



2020-2023 Strategic Planning Ideas and Suggestions

Many great things happen in our schools, at district office and throughout the community daily in support of School District of New Berlin students and staff as they strive for excellence. The strategic planning process builds upon that work and identifies priorities to continue to make progress toward our strategic goals in alignment with our District mission and vision. The following is a high-level summary of our 2020-2023 Strategic Planning Ideas and Suggestions.

GOAL 1

STUDENTS WILL GRADUATE READY FOR COLLEGE, CAREERS AND FUTURE OPPORTUNITIES:

Increase Student Understanding and Engagement:

- Embed district-wide Design Thinking and Technological Literacy Practices across content areas
- Universally increasing social emotional learning instructional strategies

Increase Relevance of Student Learning Experiences:

- All teachers will implement Universal Design for Learning (UDL) instructional practices
- Expand intentional practices to improve student readiness for transitions to secondary and post-secondary levels..
- Students will set goals, create actionable steps, monitor progress to support their learning, and make adjustments when necessary
- Ensure learning opportunities for all
- Improve our continuum of career-oriented experiences for all secondary students
- Improve instructional practices for Early Learning Program and Kindergarten students

Support Student Learning Outcomes

- Monitor impact of technological literacy standards
- Ensure student learning outcomes K-12 are being analyzed and monitored for fidelity.
- Analyze student learning outcomes of early learning programming
- Monitor implementation of purposeful inclusion and targeted instruction for students with disabilities
- Identify and address achievement/opportunity gaps
- Implement K - 8 elementary school and middle school readiness indicators

Research and Development:

- Evaluate merits of expanded summer school offerings
- Evaluate best practices for co-planning and effective structuring of professional learning communities
- Analyze current and best practices for student, parent, and teacher engagement in Academic and Career Planning
- Evaluate the use of universal screeners in the areas of mental health and social-emotional learning
- Identify a data analysis process that determines the effectiveness of early intervention
- Analyze impact of students receiving early learning services
- Review and refine, as necessary, engagement practices regarding diversity and inclusion topics

GOAL 2

ATTRACT, RETAIN AND HONOR HIGH-QUALITY STAFF:

- Research and potentially implement in-district daycare to retain staff with families
- Continue to improve benefit offering
 - Increase choice
 - Cost effective to both District and employees
- Continue to develop proactive healthcare solutions that reduce claim cost and increase benefits
- Transition Other Post Employment Benefits (OPEB) from a defined benefit to a defined contribution Voluntary Employees' Beneficiary Association Plan (VEBA) or equivalent
- Continue to develop/improve compensation model to remain competitive with local market
- Increase number of staff with specialized certifications in hard-to-fill positions

GOAL 3

MAINTAIN AND PROMOTE FISCAL RESPONSIBILITY THAT REFLECTS A COMMITMENT TO STUDENT LEARNING:

- Develop efficiencies in current processes that result in cost savings, improved services, or both
 - Review District programs to assure the programs continue to be relevant and deserving of financial support
 - Research outsourcing of non-instructional services provided they result in cost savings, improved services, or both
 - Utilize impact statements during budget development that indicate alignment with District initiatives, immediate and future fiscal impact, and educational impact
- Plan maintenance of facilities to ensure a safe environment that supports current educational best practices while allowing for future flexibility
- Explore and identify alternative funding sources for the expansion of District programs
- Evaluate and implement next-generation technology solutions for existing and emerging systems focused on efficiency, connectivity, safety and security.
- Upgrade/replace wireless infrastructure to ensure availability, compatibility, performance, and security.
- Develop cost-effective and relevant classroom technology solutions for audio, video, and interactivity

GOAL 4

DEVELOP MUTUALLY BENEFICIAL RELATIONSHIPS IN COMMUNITY:

- Increase purposeful learning around social emotional learning and mental health for key stakeholder groups
- Increase opportunities for community stakeholders to engage in design-thinking learning experiences in SDNB facilities
- Increase purposeful engagement of key stakeholder groups
 - Invigorate committee involvement
 - Improve relationships with key community organizations for early intervention / special ed services
 - Create special education parent group
 - Superintendent events
- Engage stakeholders in sponsorship and facility rental opportunities

CONTINUOUS IMPROVEMENT ITEMS:

- Increase engagement in district-sponsored learning opportunities (co-curriculars, pathway courses, etc)
- Recognize student accomplishments aligned to "Vision of a CCR Graduate"
- Prepare secondary students to take deeper dive within primary areas of interest.
- Assure that we are adjusting to labor market/workforce needs
- Analyze post-secondary remediation and completion data
- Monitor research-based strategies to align K-12 CCR indicators

The SDNB Strategic Plan is an active, "living document" which is continually updated based on our progress and input from our stakeholders. If you have comments, concerns or questions with the direction of the district, please contact Superintendent Joe Garza at Joe.Garza@nbexcellence.org.