

Williams Bay School District

STRATEGIC PLAN

2025

DISTRICT MISSION

The Williams Bay School Community empowers all students to achieve and excel academically, socially, and civically to reach their individual goals.

DISTRICT VISION

Dream. Aspire. Achieve

DISTRICT COMMITMENTS

Belonging:

We commit to providing a welcoming and inclusive space for all to be seen, heard, and valued as their authentic selves.

Growth:

We support each other in taking risks to grow professionally and positively, with the belief that all students can learn at high levels.

Safety:

We create an environment where all members of the school community feel physically, mentally, and emotionally safe.

Celebration:

We acknowledge the positive and the possible in our students, our staff, our community, and one another.



Continuous Improvement:

We strategically use data and high-quality instruction to advance student belonging, achievement, and growth.

Relationships:

We collaborate and build positive, trusting partnerships with our district and our community.

Communication:

We engage in clear, comprehensive, and consistent communication to make informed decisions.

Compassion:

We strive to teach empathy and kindness to create a community of acceptance for our differences and respect for ourselves and others.

<u>Goals</u>	<u>Action Steps</u>
GOAL ONE: <i>Ensure a positive learning climate and school culture to promote continuous student growth and achievement in the Williams Bay School Community</i>	❖ In alignment with the district's continuous improvement efforts (via SAIL), each school will implement one to three goals focused on increasing student learning. These goals will inform the work and action steps needed to achieve this goal in the District Strategic Plan. ❖ Continue to refine policies and practices that assure that K-12 curriculum remains aligned to standards and adheres to curriculum-development best practices. ❖ Implement CKLA English Language Arts/Reading curriculum in grades 4K – 8th grade and monitor the impact on student academic growth and performance. ❖ Continually analyze student learning outcomes in English Language Arts and mathematics programming so systems are aligned to support all students. ❖ Implement instructional and assessment strategies to be in compliance with ACT 20. Increase staff knowledge and understanding of evidence-based literacy practices ❖ Pilot new math curriculum in Algebra I and work with the Mathematic Institute of Wisconsin to train and support math instructors in grades sixth through twelfth grade. Review all math curriculum and materials in the District and determine timeline for potential curriculum adoption. ❖ Review and revise the district multi-level system of support (MLSS) to determine effectiveness of core instruction and intervention resources. Analyze outcomes of specially designed instruction for students with disabilities. Establish and expand partnerships with outside entities to support the socio-emotional and mental health needs of students. ❖ Expand district college and career readiness (CCR), regional career pathways, college credit opportunities, work-based learning experiences, industry certifications, co-curricular experiences, and K-12 Talented and Gifted programming plans and opportunities to meet all student needs. ❖ Expand participation in the College and Career Academy, focusing on student access to the Edge Program. ❖ Expand access to social-emotional supports and mental health services.
GOAL TWO: <i>Develop a systematic process to attract, train, and retain high quality staff</i>	❖ Assess District and building level culture and climate to maintain an environment of trust that allows continued growth and achievement for all. Provide transparency and ability for employees to provide feedback to administration and the Board of Education. ❖ Provide meaningful professional development and growth opportunities and establish leadership opportunities for staff that are aligned to the District Strategic Plan. ❖ Collaborate with employees on potential retention strategies including compensation, financial incentives, benefits, and recognition. ❖ Maintain competitive wage/benefits by gathering comparable data from state and region, and review on a three-year cycle with the Board of Education. Continue to assess annually the need for salary adjustments for individuals and positions. Collaborate with employees to review the five-year pay scale and to continue to review and develop a salary compensation model that provides for a clear future for each employee. ❖ Research and implement health plan options that meet the needs of current employees and are attractive to new hires while maintaining or lowering costs to the district and the employee. ❖ Maintain an up-to-date website and recruitment page. ❖ Strengthen outreach and connections with regional university teacher education programs to engage with talented future teachers. Recruit future teaching candidates to intern or student teach in the district. ❖ Explore strategies to incentivize teachers to expand certifications to support achieving district goals. ❖ Work with employees to review workload and to ensure staff well-being and satisfaction.

<u>GOAL THREE:</u> <i>Manage district finances, facilities, and resources in a responsible, efficient, and effective manner</i>	❖ Keep commitments made to the community during the referendum process and closely monitor tax impact on homeowners. Continue to educate community members about school finance, the financial options under consideration by district leaders, and raise the level of dialogue on critical issues. Provide budget presentations to the community and community organizations. ❖ Regularly update five-year financial projections and continue to explore long-range enrollment projections. Identify opportunities to reduce expenses while maintaining or improving services for students. ❖ Maintain a financial system that has complete transparency and accountability and develop a strategy for informing stakeholders about school financial planning. ❖ Annually weigh the benefits of current outsourced non-instructional services based on cost savings, improved services, or both. ❖ Maintain a fund balance of 25% or higher. ❖ Review allocation of funding for fund 46: Capital Improvement Trust for future maintenance projects. ❖ Recalibrate facilities maintenance plan annually to maintain ten years of projections in order to maintain clean and healthy school facilities while engendering a sense of pride with students, staff, and community partners to care for their educational spaces. ❖ Collaborate with neighboring districts to share staff and programs. ❖ Develop and maintain technology infrastructure that is modern, effective, and reliable while supporting student achievement. Continue to update virtual servers, switches, bandwidth, wireless capacity, and storage to meet demand as needed. ❖ Continue to evaluate facility security as well as all district/school security protocols to ensure the safest possible environment for students and staff. ❖ Share impact of the 2025-2027 Biennial budget and continue to work with local legislators to advocate for the needs of the district. ❖ Begin preparing the Board and school community for a Fall 2027 referendum question.
<u>GOAL FOUR:</u> <i>Foster community partnerships to benefit the overall development of the school community</i>	❖ Continue to use the District website and social media to communicate school information. Continue to use the internet, social media, and other tools to enhance parent and community partnerships and communication. Utilize district newsletters, websites, and other media to highlight the best of the best. ❖ Provide engagement and volunteer opportunities for all families and community members within our schools and for students/staff in the community. ❖ Foster partnerships with community groups, local government, and individuals to strengthen and maintain relationships with the school district. Expand collaboration opportunities with businesses, military, faith-based, civic, and city organizations to benefit students and families. ❖ Continue efforts to “tell our story” reflecting district success (marketing) with website improvements, quarterly district newsletters, and other various innovative communication efforts. ❖ Expand opportunities for the community to access and utilize District facilities. ❖ Establish opportunities for alumni to engage with Williams Bay School District, each other, and the Williams Bay community. ❖ Expand opportunities for staff and students to present to the Board of Education and community organizations.