

Mission: Growing individuals to positively influence today and tomorrow's society



School District of New Auburn Five Year Strategic Plan 2024-2029



Vision: Building an educationally innovative and connected community



Student Enrichment Goals:

1. Promote Student Achievement
2. Address Social/Emotional Development of Students
3. Provide a Variety of Activities for Students

Committed Employees Goals:

1. Demonstrate a Practice of Recruiting, Retaining and Recognizing Effective Employees
2. Develop a Culture of "Local Experts" By Training Our Own Staff In Best Practices of Instruction

Family/Community Connection Goals:

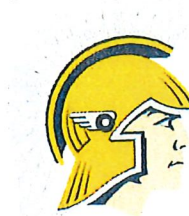
1. Establish Family/Business/Community Partnerships
2. Use Social Media as a Tool for Success

Employee, Facility and Fiscal Management Goals:

1. Maintain Safe and Clean Facilities
2. Fiscal Management
3. Offer Students and Staff State of the Art Technology

School District of New Auburn STRATEGIC PLAN

Focus Area: Student Enrichment



Goal 1: Promote student achievement

1. Curriculum reviews on four-year cycles
 - a. Vertically aligned K–12 Literacy and Math curriculum
2. Promote and support parent involvement in academics
 - a. Develop more student-led parent teacher conferences
 - b. “Academic” night
 - c. Promote Youth Apprenticeship and college courses to high school parents
3. Promote community engagement
 - a. Promote service-learning opportunities outside of school
 - b. Promote partnerships with local businesses
4. Provide Tier 1 and Tier 2 interventions all levels for Math and ELA
5. Continue to reevaluate MS/HS resource time to ensure effectiveness

Activity	WHO	TIMELINE	Evaluation
Curriculum review	Teachers/Admin	Annually (4-year cycle)	Annual curriculum review
Promote parent involvement in academics	Teachers/Admin	Through administration email, social media, and e-newsletters	Newsletter
Promote community service opportunities	Counselor	Trimester	Number of students needing community hours April 1 each year
Provide Tier 1 and Tier 2 interventions for all Math and ELA	Academic Coaches and Administration	Ongoing	Student monitoring scores 3x per year
Ensure effectiveness of MS/HS resource time	Teachers and Administrators	Each trimester	Survey of staff and students on work level

Goal 2: Address social/emotional development of students

1. Established social skills groups as part of guidance
 - a. Student referral for counseling system
2. More resources for mental health in-house
 - a. Mentor New Auburn
3. Health curriculum add in-depth mental health component
 - a. Explore outside resources
4. Continue to develop and support student behavior interventions
5. Improve student discipline and behavior policy
 - a. Process and communication on referrals
 - b. Develop school-wide T-chart for office/classroom managed behaviors
 - i. Teachers and administrators on team
 - c. Develop sensory room for students to regulate themselves

Activity	WHO	TIMELINE	Evaluation
Social Groups as part of guidance	Counselor	Fall 2024 ongoing review	Student participation
Establish "Raise Your Voice"	Administration/Staff	Fall 2023– Spring 2026	Report on number of student meetings
Mental health component in Health	Health Teacher, Counselor, Administration	Spring 2024	Have purchased and implemented a mental health component for Health courses
Continue to develop and support student behavior interventions	Conscious Discipline Committee, Administration	Ongoing, overhaul in Summer of 2024	Number of ODRs
Improve student discipline and behavior policy	Conscious Discipline Committee, Administration	Ongoing, overhaul in Summer of 2024	Number of ODRs

Goal 3: Provide a variety of activities for students

1. Increase opportunities for student participation in all activities athletic and non-athletic
 - a. Clubs
2. Getting public and alumni into school more
 - a. Academic Night
 - b. Classroom activities
 - c. Guest speakers
 - d. Career Day
 - e. Public Safety Day
3. Upgrade our elementary playground equipment
 - a. Determine if we can get community involvement and/or leadership
 - b. Explore grant opportunities

Activity	WHO	TIMELINE	Evaluation
Increase opportunities for student participation in all activities, athletic and non-athletic	Athletic Director, Coaches and Advisors	Ongoing	Annual review of participation numbers
Increase public and alumni in building	All Staff	Ongoing	Attendance numbers at public events and number of guest speakers
Explore upgrading elementary playground equipment	Building/Grounds, Administration, Volunteers	Report out by Spring 2025	Report

Focus Area: Family and Community Connections

Goals 4: Establish family/business/community partnerships

1. Develop more work release and YA opportunities for high school students
2. Improve partnership with the Village of New Auburn

Activity	WHO	TIMELINE	Evaluation
Increase work release and YA opportunities	Counselor, HS Principal, YA Coordinator, CTE teachers	2023–26	Increased number of employers available for student employment
Increase positive working relationship with Village of New Auburn	Superintendent, Director of Building and Grounds, Finance Director	Ongoing	Increased number of joint projects
Community Wellness Day	Administration, Teachers, Village	Spring 2025	Wellness Day

Goal 5: Use social media as a tool for success

1. Maintain positive social media presence
2. Alumni showcase on social media

Activity	WHO	TIMELINE	Evaluation
Maintain positive social media presence	#SocialSchool4EDU, Staff	Ongoing	Continue to have high social media presence as demonstrated by our data (likes, views, shares)
Add more alumni showcase on social media	#SocialSchool4EDU, Staff	Ongoing	Increase alumni social media presence as demonstrated by our data (likes, views, shares)

Public communication	Admin, Support Staff	Winter 2024–25	Increased communication
----------------------	----------------------	----------------	-------------------------

Focus Area: Employee, Facility, and Fiscal Management

Goal 6: Maintain safe and clean facilities

1. Update playground equipment
2. Tech Ed. Space - potential referendum
3. Outdoor classroom/academic courtyard - potential fundraising
4. Proper care of all rooms especially highly used areas like gyms, commons, Art room etc.

Activity	WHO	TIMELINE	Evaluation
Conduct facility evaluation	Superintendent, Building and Grounds Director	Fall 2023	Present evaluation of facility needs to the school board
Care of facilities	Building and Grounds Director, Custodial Staff, Staff	Ongoing	Proper care of all rooms, especially highly used areas like gyms, commons, Art room etc

Goal 7: Fiscal management

1. Review contracts on a regular basis, looking for best use of taxpayer resources
2. Actively seek grant opportunities
3. Ensure proper use of community financial resources

Activity	WHO	TIMELINE	Evaluation
Review contracts on a regular basis, looking for	CESA 10 Staff, Superintendent, Staff	Ongoing	Monthly reports to superintendent and school board

best use of taxpayer resources			
Actively seek grant opportunities	CESA 10 Staff, Superintendent, Staff	Ongoing	Monthly reports to superintendent and school board
Ensure proper use of community financial resource	CESA 10 Staff, Superintendent, Staff	Ongoing	Monthly and annual budget reports

Goal 8: Offer students and staff state-of-the-art technology

1. Attend technology conferences
2. Conduct school-wide technology assessment
3. Focus on adaptive technology plan that will allow for future upgrades

Activity	WHO	TIMELINE	Evaluation
Staff attend technology conferences	Staff, Principals	Annual	Sharing out of learned skills to teaching staff
Conduct school-wide technology assessment	Principals, CESA 10, Computer Vendor	Spring 2024	Report out to the school board
Focus on adaptive technology plan that will allow for future upgrades	Principals, Computer Vendor, Financial Director	Ongoing	All purchases will focus on flexibility and ability to be upgraded

Focus Area: Committed Employees

Goal 9: Demonstrate a practice of recruiting, retaining, and recognizing effective employees

1. Update salary schedule
 - a. Active daycare for staff and community
 - b. Maintain high quality insurance
2. Recognize effective employees
 - a. Social media
 - b. Staff appreciation
 - c. Support staff social events
3. Send staff to other schools to observe curriculum and teaching techniques

Activity	WHO	TIMELINE	Evaluation
Update salary schedule	Financial Director, Superintendent	Winter-Spring 2023–24	Propose a salary schedule to the school board
Recognize effective employees through: social media, board recognition, staff appreciation, social events	Administration, #SocialSchool4E DU	Ongoing	Increased sense of staff appreciation
Send staff to other schools to observe curriculum and teaching techniques	Staff, Administration	Ongoing	Log staff sent to other schools to observe their teaching techniques
Parents support of teacher	Parents, #Socialschool4edu	Ongoing	Develop a system for how parents can support teachers with the little things

Staff feedback survey	School Board, Administration, Staff	Ongoing (minimum twice each year)	Conduct as staff satisfaction survey
-----------------------	-------------------------------------	-----------------------------------	--------------------------------------

Goal 10: Develop a culture of “local experts” by training our own staff in best practices of instruction

1. Encourage staff professional development, pay for summer work
2. Send staff to other schools to observe curriculum and teaching techniques
3. Establish a Curriculum Coach

Activity	WHO	TIMELINE	Evaluation
Encourage staff professional development, pay for summer work	Superintendent, Principal, School Board	Ongoing over summer	Log of hours and people doing summer professional development
Send staff to other schools to observe curriculum and teaching techniques	Administration, Staff	Ongoing	Log (annual) of staff visiting other schools. Will be expected to report out on what they learned.
Establish a Curriculum Coach to assist in directing professional development	Superintendent, School Board	Fall 2023	Hire a staff member to help direct professional development