

# STRATEGIC PLAN

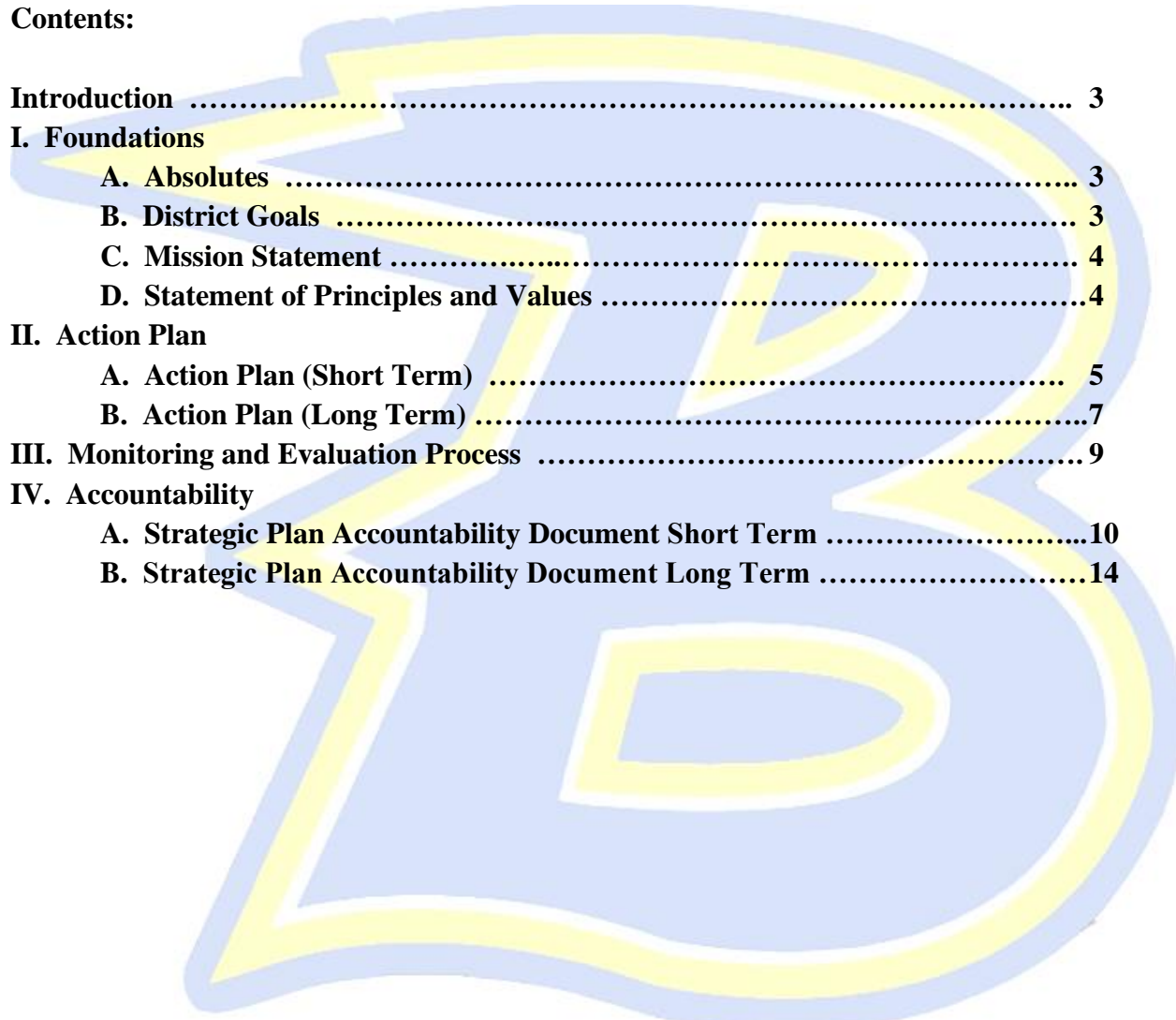


# SCHOOL DISTRICT OF BONDUEL

## 2019-2025

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## **INTRODUCTION**

This document is intended to be a live, working document. There may be additions, deletions, or revisions of current language over the course of the next five years. In the event this document is changed based on need, circumstances, changes in philosophy, or other reasons, the intent is that the change will be Board approved and noted in the document with the amendment date and the reason for the change.

During a workshop in October of 2018, the School District of Bonduel Board laid the initial groundwork for a strategic planning process to be led by the administration. While determining that the existing mission statement and principles did not need to be changed, the Board did determine that the goals needed to be reviewed and established a set of absolutes to be included in a new Strategic Plan. The Board established that in the future (0-5 years) the District should be known for agriculture and tech. ed., student achievement, facility improvement, security, technology, relevance, growth mindset, small town atmosphere, a good place to live and work, and extracurriculars. Through the workshop, the set of absolutes to be considered during the strategic planning process would include foundations.

## **I. FOUNDATIONS**

### **A. Absolutes**

1. Curriculum
2. Finance
3. Promotion
4. Staff Development
5. Safety/Mental Health
6. Technology

These six absolutes were to be used as a guideline by the Strategic Planning Committee when creating the action plan for the goals established by the Board:

### **B. District Goals**

1. Promote the School District of Bonduel
2. Enhance student achievement by building positive relationships and creating a rigorous and relevant PK-12 Curriculum

3. Continue Wellness Programs
  - a. Staff
  - b. Students
4. Continue implementing instructional technology applications throughout the PK-12 curriculum
5. Learn in a safe environment
6. Improve staff development/retention
7. Career and College Readiness/Post Secondary
8. Effective/efficient use of resources (Finance)
9. Equity and excellence for all
10. Prepare students for citizenship/contribution to community

The Board also determined a list of demographics they wanted to be represented on the Strategic Planning Committee. Representing those demographics were community members and school district staff including Doug Bartels, Nina Rouse, Geoff Dowden, John Jacobs, Kevin Bahr, Jeff Simon, Julie Felhofer, Val Rauterkus, Jenny Nolan-Kray, Nicole Suehring, Laura Gloede, Bev Pleshek, Travis Schindel, Ben Warning, Laura Warning, Ron Stelson, Joe Dawidziak, Tim Mayer, Brad Grayvold, Kayla Sampson, Nathan Burton, Tim Shoup, Sharon Wussow, Todd Lorbiecki, Rita Simon, Amy Zernicke, and Greg Rank.

### **C. Mission Statement**

School District of Bonduel-Building pathways to educational excellence with personal attention

### **D. Statement of Principles and Values**

1. Excellence in education encourages and assists all students to strive toward their potential.
2. The highest quality of education must be provided with the resources available.
3. Education is a partnership among students, families, schools, alumni, communities and businesses, each having unique responsibilities.
4. It is vital that this partnership prepares students to be productive, contributing members of a democratic society.
5. Education is a life-long learning process necessary for continued personal growth and development.
6. Education provides character-building opportunities that reinforce appropriate social norms.
7. Due to the needs of our ever-changing society, education is an innovative, evolving process that should include basic skills, life-skills, critical thinking skills, conflict resolution, and problem solving.
8. An optimal learning environment is safe and orderly.
9. High expectations combined with a positive caring environment motivate people to strive for excellence.
10. Co-curricular activities enhance the total development of the individual, school/community relationships and academic performance.

- 11. Excellence in education depends on continuous evaluation of curriculum, development of staff, and quality facilities that are available to everyone.
- 12. Today’s students are our future and the key to a better tomorrow.

## II. ACTION PLAN

### A. Action Plan Short Term (by the end of the 19-20 school year)

**Promote:**

Senior Breakfast	Once per month
Social Media	Updated daily
Survey	Exit survey for students/parents 6.1.19 and every year after
Radio Commercial	Annual February through April
Presenting at Conferences	2019-2020 school year
Alumni stories	Social media, newsletter spotlights, t.v. Screens, etc.
3K	Spring 2019

**Enhance Student Achievement:**

- Creation of an ACT Prep Course
- Creation of Common Planning Time for all grades
- Track participation rates (EX: FBLA, DECCA, etc.)
- Streamline Growth Mindset with Wellness/Compassion Resiliency/etc.
- Survey students to gauge interest
- Acknowledge and recognize Tech Ed.  
Make it something we are known for

**Wellness**

- Streamline Growth Mindset with Wellness/Compassion Resiliency, etc.
- Track staff absenteeism

**Technology**

- Create structure for Mental Health days
- Align with industry
- Provide real world applications

**Safety**

- Expand coding/programming courses
- Ongoing Training (A.L.I.C.E. in fall)
- Continued practice
- Reevaluate evacuation plans

**Staff Development/Retention**

Work with municipality (police, fire)  
Begin unannounced drills  
Small incentives or recognition  
Exit surveys for staff  
Provide avenue for staff voice  
Training  
Welcoming committee consisting of employees and community members

**Career and College Readiness/Post Secondary**

3K program  
Create benchmarks attached to exit survey with a focus on technical skills

**Finance**

Create plan for stability that could include Budget Model Forecast Scenarios analyzing revenue limits, vouchers, state budget/ten year trends, and referendum scenarios

**Equity and Excellence for All**

School sanctioned  
Creation of an Advisor Handbook  
Continue to analyze student to teacher ratio

**Student Prep for Citizenship/Community**

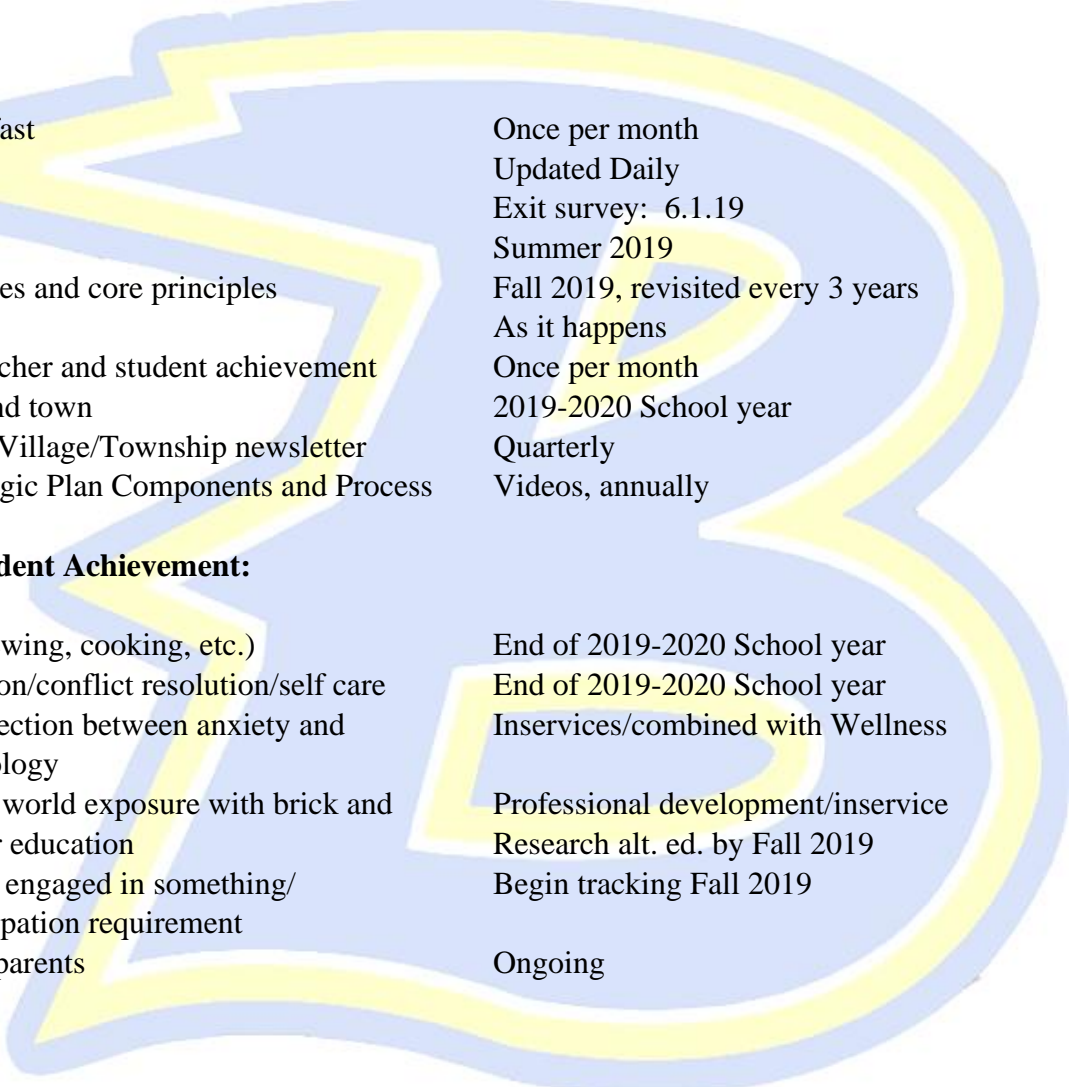
Create a plan for Community Service  
Graduation Requirements for 8<sup>th</sup>  
Grade Recognition and 12<sup>th</sup> grade  
Graduation

**Building and Grounds**

Beautification Committee  
Facelift  
Signage  
Football Field improvements  
Summer Employment  
Contracted Custodial Services vs. in House

**B. Action Plan Long Term (by the end of the 24-25 school year)**

**Promote:**



Senior Breakfast	Once per month
Social Media	Updated Daily
Survey	Exit survey: 6.1.19
Strategic Plan	Summer 2019
Brand attributes and core principles	Fall 2019, revisited every 3 years
Change	As it happens
Individual teacher and student achievement	Once per month
Signage around town	2019-2020 School year
Joint District/Village/Township newsletter	Quarterly
District Strategic Plan Components and Process	Videos, annually

**Enhance Student Achievement:**

Life Skills (sewing, cooking, etc.)	End of 2019-2020 School year
Communication/conflict resolution/self care	End of 2019-2020 School year
Address connection between anxiety and technology	Inservices/combined with Wellness
Combine real world exposure with brick and mortar education	Professional development/inservice
Every student engaged in something/ Participation requirement	Research alt. ed. by Fall 2019
Education of parents	Begin tracking Fall 2019
	Ongoing

**Wellness:**

Growth Mindset	Compassion Resilience Initiative
Mental Health	EX: C.A.R.E.
	Inservice Day in January
Onward	Book Study, year long PD during 19-20 school year then analyze effectiveness for future years

**Technology**

**Safety**

**Staff Development/Retention**

Retirement benefits	End of 2025
Salary increase	Annual Goals or Referendum or both
Promotion and Wellness	Ongoing

**Career and College Readiness/Post Secondary**

3K	Fall 2020
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**Finance**

State Budget	Biennium beginning July 1st
Enrollment	Change OE trend by 3 annually
Referendum Option	Spring 2020/Fall 2020/Spring 2021 (General for all)
Budget Forecast Model Predictions	Annually

**Equity and Excellence for All**

State driven	Fall 2019, Annual after
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**Student Prep for Citizenship/Community**

Community Service Graduation Requirement	End of 2025, pro rate for current students in the event it is sooner
-8 <sup>th</sup> Grade Recognition	
-12 <sup>th</sup> Grade Graduation	End of 2025, pro rate for current students in the event it is sooner

Work study/Job share/Job Shadow/etc.

**Building and Grounds**

Referendum or Combo	Spring 2020/Fall 2020/Spring 2021 (General For all)
Football Field: Track and Field/Booster/District	Three to five years
Property District	Immediate



### **III. MONITORING AND EVALUATION PROCESS**

The Strategic Planning Committee recommends that with the conclusion of the strategic planning process ending with Board approval comes the establishment of a monitoring/evaluation process. This process would ensure the District follows through with the plan as written or makes changes to the plan as needed over the lifespan of the strategic plan (five years). The Strategic Planning Committee recommends the following:

The creation of a Steering Committee that consists of members that have a vested interest in the School District of Bonduel. The ideal team would have representation from each of the following demographics:

- Senior Citizen Community
- Business
- Member of St. Paul's
- Parents
- Alumni
- Non teaching staff

Members of this committee would be committing to meeting at the school quarterly (roughly November 1<sup>st</sup>, February 1<sup>st</sup>, April 1<sup>st</sup>, and June 1<sup>st</sup>) to participate in a vetting process that would include:

- 8:30-9:30 a.m. Interviewing students picked randomly (2 elementary, 2 middle, and 2 high school) using a set list of questions
- 9:30-9:45 a.m. Interview debrief session
- 9:45-10:15 a.m. Interviewing District staff picked randomly (2 elementary, 2 middle, and 2 high school) using the same set list of questions used with students at 8:30
- 10:15-10:30 a.m. Interview debrief session
- 10:30-11:30 a.m. Debrief with District Superintendent to determine where district is with the Strategic Plan and if any modifications are necessary

Come up with an evaluation matrix that is updated at least quarterly

The District Superintendent will report to the Board by having a Strategic Plan update as a standing agenda item. Additionally, a summary report will be given quarterly to the Board regarding the status of the District Strategic Plan, including recommendations for adjustments as

needed on a quarterly basis. This Summary report is to take place at the first scheduled Board meeting immediately following the Monitoring Teams' Quarterly meetings interviewing students and staff.

#### IV. ACCOUNTABILITY

##### A. District Goals (Short term):

1. Promote the School District of Bonduel
2. Enhance student achievement by building positive relationships and creating a rigorous and relevant PK-12 Curriculum
3. Continue Wellness Programs
  - a. Staff
  - b. Students
4. Continue implementing instructional technology applications throughout the PK-12 curriculum
5. Learn in a safe environment
6. Improve staff development/retention
7. Career and College Readiness/Post Secondary
8. Effective/efficient use of resources (Finance)
9. Equity and excellence for all
10. Prepare students for citizenship/contribution to community
11. Address Building and Grounds

##### Goal #1 Short Term Action

Senior Citizen Breakfast once per month	Completion
	<input checked="" type="checkbox"/> Yes, Date: Monthly 2019-2020
	<input type="checkbox"/> No, reason: _____
Social media updates every two days	<input checked="" type="checkbox"/> Yes, Date: 9/1/19
	<input type="checkbox"/> No, reason: _____
Student and Parent Exit Survey	<input checked="" type="checkbox"/> Yes, Date: Spring 2019
	<input type="checkbox"/> No, reason: _____
Radio Commercial during OE window	<input checked="" type="checkbox"/> Yes, Date: February 2019 and 2020
	<input type="checkbox"/> No, reason: _____
Presenting at Conferences	<input checked="" type="checkbox"/> Yes, Date: WiRSA 10/28/19 Title I 3/2/20
	<input type="checkbox"/> No, reason: _____
Find Alumni, publicize	<input type="checkbox"/> Yes, Date: _____
	<input type="checkbox"/> No, reason: _____
Promote Discipline Rate	<input type="checkbox"/> Yes, Date: _____

Begin 3K Program

No, reason: \_\_\_\_\_

Yes, Date: 9/1/20

No, reason: \_\_\_\_\_

Staff creation of four or five District core values

Yes, Date: Fall 2019: Empathy, Perseverance, Community

No, reason: \_\_\_\_\_

**Goal #2 Short Term Action**

Improve District Report Card

Yes, Date: HS, Fall 2019

No, reason: JH and El. Fall 2020

Track Participation, interest

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Market Skills USA, FFA, Leadership, etc.

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Expand Growth Mindset, Compassion Resiliency

Yes, Date: 2019-2020 School year

No, reason: \_\_\_\_\_

**Goal #3 Short Term Action**

Expand Growth Mindset, Compassion Resiliency

Yes, Date: 2019-2020 School year

No, reason: \_\_\_\_\_

Institute Mental Health Inservice day

Yes, Date: 1/20/20

No, reason: \_\_\_\_\_

Track Staff Absenteeism

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Begin using DPI Compassion Resiliency School kit

Yes, Date: Fall 2019

No, reason: \_\_\_\_\_

Include student population in district wide plan to

Yes, Date: Quarterly 11/8/19, 1/20/20, 3/30/20, 6/4/20

Address the concepts of grow mindset, onward, And compassion resiliency

No, reason: \_\_\_\_\_

**Goal #4 Short Term Action**

Align the District with industry and post-secondary options

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Create curriculum/course focused on real world application

Yes, Date: Winter 2020 Ice Fishing, Outdoor Skills,

Expand coding/programming curriculum

- No, reason: \_\_\_\_\_  
 Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #5 Short Term Action**

Provide ongoing training to staff

- Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Continue practice drills (including unannounced)

- Yes, Date: Throughout 2019  
-2020 School year

Determine what constitutes and off site evacuation plan  
And continue to determine and practice exact route  
Along with reevaluating the entire evacuation plan

- No, reason: \_\_\_\_\_  
 Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Work on positive relationship with municipalities (Village,  
Towns, fire, police, etc.)

- Yes, Date: Joint Village/Board  
Meetings: 11/7/18, 6/11/19,  
11/18/19  
 No, reason: \_\_\_\_\_

Fix the call in issue with office

- Yes, Date: Fall 2019  
 No, reason: \_\_\_\_\_

Fix the paging issue in Tech. Ed., Sousa Hall

- Yes, Date: Winter 2020  
 No, reason: \_\_\_\_\_

Offsite website backup

- Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #6 Short Term Action**

Create small incentives

- Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Exit Surveys for staff

- Yes, Date: Summer 2019  
 No, reason: \_\_\_\_\_

Promote the area, not just the district

- Yes, Date: Radio Commercials  
(start of school and Staff  
Appreciation Week), District  
Representation on SCEPI  
(Shawano County Economic

Provide an avenue for staff voice, team inclusion  No, reason: \_\_\_\_\_  
 Yes, Date: Surveys  
(Block, Insurance, Custodial,  
etc.)

Continued training, professional development  No, reason: \_\_\_\_\_  
 Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Change thought process to customers are also friends and  Yes, Date: Office Training:  
Family 8/26/19  
 No, reason: \_\_\_\_\_

Create welcoming committee of employees and community  Yes, Date: \_\_\_\_\_  
Members  No, reason: \_\_\_\_\_

**Goal #7 Short Term Action**

Come up with benchmarks  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Attach benchmarks to exit survey  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Section of survey to focus on technical education  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #8 Short Term Action**

Determine best plan to create fiscal stability through Board  Yes, Date: 11/4/20  
Workshop  No, reason: \_\_\_\_\_

Possible Referendum, determine operational/building/both  Yes, Date: \_\_\_\_\_  
Via Board Workshop  No, reason: \_\_\_\_\_

Continue use of Budget Model Forecast predictions  Yes, Date: Bi monthly 2019-2020  
 No, reason: \_\_\_\_\_

Continue analysis and publication of voucher information,  Yes, Date: Bi monthly 2019-2020  
Revenue limit worksheet, state budget and ten year  No, reason: \_\_\_\_\_  
Patterns

**Goal #9 Short Term Action**

District sanctioned plan and promotion

Yes, Date: Radio, Social Media, etc. Strategic Plan, scavenger hunt

No, reason: \_\_\_\_\_

Revision of Advisor Handbook

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Analysis of student to teacher ratio

Yes, Date: Board report: 11/18/19

No, reason: \_\_\_\_\_

**Goal #10 Short Term Action**

Work to create community service graduation requirements  Yes, Date: \_\_\_\_\_

For High School Seniors to begin Fall 2020  No, reason: \_\_\_\_\_

Work to create community service recognition requirements  Yes, Date: \_\_\_\_\_

For 8<sup>th</sup> grade students to move to the High School to Begin Fall 2020  No, reason: \_\_\_\_\_

**Goal #11 Short Term Action**

Creation of a beautification committee  Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Work with architect on a facelift concept  Yes, Date: Summer 2019

No, reason: \_\_\_\_\_

Signage around the property  Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Summer Employment of High School students  Yes, Date: Summer 2019

No, reason: \_\_\_\_\_

Determine contracting for custodial services vs. in house  Yes, Date: 7/1/19: in house

No, reason: \_\_\_\_\_

Work to resolve football field issues with Booster, Track And Field Committee, District  Yes, Date: Winter/Spring 2019

Joint meetings and consultant Q and A

No, reason: \_\_\_\_\_

**B. District Goals (Long term):**

**1. Promote the School District of Bonduel**

**2. Enhance student achievement by building positive relationships and creating a rigorous**

**and relevant PK-12 Curriculum**

**3. Continue Wellness Programs**

**a. Staff**

**b. Students**

**4. Continue implementing instructional technology applications throughout the PK-12 curriculum**

**5. Learn in a safe environment**

**6. Improve staff development/retention**

**7. Career and College Readiness/Post Secondary**

**8. Effective/efficient use of resources (Finance)**

**9. Equity and excellence for all**

**10. Prepare students for citizenship/contribution to community**

**11. Address Building and Grounds**

**Goal #1 Long Term Action**

- Creation and Video Promotion of a District Strategic Plan  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_
- Creation of a Public Relations/Tech Committee Role  Yes, Date: 9/1/19: Alex Juneau  
 No, reason: \_\_\_\_\_
- Promotion of District core values  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_
- Refresh core values every 3-5 years  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_
- Signage around the Village  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_
- All demographics have access to pertinent information  Yes, Date: New website reveal  
3/15/20  
 No, reason: \_\_\_\_\_
- Continued analysis of incoming student population,  
Sustainability of programs, business, and  
Technology  Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_
- Individual teacher and student achievement  Yes, Date: Fall 2019: HS  
 No, reason: Fall 2019: Elem and  
JH went down mainly due to closing  
gap score
- Joint District/Municipality newsletter sent to areas of high  
Traffic  Yes, Date: \_\_\_\_\_

**Goal #2 Long Term Action**

Reintroduce life skills (Ex: sewing, cooking, etc.)

No, reason: \_\_\_\_\_

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Focus on communication/conflict resolution/relationships/  
Self care

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Address connection between technology use and behavior/  
Anxiety/stress/etc.

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Create practical world exposure

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

100% student participation in something

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Implementation of a Participation requirement  
(activity/sport/event)

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Parent Education Program (education, needs, etc.)

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

**Goal #3 Long Term Action**

Implementation of District wide Compassion Resiliency

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Program that incorporates Mindset, Onward, etc.

**Goal #4 Long Term Action**

Continued analysis and implementation of advanced  
Technology

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

**Goal #5 Long Term Action**

Long term plan for upgrades  
Stand alone secure entry at elementary and MS/HS  
Buildings

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

**Goal #6 Long Term Action**

Improve salary for employees

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

Establishment of greater retirement benefits

Yes, Date: \_\_\_\_\_

No, reason: \_\_\_\_\_

**Goal #7 Long Term Action**



Follow guidelines as established by the Wisconsin  
Department of Public Instruction

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #8 Long Term Action**

Continued analysis of budget forecasting models, state  
Budget, enrollment, and referendum possibilities

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #9 Long Term Action**

Implementation of Compassion Resiliency Program

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #10 Long Term Action**

Community Service Graduation Requirement 12<sup>th</sup> grade,  
8<sup>th</sup> Grade

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

Expansion of work study/job share/job shadow

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

**Goal #11 Long Term Action**

Artificial Turf, Football Field  
Referendum? Combo?

Yes, Date: \_\_\_\_\_  
 No, reason: \_\_\_\_\_

