

The School District of New Glarus 2018-19 District Growth Plan

Vision

To be a leader in K-12 education and prepare all students for future success.

Mission

Educating each student to contribute and succeed in our global community by fostering a passion for learning and the pursuit of excellence.

Core Values

- We will recruit and retain high quality staff.
- We will provide a safe learning environment.
- We will create a culture that is respectful and values diversity.
- We will develop students of good character who are strong and engaged citizens.
- We will develop practical, life skills of students, which includes the ability to be flexible and adapt to change.
- We will develop students who have strong academic skills, can think critically and creatively, and can communicate effectively.
- We will provide instruction that is rigorous, engaging and effectively uses data.
- We will partner with families and the community in the education of our students.
- We will provide leadership that is collaborative, responsible for student learning, and fiscally responsible.
- We will take responsibility to prevent student failure and ensure student growth.

Strategic Goals

1. Increase the percent of students who are college, career, and life-ready by developing the whole learner.
2. Recruit and retain high quality staff and assist all staff as they continually improve and grow.
3. Provide high quality facilities that foster academic and emotional growth.
4. Ensure equity so all students have equal access to high quality educational experiences.

2018-19 Action Steps

Goal 1: Increase the percent of students who are college, career, and life-ready by developing the whole learner.

Action Steps	Timeline	Complete
Implement new school grade level configurations (elementary–grades 4K-5; MS– grades 6-8)	By Sept 2018	
Implement ELA (Reading/Writing) Materials K-8	By Fall 2018	
Evaluate 9-12 ELA Materials Being Piloted; Select Materials to Implement in 2019-20	By June 2019	
Implement Additional Required Health and SEL Curriculum K-12	By Fall 2019	
Implement i-Ready Assessment	By Oct 2018	
Continue to Implement and Refine 6-Week Cycles for PLCs	By June 2019	
Pilot Ready Math at Elementary	2018-19	
Align new state social studies standards	By Fall 2019	
Align new state science standards	By Fall 2019	
Align science/social studies/health standards at elementary	By Fall 2019	
Complete learning targets for most subjects/grade levels	By Fall 2019	
Explore Curriculum Materials for HS Science	By June 2019	
School Leadership Teams Complete RTI Center Surveys and Determine Next Edges of Growth	By June 2019	
Develop plan for implementing personal finance for all high school students	By Dec 2019	
Pilot CANVAS Learning Mastery	2018-19	
Implement After-School Adventures at MS; Develop long-term plan for ASA	2018-19	
Research best practices for service delivery model for RTI	By Fall 2019	
Implement Systematic Plan for Reviewing Data	By June 2020	
Increase # of Students Participating in Work Study and/or Youth Apprenticeship programs	By Fall 2019	

Goal 2: Recruit and retain high quality staff and assist all staff as they continually improve and grow.

Action Steps	Timeline	Complete
Trauma Informed Care In-service	By June 2019	
Equity In-service	By Sept 2018	
School Teams Attend Conferences or Visit Model Schools and Districts	By June 2019	
Second High School Leadership Team Attend “Academic Literacy” PD Series	2018-19	
Research best practices for service delivery model for RTI	By Fall 2019	
SLO/PPG – universal and systematic approach – aligned to school goals/district goals	By Oct 2018	
Determine highest priority position(s) to add in coming years, and get a jump start on hiring hard-to-fill positions	By June 2019	
Continue to increase salaries as budget allows	By Fall 2019	

Goal 3: Provide high quality facilities that foster academic and emotional growth.

Action Steps	Timeline	Complete
Conduct Facilities Study	By June 2019	
Explore Land Options for Future Growth	By June 2019	
Develop a long-term facilities plan for next 10 years	By June 2020	

Goal 4: Ensure equity so all students have equal access to high quality educational experiences.

Action Steps	Timeline	Complete
Equity In-service	By Sept 2018	
Develop a plan for distributing needed items to families/students who need them	By Fall 2019	
Continue developing a plan for reducing and eliminating fees	By Fall 2019	
Continue to Move Toward equitable distribution; proportionality in classrooms	By Fall 2019	
Research best practices for service delivery model for RTI	By Fall 2019	

Other:

Action Steps	Timeline	Complete
Review procedures and explore best practices for cash handling	By June 2019	
Put HR forms and documentation on-line	By Fall 2019	
Develop a fundraising plan	By Fall 2019	
Explore in-time budget review availability for Admin	By Fall 2019	
Implement Safety Grant Requirements	By Jan 2019	
Put in place new safety measures – film on glass/new PA system at elementary	By Jan 2019	
Create/update/review job descriptions for all positions	By Fall 2019	
Review and revise surveys to align questions to strategic plan	By Dec 2018	
Explore best practices for investigation procedures and threat assessments and consider creating protocols for both	By Fall 2019	
Develop suspension documentation and protocol	By Sept 2018	