

SCHOOL DISTRICT OF ALTOONA
STRATEGIC GOALS

Strategic Goal 1: Address the Learning Needs of the Whole Student

Objective 1 of 2: Address the emotional well-being of each student

What we will do:	Who will do it:	How we'll know:	Timeline:
Fully implement the PBIS (Positive Behavioral Interventions and Supports) framework and strategies for Tiers I, II and III	All staff, principals; Input from wellness and safety committees	Net increase/decrease of office referrals Net decrease in suspensions	100% implementation at Tiers 1, 2, 3 by July 2014 Report to Board by February 1 and July 1
Review Wisconsin Youth Risk survey results	School counselors; Input from wellness committee	Survey Results to show decrease in risky behaviors	Report to Board annually
Identify and decrease bullying and cyberbullying incidents in all schools	All staff, principals, school counselors, wellness committee	Student survey results' Parent survey results (trimester, semester)	Report to Board as per board policy
Provide a safe environment for our students	All staff, police liaison, Demographic Trends & Facilities Planning Committee	Student survey results All identified priorities (P-1's) identified in Building Assessment Reports addressed	Ongoing

Strategic Goal 1: Address the Learning Needs of the Whole Student

Objective 2 of 2: Graduate students who are college- and career- ready to compete in the global marketplace

What we will do:	Who will do it:	How we'll know:	Timeline:
Fully integrate the Common Core Standards (CCS) into the curriculum	Administration and all staff	Curriculum reflects CCS Smarter Balanced Assessment (SBA) scores reflect student mastery PLC's (Professional Learning Communities) will hold members accountable for implementation	Annually in June/July Annually Ongoing
Increase the number of offerings and rigor to include foreign language, school-to-work and online course options	Administration, course offerings committees, teachers and support staff	Course offerings/ master schedule Students enrolled/ completed portfolios	Annual report to Board
Integrate Project Based Learning (PBL) throughout the District	Superintendent, administration, Curriculum director, staff	School Showcase Presentations and reports at board meetings	2013/14 and ongoing Progress reports to Board by principals & Curriculum Director
Fully implement RtI (Response to Intervention) district-wide	Administration, all staff	Target time implemented; Student mastery of academic concepts	Progress monitor reports to board annually
Incorporate credited community service component into high school curriculum by 14/15	Principal, curriculum director, high school staff	Board approval of course description	By the end of 2013/14

Strategic Goal 2: Recognize and embrace the pivotal role of technology within our classrooms providing for 21st Century learning

Objective 1 of 1: Use integrated technology to develop opportunities for staff and students

What we will do:	Who will do it:	How we'll know:	Timeline:
Provide technology for staff and students	Board, all staff	One-to-one in place for students	2014/15 School year
Provide professional development for staff and training for students	Staff, consultants	Schedule of professional development/training sessions	Ongoing
Walkthrough process will check for technology integration in the classroom	Administration	Teachscape walkthrough data from principals	Ongoing

Strategic Goal 3: Recruit, develop and retain highly motivated and effective staff

Objective 1 of 2: Recruit and hire best staff

What we will do:	Who will do it:	How we'll know:	Timeline:
Establish professional building level interview teams	Superintendent, principals, teachers	Interview teams will have been selected and professionally trained	Ongoing
Hold exit interviews with staff who leave the district on an as needed basis	Superintendent and/or principals	Completed interviews	Ongoing

Strategic Goal 3: Recruit, develop and retain highly motivated and effective staff

Objective 2 of 2: Develop and retain highly qualified staff

What we will do:	Who will do it:	How we'll know:	Timeline:
Continually improve layered mentoring program	Mentor coordinator	Survey and ongoing discussion with employees	Annually in June/July
Continue to implement and improve Professional Learning Communities (PLCs)	Entire certified staff	PLC meeting minutes	Ongoing
Provide Professional Development	Superintendent, curriculum director, principal, professional development committee	Employees will complete pre and post professional development request/questionnaire	Ongoing; superintendent reports to Board
Implement Educator Effectiveness Model	Administration	Administration reports to board as per board policy	Annually in June

Strategic Goal 4: Practice good stewardship of resources

Objective 1 of 4: Provide and maintain safe facilities that support instructional and recreational programming

What we will do:	Who will do it:	How we'll know:	Timeline:
Support the Demographic Trends & Facility Planning Committee	Board, committee	Planning committee will give a written report to administration	Initial reports by June/July ✓ Completed! Written Recommendation from Committee to the Board by August 2013
Conduct Demographic Study	UW-Madison Applied Population Lab	Completed Report	March 2013 ✓ Completed!
Initiate Facilities Study process	ADG Architects	Completed Reports	May 2013 ✓ Completed!

Strategic Goal 4: Practice good stewardship of resources

Objective 2 of 4: Advocate for improved public education funding

What we will do:	Who will do it:	How we'll know:	Timeline:
Work together with other governmental agencies to advocate for positive legislation for public education	Staff, administration, Board, community	Staff, administration, board notes or reports Passed legislation	Ongoing
Attend and actively participate in the WASB activities including the Delegate Assembly and other associations such as WASDA, WASBO, SAA	Board	Board and delegate assembly reports	Ongoing
Promote partnerships with businesses, community members and individuals	Superintendent, board, staff	Functioning partnerships	Reports as completed or in July

Strategic Goal 4: Practice good stewardship of resources

Objective 3 of 4: Maintain and promote financial stability that directly supports educational initiatives

What we will do:	Who will do it:	How we'll know:	Timeline:
Strategic goals will drive the budget	Board Budget Development Committee, school board, superintendent	Annual Meeting document, adopted budget	October
Review Strategic Plan to connect budget to strategic goals	Superintendent, business manager		

Strategic Goal 4: Practice good stewardship of resources

Objective 4 of 4: Develop policy to govern advertising and sponsorships of the schools

What we will do:	Who will do it:	How we'll know:	Timeline:
Write procedure to accompany policy	Administration and board, parents and community groups	Adopted and approved	By August 2013

Strategic Goal 5: Build trusting relationships and partnerships with the Community

Objective 1 of 4: Create open lines of communication with the community

What we will do:	Who will do it:	How we'll know:	Timeline:
Coffee with Connie, Evening "Library with Connie"	Superintendent	Survey and feedback Participation logs	Ongoing
Pre-board meeting sessions for community	Board	Attendance at sessions, feedback	Ongoing
Restructure and expand print media	Superintendent, Board, Administration	Publication three times per year	Ongoing

Strategic Goal 5: Build trusting relationships and partnerships with the Community

Objective 2 of 4: Develop relationships with other educational institutions

What we will do:	Who will do it:	How we'll know:	Timeline:
Take advantage of, and actively participate in community and regional education-related functions	Board, administration, staff	Participation reports	Ongoing

Strategic Goal 5: Build trusting relationships and partnerships with the Community

Objective 3 of 4: Expand and develop volunteer resources in the school district

What we will do:	Who will do it:	How we'll know:	Timeline:
Identify and communicate needs of both parties	Board, staff, community member	Expanded volunteer program	June/July update

Strategic Goal 5: Build trusting relationships and partnerships with the Community

Objective 4 of 4: Develop adult education program

What we will do:	Who will do it:	How we'll know:	Timeline:
Student/staff / community facilitated classes for adults	Board, Adult Education committee, staff	Course evaluations	2014/15 school year

Final Draft Adopted: 11/05/12

Updated: 6/6/13 through Goal 3

Updated: 6/26/13 through Goal 5

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