

Wausau School District Strategic Plan ■ 2019-2023

# Whole Child - Whole Wausau

Our Mission ... To advance student learning, achievement, and success.





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## Whole Child - Whole Wausau

### Achievement

*Increase student learning by ensuring equity for all students, inspiring them to achieve at their full potential.*

A1. By the end of the 2022-23 school year, Wausau School District staff will demonstrate the awareness, flexibility, and commitment to use instructional strategies to increase equity for all students in their classrooms as evidenced by an increase of 5% per year of teachers District wide scoring proficient or distinguished in components 2a, 2b, and 3e in the Danielson Framework for Teaching.

A2. By the end of the 2022-23 school year, all schools and teachers will consistently incorporate collaboration, creativity, critical thinking, and communication (4Cs) in all content areas PK-12 as evidenced by a score of at least 1100 in Brightbytes in the classroom area survey, and having at least 90% of schools with a proficient level score in teacher use of the 4Cs in Brightbytes.

A3. By the end of the 2022-23 school year, all students in sub-groups including students of color, economically disadvantaged, and students with disabilities identified through the ESSA Accountability Report will be in attendance at least

92% of all school days as evidenced by school/District attendance documentation.

**Achievement Short Cycle Report to Board - December 2019**

A4. By the spring of 2023, there will be a 30% increase in the number of students meeting or exceeding proficiency in reading, writing, and mathematics as evidenced by scores on state and local assessments.

**Achievement Short Cycle Report to Board - February 2020**

### Resources

**(Optimization of Resources)**

*Align available resources with strategic priorities.*

OR1. Through optimizing staffing and building efficiencies, by 2023 all schools will have comprehensive pupil services teams, unique to each school, to best support the whole child's social, emotional, behavioral, academic, and safety needs.

OR2. Identify \$100,000 in recurring cost reduction opportunities for each of the next four budget years starting with 2020-21 through more efficient systems and processes.

**Resources Short Cycle Report to Board - October 2019**

**Resources Short Cycle Report to Board - April 2020**

### People

*Position the Wausau School District to be an Employer of Choice.*

P1. ATTRACT a diverse workforce of talented leaders; increasing the number of applicants by 5% each year. Using effective recruitment strategies and a competitive compensation package.

P2. RETAIN staff by fostering a work environment that increases employee engagement. Establish a baseline for employee turnover in all groups and decrease by 3%.

P3. BALANCE Provide a healthy balance between work and personal life.

**People Short Cycle Report to Board - November 2019**

### Service

*Promote a culture of excellent service.*

#### S1. MARKETING

Increase awareness and positive perceptions of the District as measured by annual increases of 5% in Facebook fans and followers and an annual increase of 5% in positive media stories.

#### S2. PROGRAMS AND OFFERINGS

Increase awareness of District programs and offerings and optimize experiences for students, families, staff, and the community as measured by a brief feedback tool with a baseline determined by June 2020.

#### S3. PARTNERSHIPS

Attract and strengthen partnerships and optimize their mutual value as measured by quantitative and qualitative feedback at the conclusion of the partnership or at least on an annual basis.

**Service Short Cycle Report to Board - September 2019**

**Service Short Cycle Report to Board - June 2020**

### Wellness

*Advance the emotional and physical well-being of the Wausau School District Community.*

W1. By the end of the 2022-2023 school year, increase student engagement through an expanded and strategic use of a developmentally appropriate continuum of services as evidenced by a 3% decrease per year of in school and out of school suspensions.

**Wellness Short Cycle Report to Board - August 2019**

**Wellness Short Cycle Report to Board - January 2020**

W2. By the end of the 2022-2023 school year, improve staff wellness and relationships within the Wausau School District Community as evidenced by an increase of 6% yearly in a climate and culture staff survey.

**Wellness Short Cycle Report to Board - November 2019**

**Wellness Short Cycle Report to Board - March 2020**

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