



## *The Mission of the Mosinee School District is to:*

- Improve student progress academically and socially preparing them to be productive members of a multicultural society.
- Promote partnerships with the community to create multiple opportunities for learning.
- Foster life-long learners who are self-motivated with adaptability for future change.

## *Strategic Planning*

The focus of our work during the 2016-2107 school year will be:

### *Student Achievement:*

- We will strive to improve student achievement through a number of efforts including:
  1. A focus on excellent teaching by establishing a dynamic teaching and learning framework
    - To continually improve our instructional practices, we have aligned our evaluation and supervision of our teaching staff to the Wisconsin Educator Effectiveness System. This process allows us to set high expectations and indicators of success for all teachers. Our principals and teachers will be evaluated and given feedback through a fair, valid, and reliable process using multiple measures across two main areas: educator practice and student outcomes.
    - It is our goal to improve educator professional practice so that our student learning increases. All of our teachers will meet at the beginning of the year to prepare and develop School Improvement Plans (SIPS) and individual Student Learning Objectives (SLOs) along with Professional Practice Goals (PPGs). These goals will be specific, measurable, attainable, results-based, and time-bound. Each goal will be continually monitored throughout the year so that the information we gain from working toward our goal(s) will allow us to make adjustments to our pedagogy and our professional development. At the end of the year, our goals will be summarized and the results will be shared so that we can continue to learn and grow with one another to improve student learning.
  2. Access to Rigor
    - We are committed to ensuring that our students have access to rigorous and relevant coursework. We will create opportunities for our students to take dual-credit courses and Advanced Placement courses and will monitor their learning success.
    - We will focus on personalized learning opportunities so that all students have an opportunity to academically excel.

### 3. Closing Achievement Gaps

- We will establish co-taught academic courses that have high expectations for all students and allow us to match appropriate strategies and resources to our students' academic needs.
- We will monitor the academic progress of all students with a priority focus on our students identified with disabilities.

### 4. Aligning our curriculum to the Wisconsin Academic Standards

- Our standards specify what our students should know and be able to do in the classroom. It is our focus this year to specifically outline the standards that we teach for each class that we offer K-12.
- In addition we will work to develop local common assessments within each class that measure our student learning and allow us to understand our students' progress toward meeting our academic standards.

### 5. We will develop clear interventions to respond to students in academic need.

- It is our goal to further refine and develop a flow chart that outlines the interventions that are available to our learners. We will track the progress of our students who require academic interventions and report out the progress that those learners have made.

## *Professional Compensation:*

- A compensation model for teachers was developed during the 2014-2015 school year. Our desire to foster greater collaboration for all teachers to continue to grow and learn from one another has been a foundational piece of our new model. We have hired instructional coaches, building and team leaders, and have outlined clear responsibilities and roles for those leaders. In addition, we have given leadership roles to teachers to lead professional development opportunities for all staff. It is our goal to review and measure, using a survey, the effectiveness of our new leadership structure during our second year so that we understand the effectiveness of our leaders. In addition, a compensation committee has been formed and will continue to meet quarterly to review the progression of participants in this model and the level of professional development obtained by staff because of our move to this compensation structure.

## *Team Development:*

- Our Professional Learning Community (PLCs) Teams include: Grade Level Teams, Department Teams, & PLC Teams: We are committed to working together in high functioning teams. Each school will begin the year with a thorough review of student learning data and determine as a school community what emerging student learning issues need our immediate and long term attention. From our comprehensive school needs assessment, a School Improvement Plan (SIP) will be developed at each school. Each team developed within the school will create a plan of action to communicate how their team actions will contribute to the success of the School Improvement Plan. In addition, each team will be committed to researching educational practices, engaging in inquiry and experimentation that lead to increased academic and social success for the students they service.

## *Technology:*

- We are in our second year of our comprehensive five year technology plan. In our first year of implementation during the 2015-2016 school year, we gathered base line data that has allowed us to understand where our teachers and our students are in regards to the frequency of technology use in the classroom for communication, collaboration, critical thinking, and creativity. We will measure our teachers' and students' digital citizenship and will lay out a clear plan to improve our effectiveness in all areas of technology use in our classrooms. In addition, we have set specific goals for increasing our staff and student access to technology and have goals to improve our technology environment so that our technology support increases in our school community.

## *Employee Relations:*

- Our relationships within our district and with our community contribute directly to our motivation, our morale, and our ability to meet the ambitious goals that we set. We place a high value on our staff engagement and our ability to work respectfully and cooperatively with one another. Each school team will set staff engagement goals and will continually monitor the progress of those goals so that we can continue to foster a respectful and positive school climate and culture. Our employee handbooks have been updated and will continue to be reviewed throughout the year to align with the emerging needs of our district staff. We value the strengths and talents of our employees and know that together we can achieve far greater success for our children.

## *School Environment:*

- We value a safe, orderly and positive school climate and culture. It is our goal this year to develop and implement a positive behavior intervention support program at each school. Our emphasis this year will be to develop school wide systems of support that include proactive strategies for defining, teaching and supporting appropriate student behaviors. In addition, we will update and refine our emergency response handbooks and train our staff on crisis interventions.

## *Fiscal Responsibility:*

- The school district will strive to maintain a balanced budget while funding programs and services that align with the vision and mission of the school district.

## *Facility Stewardship:*

- We believe in having facilities that support the learning needs of our children. A comprehensive facility study was completed by CESA 10 during the 2014-2015 school year. A Community Facility Committee prioritized recommendations from that study and the Board of Education approved an April 2016 referendum that failed. In August of 2016 a Community Engagement Survey was conducted and will contribute to the re-prioritization of both long and short term facility goals for the school district. We will continue to work in partnership with the Mosinee Community Athletic Association (MCAA) to cooperatively develop a Mosinee Athletic Complex.

*(Approved at September 20, 2016 Regular Board of Education Meeting)*