in the ideas and suggestions presented by others and by recognizing the inherent value of each person. All members of our school community will be held to high expectations and we will provide supportive practices and policies which demonstrate our belief that ALL students can learn.

PASSION

We are committed to the value of public education and the important learning which occurs in our schools each and every day. We will demonstrate enthusiasm in pursuing the work we do and perseverance in turning challenges into opportunities. We will strive to inspire each other and our students to pursue excellence in all endeavors.

LEADERSHIP

We are committed to building leadership at all levels through collaborative teamwork, partnerships with all stakeholders in the community, and accountability for individual and collective actions and decisions.

OUR PILLARS OF EXCELLENCE

STUDENT ACHIEVEMENT	WORKFORCE ENGAGEMENT	SERVICE TO THE TOMAH COMMUNITY	FUTURE FOCUSED	FINANCE AND OPERATIONS
<i>We will prepare our students to succeed each year and in their future post-secondary education and the career of their choice.</i>	<i>We will attract and retain and continuously develop highly effective employees for our team.</i>	<i>We will ensure an educational experience and environment for our students, parents, and community members that promotes understanding and kindness by creating connections to one another.</i>	<i>We will work to transform educational opportunities to ensure the Tomah School District remains a school district of choice for students and their families.</i>	<i>We will plan and use resources to best support the district mission, vision, and goals.</i>

OUR MEASURES OF SUCCESS

3 rd Grade Reading Scores	Staff Engagement Data	Outreach Activities in Our Community	Enrollment in Non-Traditional School Options- Montessori, 45-15, RVA, Alternative Education Programs	Comparative Cost Analysis on Instruction
8 th Grade Math Scores		Parent Satisfaction Data	Student Selection of Career Pathway	Technology Investment
ACT Score		Community Satisfaction Data	Transcripted Credits Earned	
Truancy Data			Industry Certifications Earned	
Graduation Rate			AP Exams Passed	
			Mental Health Services	
PROGRESS MONITORING				
Forward State Assessment will be used to monitor 3 rd grade reading and 8 th grade math scores	Monitor Staff Engagement Survey results given in October every other year	School Perceptions Survey when given	Monitor enrollment and respond to the data for students in non-traditional school options	Monitor percent of overall budget spent on instruction in Annual Report
Monitor 11 th grade ACT testing results	Increase the percentage of professional staff who indicate the amount of work they are asked to do is reasonable (52.4%) and the time given to do their job effectively is enough (44.2 %)	Logs of Outreach Activities	Measure percent of students completing career pathways once they are enrolled	Monitor damage expenses by students to technology incurred each year
Monitor attendance reports	Increase the percentage of support staff who believe they are provided with the resources to achieve learning targets (42.3%) and feel professional learning days are organized and well planned (47.1%)	Exit Tickets at Events	Monitor transcripted credits earned	Monitor number of documents moving to online versions for efficiency
Monitor graduation rate on School Report Card			Monitor industry certifications earned	
			Monitor AP Exams passed	
			Monitor Tier III Mental Health Services provided	
STRATEGIC ACTIONS				
Building principals and curriculum leaders will use the Adult Learning Frameworks to guide professional development and improve instruction	Recommend to Board of Education that elementary teachers only prepare report cards 2X a year- end of semester 1 and semester 2; parent-teacher conferences are used to share	Building principals will work with staff to increase outreach activities for all students to serve our community	Use information attained from surveys to consider recommendations from our families to improve non-traditional school experiences	Develop plan at THS and TMS to decrease damage expenses to Chromebooks

	assessment results from benchmarking with parents at each quarter			
High quality instructional materials will be provided to teachers and programs will be implemented with fidelity	Hire a staff person at THS to take "overload" of students if a substitute teacher can't be found to cover classrooms and develop a plan to utilize support staff members as substitute teachers if they are interested - ensures teachers receive their prep each day and do not need to cover for one another	Administrative team will develop a plan for collecting data from parents and community members on their satisfaction with school district- see below	Promote available pathway options to increase number of concentrators (students taking two or more classes in a career pathway)	Identify forms which are still being completed on paper which can become electronic and determine process for changeover
Instructional coaches will provide support to improve instructional outcomes	Use the first professional development day each year as the opportunity to provide teachers with new strategies for improved classroom achievement- allow the additional professional days to provide time for teachers to work on the implementation of those strategies into their lessons/instruction	Exit Tickets at 4 Events during the School Year: 1) October Parent-Teacher Conferences 2) School Event in November or December 3) Pack the Gym Night at THS 4) March Parent-Teacher Conferences	Collaborate with post-secondary institutions to expand the number of transcribed course offerings and industry certifications	
Consistent collaborative times for staff to meet as teams or departments to address curriculum and instruction will be provided	Establish a Summer Learning Academy in which both professional and support staff members are provided with opportunities to learn new strategies and given time for lesson modification	Three yes/no questions have been developed for each of the events- results of exit tickets will be shared	Develop a K-12 Social Emotional Framework for District	
Create a required prep course for ACT	Plan professional learning opportunities for support staff on the professional learning days established in the calendar to help them support student learning targets		Attend AWSA Mental Health and Resilience Academy this fall with a team from the district	Create a required prep course for ACT