

# SCHOOL DISTRICT OF NEW AUBURN

## FIVE-YEAR STRATEGIC PLAN 2016 - 2021



### TARGET ONE - STUDENT ENRICHMENT

- ⇒ Promoting student achievement
- ⇒ Addressing social and emotional development of students
- ⇒ Providing outstanding extracurricular opportunities for students

... more information

**MISSION STATEMENT**  
*Growing individuals to positively  
influence today and tomorrow's society*



*Building an educationally progressive  
and connected community*

**VISION STATEMENT**



### TARGET TWO - COMMUNITY CONNECTEDNESS

- ⇒ Establishing family-business-community partnerships that promote learning
- ⇒ Capitalizing on social media as a tool for successful communication

... more information

### TARGET THREE - FACILITY AND FISCAL MANAGEMENT

- ⇒ Maintaining safe and clean facilities
- ⇒ Exercising responsible fiscal management
- ⇒ Offering state of the art technology to students

... more information



### TARGET FOUR - COMMITTED EMPLOYEES

- ⇒ Demonstrating a practice of recruiting, retaining, and recognizing effective employees
- ⇒ Providing opportunities for professional growth related to best practices

... more information





## TARGET ONE - STUDENT ENRICHMENT

**District Goal 1: *Promote student achievement through rigorous and rewarding academic programs.***

### Strategy

#### Offer State-of-the-Art technology for the 21st century

ACTIVITIES	WHO	TIMELINE	EVALUATION
Classroom teachers will focus on implementing teaching strategies which incorporate state of the art technology, including Smartboards, iPads and Chromebooks, as well as effective App integration.	Classroom teachers	Technology use Incorporated into lesson plans	Evaluation of lesson plans by administration
Teaching staff will be surveyed to assess how they are using technology and to determine concerns and areas of need in improving its use.	Technology Committee	Spring of 2017	Success will be measured through survey responses.
The District will evaluate and implement cost-effective options for expanding access to technology resources and training.	Technology Committee	Annually	Report to administration identifying progress and participation
The District will host a "technology night" for the community featuring technology used in the classroom.	Media specialist Classroom teachers	Annually, in spring	Participation by classroom teachers and students, and attendance by community

### Strategy

#### Conduct ongoing curriculum review

ACTIVITIES	WHO	TIMELINE	EVALUATION
The District will develop an Instructional Improvement Model.	Administration Classroom teachers	Annually, by subject rotation	Adherence to the Instructional Improvement Model

### Strategy

#### Engage students in community service

ACTIVITIES	WHO	TIMELINE	EVALUATION
The District will investigate and implement a community service requirement to graduation by researching other school districts and programs with comparable requirements such as National Honor Society. The District will phase in a community service requirement over a three-year period of time.	Guidance staff NHS advisor Other staff Administration School Board	Research completed by January 2017	Research compilation
		School Board proposal by June 2017	Graduation requirement added



## TARGET ONE - STUDENT ENRICHMENT

**District Goal 2: Address the social and emotional development of students.**

### Strategy

**Offer pupil services programs to meet the needs of all students**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Establish and implement a screening process for identifying students that are in need of social and/or emotional support.	Pupil Services	By end of 2nd Quarter 2016/2017; each school year thereafter.	Activity will be successful upon completion of identification process.
Research and establish mentoring programs.	Social and Emotional Development Committee (SED) and Guidance staff	SED Committee will complete research by December 31st, 2016. Guidance department will establish and implement Mentoring Programs during second semester of 2016/17 school year.	Conduct staff, student, and parent surveys that highlight improvements to students' social and emotional behavior.
Provide suicide prevention training to all new district staff on a yearly basis and refresher trainings to all existing staff.	Administration CESA 10 and other organizations	Before the end of the first semester; conduct training annually.	Evaluate staff knowledge of available suicide prevention resources to our district.

### Strategy

**Promote mental health awareness**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Post Mental Health Awareness information in the Trojan Talk, Facebook, and the district website.	Guidance Department Newsletter and Social Media Staff	Information will be provided monthly.	Present parental survey of mental health awareness initiative during spring Parent Teacher Conferences.
Create signs in frames on the back of the bathroom stall doors (similar to the ads in public bathrooms) that feature helplines and information on social and emotional problems. Some of the featured topics to include: abuse, bullying, depression, suicide, pregnancy etc.	SED Committee Guidance staff	Signs to be placed by the end of the first semester for school year 2016-17 and by the first week of school every year thereafter.	Task completed
Create a bulletin board outside of the high school computer lab that has social and emotional helpline information on it. Also, have a section that rotates on a monthly basis that covers different social and emotional situations (bullying, depression, suicide, etc.)	Guidance staff SED Committee	Establish by the end of the first quarter and update monthly.	Completion of bulletin board



## TARGET ONE - STUDENT ENRICHMENT. . .continued

### Strategy

#### Continue and support a Positive Behavior Intervention and Supports Program (PBIS)

ACTIVITIES	WHO	TIMELINE	EVALUATION
Continue to offer PBIS training to ALL staff.	Administration through CESA 10 and in-house PBIS coaches	Ongoing and at the beginning of each new school year.	Activity will be successful upon the completion of the training.
Conduct a "New Staff" PBIS training during teacher in-service.	PBIS Coach Administration	Trainings will be held within the first two in-service days of the school year.	Self-reporting of new staff
Establish, fund and maintain separate activity accounts for PreK-6 PBIS and 7-12 PBIS programs.	School Board Administration PBIS Committee	Annually budget monies for PBIS in the District Budget.	Committee provides a year-end report of progress to administration.

### District Goal 3: *Provide outstanding extracurricular opportunities for students.*

### Strategy

#### Place an emphasis on increasing student participation in athletic extracurricular activities

ACTIVITIES	WHO	TIMELINE	EVALUATION
Evaluate current athletic programs by looking at current coaching philosophies, surveying staff, students and parents, and advertising the athletic programs being offered.	Coaches and Athletic Director	2016-18 school years	Pamphlet Website listings of sports
Hold meetings to develop interest in sports	Coaches and Athletic Director	Annually	Meeting completion

### Strategy

#### Maintain gender equity in extracurricular offerings

ACTIVITIES	WHO	TIMELINE	EVALUATION
Evaluate programs and numbers for the year per WIAA.	Coaches and Athletic Director	End of every school year	WIAA required report

### Strategy

#### Develop other activities to accommodate all students' interests

ACTIVITIES	WHO	TIMELINE	EVALUATION
Explore and develop elementary programs such as book, art, Lego, and music clubs.	Staff	2016-2018 school years	The implementation of the programs
Explore and develop secondary programs such as Quiz Bowl, Spelling Bee, and Science Olympiad and continue existing programs.	Staff	2016-2018 school years	The implementation of the programs



## TARGET TWO - FAMILY- COMMUNITY - CONNECTEDNESS

**District Goal 4: *Establish Family-business-community partnerships that promote learning.***

### Strategy Involve the public in the school

ACTIVITIES	WHO	TIMELINE	EVALUATION
Showcase a community/local business person on social media and/or "Trojan Talk".	District	Ongoing, eventually monthly	Media release
Establish and expand the Educational Scholarship Outreach Program.	Educational Scholarship Outreach Committee	Ongoing	Event launch

### Strategy Establish positive alumni relations

ACTIVITIES	WHO	TIMELINE	EVALUATION
Business Community Outreach Day and Mock Interview Day through Employability Skills	Employability Skills staff	Spring-Annually	Successful participation

### Strategy Increase the number of active volunteers in school

ACTIVITIES	WHO	TIMELINE	EVALUATION
Invite alumni to "WI Students Go to College" event.	Guidance staff	Annually	Event completion
Alumni participation in New Auburn FFA events and organization.	FFA advisor	Annually	Media releases
Showcase alumni on social media and/or "Trojan Talk"	District	Ongoing	Media releases
Determine needs for volunteers and requirements to be approved as a school volunteer.	Volunteer Committee	Start of 2016-2017 second semester	List of approved volunteers and a list of needs



## TARGET TWO - FAMILY- COMMUNITY - CONNECTEDNESS

**District Goal 5: Capitalize on social media as a tool for success.**

### Strategy

**Make the best use of the District web page and newsletter to keep others informed of school activities.**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Post a link for Trojan Talk on Facebook.	Newsletter and social media staff	Bi-monthly	Completed task
Provide interested parents with web page administrator's contact information for postings.	Social media committee	Ongoing	Completed task
Feature articles by different staff members.	Social media staff	Bi-monthly	Completed task
Increase student involvement in newsletter	Social media committee	Ongoing	Completed task

### Strategy

**Encourage positive school communications through Facebook, Twitter, etc.**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Remind staff monthly to contribute to Facebook through email.	Staff Members	Monthly	Increased Contributions





## TARGET THREE - FACILITY AND FISCAL MANAGEMENT

### District Goal 6: *Maintain safe and clean facilities.*

#### Strategy Practice preventive maintenance.

ACTIVITIES	WHO	TIMELINE	EVALUATION
Quick reporting and response of safety concerns for equipment and facilities by submitting work order forms.	All staff	Ongoing	Completed work order

#### Strategy Establish and rehearse security procedures.

ACTIVITIES	WHO	TIMELINE	EVALUATION
Keep up to date maintenance schedules and hazardous material list for all areas.	Maintenance staff	Ongoing	Completed maintenance schedules
In-service on safety and hazards.	CESA 10 & Administration	Annually	Completed task
Provide fire, tornado, and Alice trainings for new employees and refresher trainings for students and staff.	Administration & liaison officer	Annually	Completed task
Provide a list of responsibilities, locations, and times for all extra duties.	Principal	Annually	Improve communications to all staff

### District Goal 7: *Responsible Fiscal Management.*

#### Strategy Practice legislative awareness.

ACTIVITIES	WHO	TIMELINE	EVALUATION
Keep up to date on new legislation	Administration	Monthly	Reports to school board
Share legislative initiatives with staff and community.	Administration	Monthly	Share board meeting summary with staff

#### Strategy Aggressively pursue grants and other revenues

ACTIVITIES	WHO	TIMELINE	EVALUATION
Continue relationship with the "New Paradigm Partners".	Administration	Monthly	Grant Participation
Keep the Educational Scholarship Outreach scholarship progressing.	Educational Scholarship Committee	Annually	Establish fund



# TARGET THREE - FACILITY AND FISCAL MANAGEMENT . . . continued

## Strategy Align Budget with the strategic plan

ACTIVITIES	WHO	TIMELINE	EVALUATION
Budgeting	Administration	Annually	Expenditures support the strategic plan

### District Goal 8: Offer students State of the art Technology.

## Strategy Review computer hardware and software innovations

ACTIVITIES	WHO	TIMELINE	EVALUATION
Attend technology conferences	Technology Committee	Bi-annually	Technology growth

## Strategy Dedicate money to maintain and improve district technology

ACTIVITIES	WHO	TIMELINE	EVALUATION
Budget for technology	School Board Administration	Ongoing	Maintain or increase funding







## TARGET FOUR - COMMITTED EMPLOYEES

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

### Strategy

#### Identifying competent candidates

ACTIVITIES	WHO	TIMELINE	EVALUATION
Include staff input on the hiring process.	Administration and relevant staff	Ongoing	Staff effectiveness

### Strategy

#### Creative recruiting efforts

ACTIVITIES	WHO	TIMELINE	EVALUATION
Develop questions to put on WeCan as needed.	Hiring Committee	Ongoing	Completed task
Explore and list alternative interview options.	Hiring Committee	Ongoing	Completed task
Encourage university students to come into our classrooms.	Instructional Staff/Principal	Ongoing	Presence of university students
Create a welcome brochure for incoming staff.	Employee Recruitment and Retention Committee (ERRC)	Ongoing	Completed task
Create a stronger teacher mentoring program.	Principal & Teacher Representative	Ongoing	Overhaul of mentoring program by 2018-19.

### Strategy

#### Welcome and assist new employees in their transition to New Auburn

ACTIVITIES	WHO	TIMELINE	EVALUATION
Create welcome baskets for new staff	Principal and ERRC	Ongoing	Baskets handed out at start of year

### Strategy

#### Offer competitive compensation

ACTIVITIES	WHO	TIMELINE	EVALUATION
Research and restructure current leave policy.	Administration and School Board	Research in 2016; Implement in 2017	Policy Review
Donating Paid Time Off (PTO) to staff in need.	ERRC Administration School Board	Research in 2016; Implement in 2017	Policy Review



## TARGET FOUR - COMMITTED EMPLOYEES

**District Goal 10: *Provide opportunities for professional growth related to best practices.***

### Strategy

**Take advantage of local training opportunities**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Simplify the approval process for professional development opportunities.	ERRC Administration	2017-2018 school year	Completed task

### Strategy

**Encourage and support professional development**

ACTIVITIES	WHO	TIMELINE	EVALUATION
Create a board in the lounge to post opportunities for professional development.	ERRC Staff	January of 2017	Completed task
Share training information with pertinent staff after professional development trainings.	All staff	Ongoing	Completed task

