



3-YEAR STRATEGIC PLAN 2017-2020 "EXECUTIVE SUMMARY"

Mission Statement...

We believe that the four cornerstones of a successful life are character, work ethic, citizenship, and academic achievement. Our community, parents, staff, and students will work together to foster these cornerstones.

Vision...

All students and staff are engaged in a high-quality, learner-centered educational environment which is continuously monitored for relevancy and effectiveness. Resource management creates a learning and teaching environment viewed as the regional school of choice by students, parents and staff.

Belief Statements...

- Every child can learn, demonstrate growth and graduate.
- Each child develops and learns in a different way and has his/her own unique interests, strengths and needs.
- The continuous improvement of student learning is a school's first priority.
- Student academic success in school is impacted most by teacher effectiveness.
- The changing needs of our students will most effectively be met by attracting, hiring and retaining the best staff and investing in their ongoing development.
- An excellent education program provides instruction which develops students' academic skills as well as the ability to personally maintain physical and emotional wellness throughout life.
- Choice, collaboration and innovation are the key to successful learning and teaching.
- Parent, family and community member engagement is essential to the creation and maintenance of a quality educational program.
- Excellence can be achieved through consistent effort and dedication to continuous improvement.

The strategic planning process is a transparent, disciplined effort that produces fundamental decisions and actions that shape and guide what an organization is, who it serves, what it does, and why it does it. It focuses on the future. It sets priorities, focuses energy and resources, strengthens operations, and ensures that employees and other stakeholders are working toward common goals. Effective strategic planning articulates where an organization is going, the actions needed to make progress, and criteria for success. This document is an outline of our district's three-year plan.

Theme: Community Communication & Engagement

Defined as: The School District of Mondovi will communicate, engage, and develop partnerships with students, staff, and citizens to help reach our mission of academic excellence and positive citizenship for all students.

Goals:

- Establish at least one new partnership with a local business, educational institution, and/or individual (career skill development, service).
- Develop a public relations plan that informs and engages the community.
- Create a plan that maximizes community access to, and usage of, district facilities.

Action Steps:

- Form job shadowing partnerships with local businesses.
- Partner with CVTC regarding trade job shadowing and/or apprenticeships for college credit.
- Create student/community service opportunities.
- Partnership with City to promote Mondovi.
- Foster more community volunteer opportunities through updates and promotion of school website.
- Build usage of school website and Facebook page.
- Develop an online building space availability chart for public access.
- Promote public building access opportunities (Step 1-Determine what areas, what times, and to whom).

Past Accomplishments:

- Mobile app
- Facebook
- Twitter
- Promotional video
- Weekly newspaper article
- Website development
- Buffalo TV
- Community outreach

Theme: Curriculum & Instruction

Defined as: The School District of Mondovi will improve student learning through a rigorous and relevant curriculum delivered by high quality educators who use innovative, research-based strategies to prepare students who are college, career, and life ready to compete in a global environment in the 21st century.

Goals:

- Coordinate RtI structures with comprehensive student learning assessment system (STAR, State tests, etc.).
- Establish a comprehensive plan, with emphasis on a standards-based approach in Mathematics and English/Language Arts, for curriculum writing, adoption, review, revision, and implementation (publish learning targets).
- Identify, implement, and monitor research-based best practice instructional strategies.

Action Steps:

- Identify soft/study skills needed to be successful in Middle School and research best practices.
- Determine a process to identify students in need of soft/study skills and when to implement that support (i.e.-Separate course and/or common language used by all).
- Coordinate Target Time with results from formative assessments.
- Modify longitudinal data system and discuss benefits of individual local assessment folders.
- Determine alternate or additional responses to students who continually fail even after initial interventions.
- Establish a process and a curricular cycle to identify essential outcomes and meet with departments to vertically align the standards (grade level, building level, etc.)*5-year plan.
- Identify best practice instructional strategies that can be shared across departments and grade levels.
- Schedule summer/school year PD days to work on writing curriculum which will include best practice strategies in ELA.

Past Accomplishments:

- High School WIN
- Middle School MSR
- Elementary School Target Time
- Electronic Data Wall
- PLC/Early Release
- Advanced Placement additions
- Transcribed credit/courses

Theme: Facilities & Operations

Defined as: The School District of Mondovi will provide safe, healthy, orderly, and efficiently operated school facilities to ensure the success of all students and accountability for all stakeholders.

Goals:

- Develop and systematically review a building safety plan (lighting, emergency response procedures, etc.).
- Create a plan to maintain and upgrade the Mondovi School District facilities.

Action Steps:

- Review entry protocols both within buildings and on the grounds.
- Petition Xcel Energy for a possible lighting analysis.
- Coordinate emergency response training between MPD, MFD, EMS, and Mondovi School District.
- Explore alternative fuel opportunities (solar, propane, geothermal, etc.).
- Perform a Facility Audit Report.
- Create a list of potential facility upgrades (Buffalo Lobby, Swimming pool, Grandstand/Baseball/Softball restrooms, Main gym ceiling, Auditorium, Bus garage, etc.).

Past Accomplishments:

- LED conversion at Anthony
- LED conversion at City School
- Security camera system
- Key fob entry system
- Entry protocol
- Maintenance plan
- Track resurface
- Grandstands upgrade
- Elementary restrooms remodel
- Flooring resurface
- Cafeteria tables

Theme: Personnel Development & Engagement

Defined as: The School District of Mondovi will utilize best practices to hire, retain, engage, and develop a skilled and talented workforce that will enable the District to achieve its mission.

Goals:

- Explore compensation models.
- Develop a plan to attract and retain staff members (including non-monetary benefits).
- Establish a faculty professional development team.
- Provide training and development opportunities to keep staff skilled and competent in conjunction with the current Educator Effectiveness model.

Action Steps:

- Contact CESA 10 for current models.
- Acquire CVTC Salary Schedule.
- Contact Dunn-St. Croix for current models.
- Discover service agencies that assess performance.
- Acquire/study Marten Transport Model.
- Measure turnover in School District of Mondovi.
- Discover turnover ratio within CESA 10.
- Create a School District of Mondovi promotional program.
- Handbook review and identify non-monetary topics.
- Staff recognition program.
- Survey staff on what resources are desired.
- Create a database of professional development attended by staff.
- Create a demographic of membership onto the PD Team.
- Investigate continuing education/professional development into RFP's.
- Develop a calendar that allows for PD.
- Evaluate substitute teacher budget.
- Investigate alternative master schedule models.

Past Accomplishments:

- Communication Council
- Compensation Points system
- Compensation Plan Schedule
- WECAN

Theme: Technology

Defined as: The School District of Mondovi will create classroom environments where students and teachers engage in collaborative integration of technology to transform knowledge and skills into solutions, new information, and products that improve student learning.

Goals:

- Establish and implement a plan for the continued rotation and upgrades of district infrastructure and devices.
- Provide staff development opportunities for staff to understand and expand their knowledge of classroom applications that increase student achievement.

Action Steps:

- Analyze ongoing budgetary needs.
- Technology Team participation by staff members.
- Offer Google Certified Education training.
- Professional Development for Interactive Classrooms.
- Offer students technology training.
- Continue to reteach PBIS expectations regarding technology for teachers and students.

Past Accomplishments:

- Technology Team
- Live streaming Buffalo TV
- 5-year refresh rate
- Wireless campus
- CINC Partnership (Anthony & City School)
- E-rate wireless upgrades
- Interactive whiteboard installation & training
- Junior Buffaloes