



**Unified School District Of De Pere
FLIGHT PATH: DESTINATION 2033**

Strategic Plan

JUNE 2023

Overview

FLIGHT PATH: DESTINATION 2033

In September 2022 the district launched Flight Path: Destination 2033, a strategic planning process. The initiative was designed to provide our community, staff, students and families an opportunity to help establish a long-range plan that builds on our strengths and charts a course for continuous improvement.

De Pere High School

1700 Chicago St. De Pere, WI 54115
2022-23 Grades 9-12 Enrollment: 1450

De Pere Middle School

700 Swan Rd. De Pere, WI 54115
2022-23 Grades 7-8 Enrollment: 670

Foxview Intermediate School

650 S. Michigan St. De Pere, WI 54115
2022-23 Grades 5-6 Enrollment 637

Altmayer Elementary School

3001 Ryan Rd. De Pere, WI 54115
2022-23 Grades K-4 Enrollment: 422

Dickinson Elementary School

435 S. Washington St. De Pere, WI 54115
2022-23 Grades K-4 Enrollment: 520

Heritage Elementary School

1250 Swan Rd. De Pere, WI 54115
2022-23 Grades K-4 Enrollment: 574



Our Strategic Plan supports the district in

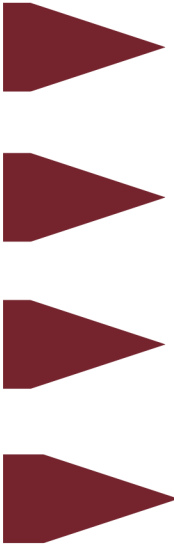
- Identifying how broad societal issues and trends impact our district
 - Identifying how we will ensure each child receives an equitable experience in our district
 - Establishing priorities for what constitutes an outstanding educational experience in the district
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THE PROCESS

- Vision, Mission, Pillars, and Goals
- Community Conversations Feedback
- Community Survey Feedback
- Equity Walk Report



WHY Strategic Plan

District-Wide Facilities Condition & Education Adequacy Assessment

Applied Population Lab Enrollment Projections

HOW Facilities Assessment & Enrollment Projections

WHAT
Process For Decision Making To Determine Future District Services, Staffing, Programming and Facilities Needs



MISSION

In partnership with our families and community, we deliver a distinct educational edge and prepare all learners to be successful and contributing members who serve and lead in our global society

VISION

We will partner with our community to engage all learners, build leadership capacity and deliver a world-class educational experience





PILLARS

The values which uphold our Mission and Vision, and help us prioritize the Objectives and Goals in our Strategic Plan



Educational Excellence

Students will learn the essential skills for continued education, careers, leadership and life readiness through challenging academic and co-curricular programs



Student Engagement

Students will develop knowledge, attitudes, skills, and practices to maximize achievement and support positive school experiences through community partnerships and intentional engagement strategies



Operational Excellence

Students will enjoy a welcoming environment that promotes learning and growth delivered by a highly qualified staff, engaged family and community in modern facilities with appropriate technology



Safe and Culturally Affirming Environments

Students, parents, staff, and community members will have a sense of belonging in the learning environment as a valued part of our school community

All district policies, protocols and practices incorporate the values of equity, inclusion, diversity and intercultural awareness

OBJECTIVES



Educational Excellence

Objectives

- Ensure every student meets or exceeds grade level standards so they are prepared for a successful life after high school
- Provide a coherent curriculum with rigorous, relevant educational programming delivered using sound instructional practices

Goal

- For the 2023-24 school year, the district will increase the ELA and Math achievement and growth (determined after the release of the 22-23 report card) as measured by the District State Accountability Report Card and the On Track for Graduation

Objectives

- Foster resilience and a growth mindset so students can adapt to a changing global society
- Develop student independence and provide them with support to make informed decisions

Goal

- By the end of the 2023-24 school year, the district will create a graduate profile continuum that identifies attributes and skills which prepare all learners to be successful and contributing members of the global society. The graduate profile continuum will include the areas of: academic learning behaviors and habits, student learner and leader attributes



Student Engagement

Objective

- Develop trusting relationships among students and adults that serve as the foundation for student success

Goals

- The District will ensure this in annual students and staff survey data
- The District will develop a scope and sequence for SEL curriculum 4K-12 so that all schools are providing cohesive SEL instruction by June 2024
- The District will administer screening tools across all schools by the start of the 2024-25 school year
- All schools will have a student-problem solving team to help engage and coordinate services for those identified via screening as needing support by the start of the 2023 school year

Objective

- Build student voice, choice, and ownership of their learning and growth

Goal

- The District will create student leadership teams at every building with a cross section of the student body to guide leadership decisions by spring of 2024
- The district will integrate age-appropriate goal-setting and self-assessment into courses by the fall 2024

Objective

- Grow student leadership capacity through in-and out-of-classroom experiences

Goal

- The District will provide universal social, emotional learning and Academic Career Planning instruction at all grade levels, which as students age, becomes more focused on leadership and employability skills by the start of 2023 school year

AND GOALS



Operational Excellence

Objective

- Recruit and retain a high performing staff with intent toward increasing employee diversity

Goals

- The District will engage hiring processes encouraging diverse populations to join our organization
- The District will provide its employees with increased choice in health care providers for the 2023-24 school year

Objective

- Provide faculty with professional learning that expands their practice and improves student outcomes

Goal

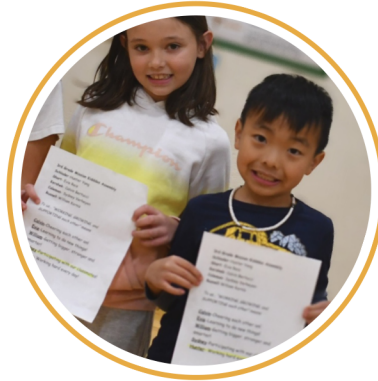
- The District will support its commitment toward providing employees with meaningful professional learning by enacting the 4K-12 once per week Professional Learning Community model for the 2023-24 school year

Objective

- Ensure facilities and infrastructure that supports future ready learning

Goal

- The District will support providing students with future ready facilities and infrastructure by providing the Board of Education with a facilities improvement process



Safe & Culturally Affirming Environments

Objective

- Create inclusive classroom and school environments that show understanding of and care for every student, staff, family member and visitor

Goals

- Increase visibility and representation of all students in the classroom and school community by enhancing classroom materials and visuals, as measured through the equity walk results and unit planning materials for all Professional Learning Communities (PLCs) during the 2023-24 school year
- Include student focus groups as a component of the 2023-24 equity walk within each building, increasing their voice and involvement in identifying areas for school improvement

Objective

- Support the academic, physical, social and emotional wellness of all students and staff

Goals

- The District will develop a scope and sequence for SEL curriculum 4K-12 so that all schools are providing cohesive SEL instruction by June 2024
- The District will increase the ability for all students to access community mental health support through the mental health navigator service measured by community access rates and percentage of students being connected with mental health services by June 2024
- Each school building will explicitly identify, across all grade levels, MLSS supports for each layer, including data points for each by December 2024

Objective

- Speak and act swiftly against inequities, harassment, discrimination, racism and hate

Goals

- Each school building will analyze School Perceptions, Equity Walk, YRBS and student Social/Emotional/Behavioral (SEB) data by sub group annually as part of the continuous improvement cycle
- The District will provide professional development around microaggressions and implicit bias for staff, so that we can recognize and interrupt discourse that is not inclusive of all students, by October of 2024



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