

OUR MISSION

IMPROVE student progress academically and socially preparing them to be productive members of a multi-cultural society.

PROMOTE partnerships within the community to create multiple opportunities for learning.

FOSTER lifelong learners who are self-motivated with adaptability for future change.



Student Opportunity & Achievement

We provide relevant and meaningful learning to prepare our students for life after graduation.



Student & Staff Wellness

We support positive mental health and wellness strategies to ensure positive staff and student outcomes.



Workforce Retention & Development

We enhance our work environment to ensure our staff feel valued, and encourage others to join our District.



Facilities & Fiscal Responsibility

We maintain safe and appropriate learning spaces driven by the needs of our students and community.

COMMUNITY CONNECTIONS

We engage families, community members, businesses and civic organizations as partners in student learning.

ACTION STEPS

- Develop yearly School Improvement Goals to help increase Student Outcome Scores in all content and demographic areas based on analysis of state and local assessment data.
- ▼
- Provide a Guaranteed and Viable Curriculum in all content areas and across grade levels.
- ▼
- Develop multiple pathways to ensure success beyond graduation through academic programming for all students.
- ▼
- Build additional higher education and business partnerships to increase opportunities for all students.
- ▼
- Provide instructional delivery options for students and families to help meet the challenges of a global pandemic.

ACTION STEPS

- Evaluate and improve Tiered Mental Wellness Supports through a collaborative effort led by the District Mental Health Team and guided by Building Mental Health Teams.
- ▼
- Create a referral system for staff to utilize when student mental health concerns arise.
- ▼
- Provide a social-emotional learning curriculum to include critical wellness foundations such as self concept and emotional development.
- ▼
- Reduce mental health stigma by implementing student activities to promote awareness.
- ▼
- Create Wellness Teams in each building and provide additional staff development opportunities and resources for focused training in student mental health, resilience and self-care.

ACTION STEPS

- Utilize School Perceptions survey data to improve staff retention and growth opportunities.
- ▼
- Seek regular feedback about professional development opportunities to improve offerings and ensure they are relevant and connected to everyday activities.
- ▼
- Revise and make more equitable compensation schedules by balancing market demands with the District's financial limitations.
- ▼
- Revise and make more equitable benefit schedules by balancing market demands with District's financial limitations.

ACTION STEPS

- Update and maintain our Ten Year Capital Improvement Plan to help identify and prioritize needs for safe and welcoming schools.
- ▼
- Develop capital improvement spending plan that prioritizes safe and appropriate learning environments (aligned with the Facility Master Plan) while maintaining a 30% fund balance as directed by our School Board.
- ▼
- Align our budget with strategic priorities to maximize the use of Fund 46 for current and future capital projects.

COMMUNITY CONNECTIONS ACTION STEPS-INITIATIVES-MEASURES

- Conduct annual parent satisfaction surveys and establish parent engagement groups at each school.
- ▼
- Set improvement goals based on results of annual parent survey and input from the parent groups.
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- Use parent feedback to set baseline and targets for improvement.

- Initiate a community survey for feedback from businesses, community members and civic organizations.
- ▼
- Set improvement goals to align District vision and community expectations.
- ▼
- Use community feedback to set baseline and targets for alignment.

- Promote mental health and wellness awareness throughout the community.
- ▼
- Plan and coordinate Mosinee Community Nights focused on key wellness initiatives.
- ▼
- Measure attendance and promote events to increase community participation.

- Publish **The Mosinee Link** to inform and update our community on District news.
- ▼
- Maintain and expand **The Mosinee Link** to communicate with members who may work, but not live, in the District.
- ▼
- Increase distribution of **The Mosinee Link** to members who may work, but not live, in the District.

INITIATIVES & MEASURES



INITIATIVES

- Analyze data with an explicit focus on student achievement, academic growth, gap closing and post-secondary readiness.
- Align curriculum maps to WI Model Academic Standards; provide instruction and assessment aligned with best practices.
- Establish and implement means for students to evaluate their curriculum understanding and measure their growth through best practice frameworks.
- Increase student learning opportunities through a variety of academic programming options.
- Expand the delivery methods for instruction to create more personalized learning experiences for all students.
- Utilize district resources to provide financially-responsible and educationally-feasible learning options as warranted by the global pandemic.

MEASURES

- Meet or exceed individual School Improvement Goals as defined yearly through the Data Retreat process.
- Continue to make adequate progress on cutting gap scores between all demographic groups (as identified by the WI State Report Cards and Federal ESSA Accountability Reports criteria).
- Complete curriculum maps in 100% of content areas, for all units and courses, in grades K-12 by the end of the 2021-22 school year.
- Complete Curriculum Audit process (individual, small and large groups) in 100% of content areas for grades K-12 by the end of the 2022-23 school year.
- Increase the number of students scoring Proficient or above over the next three years based on district screening tools using Spring 2019 as the benchmark.
- Maintain or increase student enrollment in AP/DC courses and Youth Apprenticeships using 2017-2020 enrollment data as the benchmark.
- Build our Draft High School Scorecard (based on statewide Redefining Ready Scorecard) by the end of 20-21 school year.



INITIATIVES

- Complete mental health needs assessment and create action plan based on results. Lead by Building Mental Health Teams.
- Educate staff on the process. Lead by Mental Health Navigator.
- Follow up on referrals obtained by Mental Health Navigator. Led by Pupil Services staff.
- Implement a Second Step Program for grades 4K-8. Lead by Counselors.
- Conduct vetting process at the High School for the social-emotional learning program.
- Develop social-emotional learning curriculum.
- Expand wellness activities and training for staff in a variety of modalities.
- Offer staff new Professional Development opportunities and resources for self-care and mental wellness.

MEASURES

- Analyze District-wide Mental Health Needs Assessment Results.
- Monitor and summarize mental Health data on referrals, services and support provided to students.
- Track annual qualitative implementation data for both the K-8 grade Second Step and 9-12 grade social-emotional learning curriculums.
- Deliver and evaluate two Mental Wellness activities for students during each school year.
- Create wellness teams that successfully coordinate quality wellness activities annually.
- Document annual professional development provided to staff regarding mental wellness.
- Document professional development points to be considered for additional offerings.
- Evaluate use of resources annually.



INITIATIVES

- Improve survey feedback regarding overall satisfaction by .10 annually in each sub-category in order to maintain a great work environment.
- Utilize internal feedback and external measures for best practices to improve or enhance our professional development offerings.
- Review and compare our current compensation schedule with similar districts on an annual basis to establish market-based salary ranges and schedules for our District.
- Review and compare our current benefits schedule with similar districts on an annual basis to establish market-based benefit packages for our District.

MEASURES

- Establish baseline data from the **2020 Overall Satisfaction Survey** for comparison with the national retention and attrition rate of 84% to improve educational staff retention year over year.
- Provide annual retention updates to School Board.
- Review of salary ranges and schedules annually, (by the Compensation Committee) to make any needed corrections due to misplacement, based on current spending and potential increases.
- Review of benefit packages and schedules (by the Compensation Committee) to monitor annual compensation spending by the District.
- Develop an insurance subcommittee and provide annual reports.

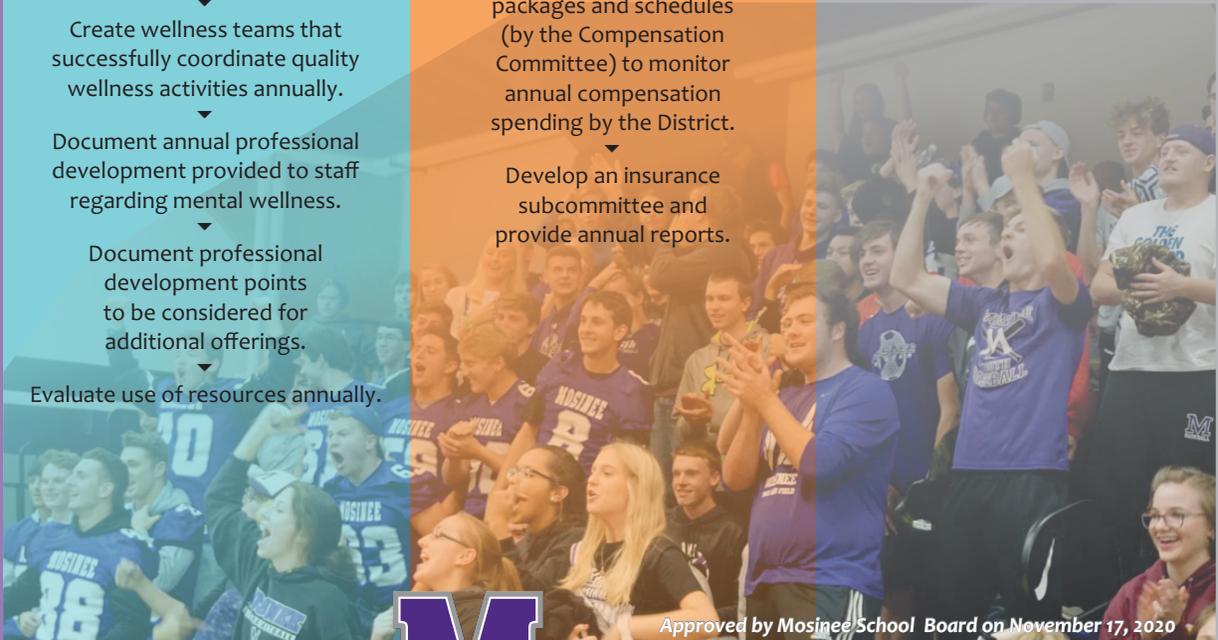


INITIATIVES

- Update the District's Facility Master Plan, which included 10-year construction needs approved by our School Board, to prioritize and provide safe, appropriate learning environments.
- Develop a capital improvement spending plan which maintains a minimum general fund balance of 30%.
- Create a long-term, capital improvement trust fund for building improvement projects.
- Complete energy efficiency projects, including possible debt retirement and/or additional projects, with remaining funds to benefit from annual utility savings of \$45,000 to \$94,000.
- Add \$4 million Science Wing to the High School.

MEASURES

- Provide annual Board Updates on the District's Facility Master Plan and ten-year construction needs.
- Provide annual updates on the District's Capital Improvement Spending Plan that aligns with the Facility Master Plan.
- Provide semi-annual Board Updates on balance of Long-Term Capital Improvement Fund and projects supported.



Approved by Mosinee School Board on November 17, 2020