



Expect  
Excellence

School District of New Berlin



**2023-2026  
Strategic Planning  
Ideas & Suggestions**



## GOAL 1

## Students Will Graduate Ready for College, Careers and Life

### Increase Student Understanding and Engagement

- **Embed district-wide Design Thinking and Technological Literacy Practices across content areas**
  - Re-engage in Design Thinking and Maker Culture
  - K-12 Computer Science and Artificial Intelligence
  - Elementary Project Lead the Way
  - Fab Lab growth
  - Innovation and creativity
- **Universally increase social emotional learning instructional strategies**
  - Monitor core SEL curriculum and determine additional support as needed
  - Build out additional mental health support
  - Increase capacity of staff to support students in SEL and mental health
  - Improve and monitor targeted interventions
- **Review post-secondary and dual enrollment programming to ensure maximum opportunities for K-20 talent development**
  - Research courses that have maximum transferability within 2-year associates degrees, 4-year colleges and pathways
  - Determine what math courses to offer that could ensure all students who want a post-secondary credential in high school earn one
  - Expand career- and service-based learning awareness and opportunities

### Increase Relevance of Student Learning Experiences

- **Review understanding of Universal Design for Learning (UDL), clarify academic expectations related to UDL, and provide targeted professional learning opportunities**
- **Analyze impact of social emotional learning resources K-12**
- **Expand intentional instructional practices and learning experiences to improve readiness for transitions to post-secondary levels for students with disabilities**
- **Improve continuum of career-oriented experiences for all secondary students**
  - Ensure focus on careers most relevant to graduates
  - Increase number of summer learning opportunities in area of career experiences

### Improve instructional practices for Early Learning Program and kindergarten

- Research and determine next phase of Early Learning Program
- Continue to study and potentially implement more play-based learning strategies

### Support Student Learning Outcomes

- **Analyze alternative education programming and secondary support and extension course options in grades 9-12 and determine growth opportunities, fiscal impact and implement improvements**
- **Analyze student learning outcomes in English Language Arts programming so systems are aligned to support all students**
- **Increase staff knowledge and understanding of evidence-based literacy practices**
- **Determine research-based instructional strategies and programming to improve academic outcomes for students in target groups identified on state report card, specifically English learners, students who are economically disadvantaged, students with disabilities, and students who are high achieving**
- **Ensure learning opportunities for all students**
  - Analyze data to identify areas of disproportionality in course selections, special education identification, discipline, and academic achievement
  - Research instructional strategies to address areas of disproportionality
- **Monitor implementation of purposeful, targeted instruction for all students**
  - Conduct an audit of multi-level system of support (MLSS) to determine effectiveness of core instruction and intervention resources
  - Build knowledge of and solidify district K-12 Talented and Gifted programming plans
  - Analyze outcomes of specially designed instruction for students with disabilities
  - Improve co-planning and co-serving practices
  - Explore strategies and resources to address student behaviors



## GOAL 2

### Attract, Retain and Honor High-Quality Staff

- **Research and implement health plan options that meet needs of existing population and are attractive to new hires while maintaining or lowering costs to district**
  - Explore lower out-of-pocket options with expanded network
  - Explore options that take proactive approach to healthcare (value-based care) and promote overall wellness
  - Maintain or improve overall plan performance
  - Maintain or lower district medical spend
  - Improve HRA outcomes
  - Lower incidences of anxiety/depression
- **Revise Educator Effectiveness model to improve/enhance teacher performance and support positive student academic performance and engagement**
  - Move from 3-year cycle to annual reviews
  - Adopt 360-degree model elements including student, parent and peer survey feedback
  - Adopt updated Danielson language
  - Increase average EE scores
  - Increase positive teacher response to feedback and evaluation questions on annual survey
  - Decrease student behavior incidents (increased engagement)
- **Revise and implement compensation model that provides recognition of teacher excellence on an annual basis, provides leadership opportunities and is competitive in local market**
  - Research elements of best practices from across the US
  - Incorporate student value-add scores
  - Increase positive teacher responses relative to pay and recognition on annual staff survey
  - Increase/maintain retention rate
  - Increase high quality applicants/new hires
- **Transition Other Post Employment Benefits (OPEB) from a defined benefit to a defined contribution plan**
- **Increase number of staff with specialized certifications in hard-to-fill positions and potentially develop own in hard-to-fill areas**



## 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**
  - Annually weigh the benefits of current outsourced non-instructional services based on cost savings, improved services, or both
  - Utilize impact statements during budget development that indicate alignment with educational impact, District initiatives and immediate and future fiscal impact
- **Implement department and site budgets utilizing Skyward budget-building module**
  - Research and development in 2024
  - Department testing with Building and Grounds, IT, and Employment Services in 2025
  - District-wide release of Skyward budgeting for all sites and departments by 2026
- **Recalibrate facilities maintenance plan annually to maintain 10 years of projections**
- **Explore and identify alternative funding sources for the expansion of District programs**
- **Develop and maintain technology infrastructure that is modern, effective and reliable while supporting student achievement**
  - Ensure critical infrastructure systems including compute, storage and wired and wireless networks continue to be replaced on a three-year cycle
  - Continue to evaluate, implement and update I:1 student technologies that enhance and support student learning
  - Implement cost-effective and relevant replacement 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 through Parent University topics
- Increase opportunities for community stakeholders to engage in design-thinking learning experiences in SDNB facilities such as Maker Spaces and the Fab Lab
- 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
  - Other District events
- Update all District policies and maximize BoardDocs software to allow for transparent and convenient access to all District policies and formalized procedures
- Increase utilization of EFNB and its partnerships with parent organizations and booster clubs to promote ethical fundraising
- Combine efforts with New Berlin Chamber of Commerce to partner with Discover New Berlin and Heritage Festival or other event(s) that help support district goals
- Engage stakeholders in facility rental opportunities
  - Expand indoor and outdoor facility utilization with corporate events and marketing materials
- Develop processes and strategies to maintain indoor and outdoor facilities to promote and facilitate increases in community use of facilities
  - Maintain necessary staffing to address facility maintenance for community rentals after normal business hours and on weekends
  - Review and revise available rental days and times to allow for work balance with the custodial and maintenance staff
- Build mutually beneficial relationships with local universities to build teacher knowledge and create a pipeline of appropriately trained new teachers



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](mailto:Joe.Garza@nbexcellence.org).