



# Annual Strategic Planning Process, Focus for 2015-17

There are many great things going on in our classrooms, buildings, at district office and throughout the community each and every day to support School District of New Berlin (SDNB) students and staff in their quest for excellence. The strategic planning process builds upon all of that great work and serves to clarify priorities so that we continue to make progress towards our strategic goals in alignment with our District mission and vision. The following is a very high level summary of our current plans.

## 1.

### Students will Graduate Ready for College, Careers and Future Opportunities

In support of our “Vision of the Graduate”, the SDNB will provide a rigorous and relevant curriculum delivered by high quality educators who use innovative and research-based teaching strategies, technology and mentorship to ensure students can transform knowledge and skills into solutions, new information, and products. We strive to prepare all students for success in a global 21st century work environment.

#### 2015-17 INITIATIVES/PROJECTS

##### INCREASE STUDENT UNDERSTANDING AND ENGAGEMENT

- Implement K-Prep Academy (for students with identified need)
- Study elementary semi-departmentalization
- Create collaborative learning spaces
- Implement digital learning
- Expand student recognition programs
- Ensure district-wide access to co-curriculars

##### INCREASE THE RELEVANCE OF STUDENT LEARNING EXPERIENCES

- Increase Career Awareness and Exposure (K12)
- Deepen impact of Academic and Career Planning (grades 6-12)

- Embed Career and Service Learning opportunities (grades 10-12)
- Strengthen post-secondary alignment (grades 9-12)
- Develop inclusive and purposeful instructional strategies that support the entire continuum of learners
- Evaluate Board policy and practice

##### CLARIFY AND SUPPORT STUDENT LEARNING OUTCOMES ACROSS GRADE LEVELS AND CONTENT AREAS

- Implement revisions to social studies and physical education curriculum (result of 2014-15 alignment)
- Align science and the career and technical education curriculum

- Evaluate targeted programs of study as needed to support alignment process
- Develop scope and sequence for college and career readiness standards outside of credit bearing coursework
- Integrate standards based grading and reporting practices

##### CONTINUOUS IMPROVEMENT PROJECTS

- Implement Manufacturing Foundations Program
- Implement TechKNOW “IT Tech Know” Program
- Expand Registered Nursing Program
- Improve Financial Literacy Program

# 2.

## Attract, Retain & Honor High Quality Staff

The SDNB will utilize best practices to hire, retain, engage, and develop a skilled and talented staff that will enable the District to achieve its mission in a manner that supports its vision and value statements.

### 2015-17 INITIATIVES/PROJECTS

#### INSTITUTE EXEMPLARY HUMAN RESOURCES SYSTEMS AND PROCESSES

- Collaboratively develop a vision for the "SDNB Employee Experience"
- Implement professional development and recognition programs that are meaningful to staff

- Study the feasibility of a local employee health clinic, day care
- Effectively plan for and communicate succession planning of key leadership roles
- Develop performance planning and monitoring of district office administrators

#### ENCOURAGE AND SUPPORT STAFF INVOLVEMENT

- Develop strategies for ongoing staff involvement in advisory and decision-making committees
- Engage staff in the development of operational and strategic plans

# 3.

## Promote Fiscal Responsibility that Reflects a Commitment to Student Learning

The SDNB will provide safe and healthy work and learning environment. All buildings will be efficiently maintained and operated in a manner that reduces the need for future referendums while maximizing the resources available to support student learning.

### 2015-17 INITIATIVES/PROJECTS

#### INSTITUTE EXEMPLARY FINANCIAL AND RISK MANAGEMENT PRACTICES

- Develop, communicate and sustain a 5 year financial plan that maintains and improves programs and services within a balanced budget.

- Provide purposeful support to the SDNB's Auxiliary Organizations to maximize value of volunteer hours and mitigate liability concerns.

#### SAFETY

- Evaluate and enhance current crisis plans

#### CONTINUOUS IMPROVEMENT PROJECTS

- Implement a new secondary schedule that provides additional student learning opportunities

# 4.

## Develop Relationships in Community

The SDNB will effectively communicate, engage and develop mutually beneficial partnerships with identified stakeholder groups as needed to support the district's strategic plans.

### 2015-17 INITIATIVES/PROJECTS

- Formalize the stakeholder engagement strategy for students, parents, volunteers, alumni, vendors, senior citizens, local/regional businesses, elected officials and other community members.

- Support the SDNB "Brand" and demonstrate progress towards the shared objectives of our stakeholders.

- Effectively communicate "The SDNB Student Experience".

## Putting the Plan Into Action

In order to ensure progress towards stated goals, the district plans to take the following action steps annually:

- Review and revision of roles and responsibilities to ensure prior progress is sustained
- Development of detailed District and Building level action plans that support the strategic plan
- Identification and monitoring of Key Performance Indicators
- Quarterly progress reporting through Plan-Do-Study-Act framework
- School and department leader scorecards