



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 Plan

Within our strategic plan we set goals, decide on actions to achieve those goals and mobilize the resources that are needed to take those actions. During the 2017-2018 school year the focus of our work will be prioritized in six different areas: Student Achievement, Professional Growth and Team Development, Technology, Employee Relationships, Facility Stewardship and Fiscal Responsibility:

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 collectively a School Improvement Plan (SIP) 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. Safe Learning Environments
 - We will create positive behavior interventions and supports at each school so that all students can achieve social, emotional and academic success.
 - We will develop partnerships with community organizations to support the mental health needs of our children.
- 4. Closing Achievement Gaps
 - We will increase reading interventions for students with disabilities at the elementary school.
 - We will develop co-taught academic courses that have high expectations for all students and allow us to match appropriate strategies and resources to our students' academic and social needs.
 - We will monitor the academic progress of all students with a priority focus on our students identified with disabilities.
- 5. 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.
- 6. We will develop clear interventions to respond to students in academic need
 - It is our goal to further refine and develop a flowchart 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 Growth and Team Development:

- 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 compensation 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 leadership structure during our third 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.
- 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 third year of our comprehensive five year technology plan. We will continue to measure the success of our teachers and students using technology in the classroom for communication, collaboration, critical thinking, and creativity. We will develop a plan to improve to

our students' digital citizenship. In addition we will launch a FabLab in the middle and high school that will spur curriculum innovation in math, science, the arts and technology. It is our goal to open the doors for increased business partnerships and citizen involvement in our Fab Lab. We will increase our student's access to online curriculum tools designed to extend learning opportunities for all students.

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.

Facility Stewardship:

- We value school buildings that are safe and responsive to the learning needs of our children. We will develop a plan to complete energy efficiency projects that align to the identified short and long term facility needs of our district. In addition we will develop a proposal to upgrade the high school science classrooms, the high school special needs classroom and address facility issues that are a safety concern. We will continue to work in partnership with the Mosinee Community Athletic Association (MCAA) to cooperatively develop a Mosinee Athletic Complex.

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.

(Approved at September 19, 2017 Regular Board of Education Meeting)