

# Strategic Plan

2015 -2020

*Our Roots Run Deep - Our Branches Stretch Far*



Mission Statement

*The School District of Oakfield is committed to...*

- Planting the seeds of knowledge
- Nurturing the whole child
- Achieving academic excellence
- Enhancing educational opportunities

*...while being deeply rooted in strong community partnerships*

## Goal Areas

Ensure Academic Achievement for All

Enhance Communication

Maximize Resources

Increase Student Enrollment

Deepen Relationships, Character, and Community

Strategic Plan 2015-2020

The School District of Oakfield has a clear and compelling mission statement and five focused goal areas to guide our stakeholders to provide students with a high quality educational program and the resources they need to be successful individuals who are college, career and community ready after high school.

The five-year plan for The School District of Oakfield describes a strategic framework of prioritized, detailed strategies and “next steps” that will ensure successes for all students. This plan will serve as our roadmap for decision making over the next five years. The plan will be reviewed each year to measure achievements and to determine next steps taken by all stakeholders in the goal areas for improvement.

As a District, we have the ingredients to be successful: a caring and united Board of Education, educators, support staff, and administrators committed to doing all that it takes to serve our children, parents and community members who are ready and willing to help and guide the District; and of course, our greatest asset - over 500 wonderful students who aspire to reach their dreams of success.

All stakeholders will strive to provide our students with opportunities to be academically prepared to be problem-solvers and critical thinkers. We will provide extracurricular opportunities that support their talents and interests. We will ensure that students are rooted in strong interpersonal skills to be respectful, responsible citizens.

**Goal Area: Ensure Academic Achievement for All**

**Background:** The School District of Oakfield has set the bar high for academic achievement. Through the implementation of the Common Core State Standards (DPI, 2010), we have strategically aligned our curriculum, instruction, and assessment to these high expectations for student success. Educators work in the framework of Professional Learning Communities (PLCs) to gather student work and assessment results, analyzing progress, and responding to the individual needs of each student. The standards are integrally connected to the District’s implementation of Response to Intervention (RtI) and to the Educator Effectiveness for teacher evaluation. Staff work diligently to deliver the curriculum to students in ways that are innovative and engaging, using best practices of instruction and current technology as tools to personalize learning to meet 21<sup>st</sup> Century Learning outcomes and objectives set forth by the state.

Strategies	Next Steps	Metrics for Monitoring
<p><b>Staff will foster a learning environment for all students with high expectations for academic achievement</b></p>	<p>Fully implement Educators Evaluation/Effectiveness Project</p> <p>Fully implement Professional Learning Communities (PLC) model and practices at all instructional levels</p> <p>Building teams conduct routine data review and analysis</p> <p>Staff will use performance data to inform and differentiate instruction</p> <p>Implement practices to measure student growth at key milestones</p>	<p>District Administrator and Principals conduct evaluations on all staff following the CESA 6 Model</p> <p>Principals and teachers determine appropriate and measureable annual goals and Student Learning Objectives</p> <p>CESA PD for Administrative Team</p> <p>School walk-throughs and observations by administrative team</p> <p>Principals participate in, monitor, and respond to the work of the PLCs</p> <p>District Administrator and Administrative Team monitor progress/Documentation Logs</p> <p>Principals, Curriculum Coordinator, Special Education Director, Teachers, Counselors Data Days, Data Walls in place and providing direction</p> <p>Principals will apply expectations of EP evaluations</p> <p>Principals, Curriculum Coordinator, Teachers will collaborate and monitor student growth</p>
<p><b>Staff will implement practices that develop student problem-solving and independent thinking skills</b></p>	<p>Staff in all curricular content areas utilize practices to strengthen skills that increase critical thinking and problem-solving</p>	<p>Principals, Curriculum Coordinator, Teachers will work on this in staff meetings and professional development times</p>

<p><b>Students will continue to make gains and demonstrate growth in core areas of literacy and mathematics</b></p>	<p>Develop and implement assessment measures for critical thinking and problem-solving</p> <p>Teachers will incorporate project based learning into all subject areas</p> <p>All staff implement instructional activities to increase written and oral communication skills of students</p> <p>Teachers will participate in routine data meetings to assess student progress</p>	<p>Principals will monitor</p> <p>Principals, Curriculum Coordinator, Teachers will collaborate on these efforts</p> <p>Principals will schedule and facilitate routine data meetings</p> <p>Review of standardized test results, MAPs results, informal assessments and student work samples</p>
<p><b>Staff will continue to meet individual needs of students to be career and college ready</b></p>	<p>Middle School will increase practices in the workshop language arts model</p> <p>Middle School will increase practices in the Digits program for mathematics</p> <p>Review on the High School Curriculum will be developed and conducted</p> <p>The Elementary Staff will continue to implement the foundation for learning through Common Core State Standards</p> <p>MS and HS students will access Career Cruising software in various classes to explore career interest</p> <p>Provide career class for MS</p> <p>Provide financial literacy and computer literacy for all HS students</p>	<p>Principal and Curriculum Coordinator will monitor progress based on student outcomes and staff feedback</p> <p>Principal and Curriculum Coordinator will monitor progress based on student outcomes and staff feedback</p> <p>Principal and Curriculum Coordinator will monitor progress based on student outcomes and staff feedback</p> <p>District Administrator, Principal, Curriculum Coordinator, School Counselor will address and facilitate this task</p> <p>Ongoing monitoring by the District Administrator and the Administrative Team based on student outcomes and teacher feedback</p> <p>Principal and School Counselor will ensure this practice and align programming and class with results</p> <p>Principal and School Counselor will monitor</p>

<p><b>Staff will address the individual needs of all students through differentiated instruction and application of interventions</b></p>	<p>HS students will complete three years of science and mathematics</p> <p>Implement student portfolios with a system of routine meetings with students and parents to create a four-year plan with credit planning and career planning</p> <p>Advance AP opportunities</p>	<p>Parent-Teacher Conferences</p> <p>High School Principal, High School Guidance Counselor, teachers</p>
<p><b>The District will support professional staff development to maintain a level of excellence, to improve curriculum and teaching practices, and to ensure that all staff remain current in their practices</b></p>	<p>Explore sharing instructional opportunities for students with other districts</p> <p>Explore on-line learning opportunities for students, increase emphasis in areas of School-to-Work, Tech Colleges, Trades Schools, CTE, Career Readiness</p> <p>Provide professional development opportunities on differentiation strategies</p>	<p>Principal, Counselor, and Teachers will review opportunities annually</p> <p>Administrative Team will analyze what areas need to be increased and offered for students</p> <p>Administrative Team will look into opportunities to expand class offerings</p>
<p><b>Staff will continue to increase the use of technology to support and enhance student learning</b></p>	<p>MS and HS will continue to utilize Oakrichment/Homeroom period for interventions and added support for students</p> <p>Measure individual student growth</p> <p>Fully implement routine practices of Response to Intervention (RtI)</p> <p>Create a 3 Year Professional Development Plan for Mathematics, Literacy, and Instructional Practices</p>	<p>Monitor progress through the EP process</p> <p>Use classroom and teacher observations to monitor implementation</p> <p>Principal and Curriculum Coordinator will monitor progress</p> <p>Utilize and analyze MAPs three times a year and discuss application in the Data reviews and the Student Intervention Team process</p> <p>Monthly meetings facilitated and monitored by the Principal</p> <p>District Administrator and the Administrative Team</p>

	<p>Ensure funding to support professional development</p> <p>Include support staff in professional development activities</p> <p>Implement individual professional development plans for each professional staff member</p> <p>Monthly meetings of Technology Team</p> <p>Seek volunteers to support technology needs</p> <p>Increase role and practices of Tech Ninjas/identify credit program</p> <p>Develop a 3 Year Technology Plan</p> <p>Analyze technology staffing needs for the district</p> <p>Assess staff needs for technology literacy needs</p> <p>Ensure that all students have appropriate technology devices to support their learning</p> <p>Ensure that all staff have adequate technology to support their work</p>	<p>District Administrator</p> <p>As directed by the District Administrator and the Principals</p> <p>Follow the practices in the Effectiveness Project to support individual growth and increase professional skills and knowledge</p> <p>District Administrator, Principals, Technology Team Members</p> <p>Administrative Team, Technology Team</p> <p>High School Principal and Counselor. Technology Team</p> <p>District Administrator and Technology Team</p> <p>Administrative Team - Conduct annual survey</p> <p>Administrative Team - Conduct annual survey</p> <p>District Administrator will ensure adequate funding to support technology at all levels</p> <p>2015-2016 ES in grades K-3 have iPads, grade 4-5 have Chromebooks, MS and HS have Chromebooks</p> <p>Administrative Team, Technology Coordinator, and Tech Team will continually review needs and determine future needs</p>
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**Goal Area: Enhance Communication**

**Background:** Communication among all stakeholders is a cornerstone to the success of our District. It is a priority of our Board Members and Staff that communication is continual, meaningful, open, and respectful. We are committed to strengthen our communication systems in ways which will support our students and provide collaborative relationships with families, staff, and community members.

Strategies	Next Steps	Metrics for Monitoring
<p><b>The School Board will embrace the practices of listening and responding to the voices in the school family and the community</b></p> <p><b>The Staff will communicate routinely with each family regarding each student’s progress and needs</b></p> <p><b>The District will respond to all inquiries and concerns about our District in a timely manner</b></p>	<p>Provide ES, MS, and HS presentations to highlight programming and projects at the monthly School Board meetings</p> <p>We will promote opportunities to increase family knowledge of activities and issues in the District</p> <p>We will provide ongoing professional development opportunities, and readings for Board Members</p> <p>We will provide annual School Board Retreats that will include legal updates and training on the role of School Board Members and conducting productive meetings in accordance with WASBO and WASB</p> <p>We will find opportunities to share concerns and identify needs</p> <p>Implement student-led conferences to provide students the opportunity to own their learning and share progress with their families</p> <p>Families will receive monthly updates on school events and what is happening in the classrooms</p>	<p>Each month there will be one presentation planned by the elementary Principal and staff. Each month there will be one presentation planned by the MS/HS Principal and staff.</p> <p>The District Administrator and Administrative Team will work with the Board to oversee and assess needs</p> <p>School Board President and District Administrator</p> <p>School Board President and District Administrator</p> <p>School Board President and District Administrator may conduct listening sessions, surveys to identify plans to increase these opportunities</p> <p>Following practices of Visible Learning, Teachers will increase practices of Student-Led Learning and Conferences</p> <p>Fall and Spring Parent-Teacher conferences will be held, Principals will monitor</p> <p>Teachers will be encouraged to utilize multiple measures to routinely communicate with parents about student progress and any concerns</p> <p>District Administrator will monitor effectiveness, review annual family surveys to analyze feedback</p> <p>Principals will oversee and coordinate</p>



<p><b>The District will provide ongoing communication to families and the community including The Oakfield Difference newspaper, monthly newsletters, and through the District Website</b></p>	<p>All staff will respond to parent calls and contacts in a professional and timely manner</p> <p>We will ensure that staff can accommodate parent schedules for meetings and communications</p> <p>All buildings will send out a Monthly Memo to keep families informed of school events</p> <p>Staff members contribute communication to the District Webpage, the Oakfield Difference newspaper, and District Facebook</p>	<p>Principals gather information from their staff and distribute these memos, District Administrator monitors and includes this under the Principal Evaluation Process</p> <p>Monitored by District Administrator and Administrative Team, with efforts to increase on-line communications</p> <p>District Webmaster and District Administrator</p> <p>District Administrator and Administrative Team will continually address concerns and provide adequate and appropriate communication</p>
<p><b>The District will enhance and build upon strong community partnership</b></p>	<p>We will update the District Webpage with a current look and functions</p> <p>We will continue to improve the provision of information among all District Staff Members</p> <p>Continue to support several existing strong community partnerships: Breakfast and A Good Book, work with the Oakfield Fire Department, work with the Oakfield Law Enforcement/Police Liaison with the Sheriff Department, FFA Alumni, Oakfield Public Library, Oakfield Recreation Department</p> <p>Identify ways to increase new partnerships, developing strategies to build and sustain healthy community support and participation in District activities</p> <p>Develop an Alumni Outreach Program/Membership</p>	<p>Offer surveys and listening sessions to sustain supportive partnerships and strengthen practices</p> <p>Administrative Team</p> <p>Reviews with the School Board</p> <p>This could be a good topic for a Board Retreat, information can be obtained through surveys and contacts with community members</p> <p>Consider the diversity of the community and the School District and focus on needs</p> <p>HS will be looking at a Hispanic outreach</p> <p>Coordinate a committee to plan activities to generate an updated Oakfield Alumni data base and move forward to activate an Alumni Program/Membership</p>



<p><b>The School Board will provide an annual balance budget</b></p>	<p>We will continually add to our Fund Balance as possible</p> <p>We will pursue funding practices that can enhance our overall school needs</p> <p>Seek alternative funding sources to supplement and extend our resources</p> <p>We will explore energy options that may reduce District costs</p> <p>We will conduct routine reviews of the building budgets and student activity accounts</p> <p>We will remain informed of staff needs to use technology to enhance their instruction and student learning</p>	<p>Administrative Team will identify any grant opportunities that we be a benefit to our District</p> <p>Head Custodian, District Administrator, and Administrative Team will look into possible opportunities that will help the District</p> <p>District Administrator and Principals</p> <p>District Administrator will work with the Technology Coordinator to identify District funding needs to support technology</p> <p>Technology Coordinator will address ongoing needs for infrastructure that supports technology</p> <p>The Technology Team will identify staff needs for technology that supports instruction and assessment.</p>
<p><b>The District will continue to allocate funding for technology resources</b></p>		



**Goal Area: Deepen Relationships, Character, and Community**

**Background:** Student learning is strengthened by the relationships formed and fostered by the adults in the school environment. As a rural school district, we are fortunate to know our students and their families well and to be able to work collaboratively in the partnership model. We are deliberate to weave practices of the Positive Behavior Intervention System (PBIS) into the daily lives of our students. These practices encourage each student to grow in areas of respect, responsibility, social compassion, and citizenship. The School District of Oakfield is enriched by the support of our community partnership who offer ongoing support, guidance, and encouragement.

Strategies	Next Steps	Metrics for Monitoring
<p><b>All staff will continue to care for, guide, and support all students</b></p> <p><b>The District will continue to maintain a positive, professional atmosphere to support learning for all students</b></p>	<p>Implementation of PBIS at all levels in the District: with school-wide recognitions such as the ES Wall of Fame, and MS/HS Nutworthy Nut Assemblies</p> <p>All staff have a responsibility to address this component of a child's education as it supports the ability to do well academically</p> <p>Students are expected to follow behavioral expectations in all environments of the school, including during extra-curricular activities</p> <p>Implementation of PBIS</p> <p>Implementation of PLC model of collaboration among professional staff</p> <p>PBIS Activities will be conducted each month.</p> <p>The ES theme for 2015-2016 is based on being part of a Community Club at all grade levels each month</p>	<p>Principals, PBIS Teams, and building staff need to conduct ongoing reviews to ensure effectiveness of this programming</p> <p>Principals will monitor efforts and implementation through the EP evaluation practice, through reviews done by the building leadership teams</p> <p>Reviews of building staff and parent surveys will need to be reviewed by building leadership teams and the Administrative Team</p> <p>Staff Handbooks are in place and reviewed on an annual basis to enforce expectations for support of a professional atmosphere</p> <p>Principals will ensure that students fully understand the expectations for student behavior and the Code of Conduct, and administer appropriate and fair consequences as needed</p> <p>Principals will monitor</p> <p>Principals will monitor</p> <p>PBIS Team and Principal will monitor the effectiveness</p> <p>Principal and Leadership Team will monitor effectiveness</p>

<p><b>The District will continue to build a sense of community among staff and students</b></p> <p><b>Staff will continue to embrace practices of “partnerships” with parents and family members to share progress and concerns of individual students</b></p> <p><b>Staff will continue to address issues of social, responsibility to one’s school, community, and country</b></p> <p><b>The District will continue to offer a wide array of clubs, activities, arts and music to allow students to increase their areas of interests and talents</b></p>	<p>District wide Open Houses each Fall will be held to welcome families and students and help them become accustomed to the building and the new grade level expectations</p> <p>MS will provide a new orientation for students and their parents in the fall to support the transition to the secondary school</p> <p>All staff continue to use Parent-Teacher Conferences to share progress as well as address any concerns</p> <p>The District continues to support assemblies that help students gain knowledge in social responsibility such as Painting Hope, Cyberbullying, etc</p> <p>The MS/HS will implement an anti-bullying curriculum during the second semester</p> <p>Students are provided weekly guidance lessons to support character education in grades K-5</p> <p>Students participate in Winter and Spring Music Concerts</p> <p>Each year Principals and their staff determine extracurricular activities and sports that are needed at their level and identify funding that will support these</p> <p>We will possible partnerships with area districts for opportunities for our students</p>	<p>Principal and Leadership Team will monitor effectiveness</p> <p>Principal and Leadership Team will monitor effectiveness</p> <p>Principal and Leadership Team will monitor effectiveness</p> <p>Principals will work with their staff and leadership teams to determine needs each school year</p> <p>Administrative Team will work with the District Administrator to determine District needs each year</p> <p>Principal and staff will evaluate effectiveness by studying student behavior data, student interviews and surveys</p> <p>School Guidance Counselor</p> <p>Music Teachers, Classroom Teachers, and Principals coordinate and review these events</p> <p>Principals and Leadership Teams work on this annually in advance of the school year</p> <p>District Athletic Director selects, assigns, and supervises all coaches</p> <p>We will consider co-ops as needed to meet the needs and interests of all students</p> <p>We will survey students for interests</p> <p>We will measure and assess student participation and satisfaction with extracurricular activities and sports</p>
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