



KAUKAUNA AREA SCHOOL DISTRICT

COMMUNITY GHOSTSTORY

FALL 2023

CONTINUOUS IMPROVEMENT PLAN
KAUKAUNA AREA SCHOOL DISTRICT

DISTRICT VISION
The Kaukauna Area School District, in partnership with our community, will provide a rigorous and relevant curriculum through best instructional practices which emphasize student achievement and accountability, delivered in a safe and caring environment.

CORE VALUES
WE ARE:
- Student-Centered
- Relationship-Focused
WE WILL:
- Be Intentional
- Act with Integrity
WE BELIEVE IN:
- Continuous Improvement
- Collective Efficacy

RATING SYSTEM
 ★★★★★ FAILS TO MEET EXPECTATIONS
 ★★★★★ MEETS FEW EXPECTATIONS
 ★★★★★ MEETS EXPECTATIONS
 ★★★★★ EXCEEDS EXPECTATIONS
 ★★★★★ SIGNIFICANTLY EXCEEDS EXPECTATIONS

CORE AREAS
 FINANCE, OPERATIONS & FACILITIES
 SAFE & HEALTHY SCHOOLS
 ENGAGEMENT & CONNECTEDNESS
 Scoring In Progress

CORE AREAS

LEARNING & ACADEMICS	FINANCE, OPERATIONS & FACILITIES	SAFE & HEALTHY SCHOOLS	ENGAGEMENT & CONNECTEDNESS
CATEGORY WEIGHTING State Report Card 45% College Credit or Work Experience 25% K-8 Reading Growth 10% K-8 Math Growth 10% Foundational Early Literacy Skills 5% ACT Composite 5%	CATEGORY WEIGHTING Financial Audit 20% Fund Balance 20% MOD Rate 20% Open Enrollment 20% Facility Plan - 5 Year 10% Tech Plan - 5 Year 10%	CATEGORY WEIGHTING School Safety 25% Student Behavior 25% Student Mental Well-Being 25% Staff Well-Being 25%	CATEGORY WEIGHTING Student Involvement 25% Staff Engagement 25% Attendance 20% Staff Retention 15% Stakeholder Satisfaction 15%
RATIONALE KASD believes in a culture of continuous improvement and the importance of providing comprehensive learning opportunities to ensure all students will thrive in their academic, career, and personal life.	RATIONALE KASD will prioritize fiscal responsibility while ensuring that facilities and technology align with the District's high programming expectations and funding reality.	RATIONALE KASD is committed to maintaining safe schools that support the physical, mental, and social/emotional health of all students and staff.	RATIONALE KASD will foster a sense of belonging and connectedness in schools and build positive relationships with all stakeholders through focused efforts and intentional practices.

LOOK INSIDE FOR

CONTINUOUS IMPROVEMENT PLAN

FUTURE STRONG SUMMIT RECAP

UPCOMING COMMUNITY CONVERSATIONS

4K REGISTRATION INFORMATION

MOVING FORWARD KAUKAUNA'S NEW CONTINUOUS IMPROVEMENT PLAN

In April 2023, over 200 members of our community and staff came together in the high school commons for the Future Strong Summit. The purpose of the Summit was to engage a diverse cross-section of our District's stakeholders in conversations about our schools and collaboratively identify and discuss the most important things we should be focusing on as a District as we plan for the future.

The feedback coming out of the three days was extremely positive. The conversational format of the Summit helped to create a sense of unity and pride around our District, while still allowing for open and authentic dialogue among a group with wide-ranging thoughts, experiences, and opinions. Despite the divisive nature of our larger society today, through the Summit, our Kaukauna community modeled a more positive and productive way to engage with one another as we work to continuously improve our schools and address complex issues.

1. FUTURE STRONG SUMMIT

The format of the Future Strong Summit was designed in order to create focused conversations among people with different experiences, thoughts, and perspectives. The culminating event was for the whole group to identify common themes they heard throughout the entire event. Some common themes that emerged included (but were not limited to):



- Build an all-encompassing community campus that includes a wellness center, child care, mental health services, and community green space.
- Provide consistent, strength-based, and differentiated professional development during the school day by relying on expertise within the District and community.
- Retain staff with ongoing training, competitive benefit options, and support flexibility for work-life balance.
- Implement rigorous curriculum for all students' (current and future) needs, providing various paths to future education, career, and life aspirations.
- Establish a District-wide system to address physical, emotional, social, and academic needs of students and staff.
- Develop and implement a systematic behavior response plan with on-going educator and family training.
- Develop strategies to attract and retain families in the Kaukauna Area School District.



FIND OUT MORE AT [FUTURESTRONGSUMMIT.ORG](https://futurestrongsummit.org)

3. NEXT STEPS - FACILITIES PLANNING

One of the Key Performance Indicators in the Continuous Improvement Plan relates to a 5-year Facilities Plan. This KPI helps to ensure that KASD continues to thoughtfully and proactively plan for the future of the District by developing a long-range plan for our facilities. In order to begin this work, this Fall, the Board of Education approved a multi-faceted approach to addressing our long-term facilities needs that will include:

- An architectural and engineering firm to analyze each of the District's school buildings for both structural integrity and educational functionality.
- A population study to forecast future population trends and housing developments in the Kaukauna Area School District boundaries, as well as the predicted impact this will have on the number of students attending schools in the District.
- Several community-wide conversations to gain feedback from students, staff, families, and community members regarding long-range facilities planning and future educational options in KASD.

As we move into this new and exciting time in Kaukauna, we are committed to staying true to the belief that collaborating with all of our stakeholders when making these important decisions is the key to our success as a District and as a community.

At this time, we want to be sure that the community understands:

We have not yet begun developing or considering potential facilities solutions. The District is currently gathering data and information about our current facilities' conditions and usage, and we will publicly share the results of those studies when they are complete.

When we do get to the point where we are exploring specific facilities solutions, we will be committed to engaging students, staff, parents, and community stakeholders so that our long-range facilities plan reflects the priorities and values of those we serve.

We are rapidly approaching an exciting moment of possibilities for the Kaukauna Area School District, and in order to make the most thoughtful and intentional decisions, we cannot rush the process. We are committed to working collaboratively with our students, staff, families, and community to create the best possible plan to ensure that the Kaukauna Area School District is set up to be a destination district for generations to come.

In the true spirit of collaboration with our community, we would love for you to join us in continuing this conversation about the future direction of our schools and long-range facilities planning. Please mark your calendars for our upcoming Community Conversations to be held on January 9 and 24. Be on the lookout for invitations with more details on the times and locations.

2. CONTINUOUS IMPROVEMENT PLAN

Over the spring and summer months, the District developed a team consisting of teachers, principals, and district office administrators to create a formalized Continuous Improvement Plan. The feedback, trends, and major priorities from the conversations at the Future Strong Summit were used to help influence the development of the District goals in the Continuous Improvement Plan.

This plan consists of four different core areas including Learning and Academics, Finance, Operations and Facilities, Safe and Healthy Schools, and Engagement and Connectedness. Each core area contains between 4-6 Key Performance Indicators that articulate measurable goals in order to provide focus, clarity, and a more strategic direction for the District's efforts. The Key Performance Indicators in each core area, as well as each of the four core areas themselves, are scored in order to provide a clear picture of KASD's current progress in its Continuous Improvement journey.

WANT TO SEE OUR FULL CONTINUOUS IMPROVEMENT PLAN?
SCAN THE QR CODE TO CHECK IT OUT ON OUR WEBSITE!



CONTINUOUS IMPROVEMENT PLAN KAUKAUNA AREA SCHOOL DISTRICT

DISTRICT VISION

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CORE VALUES

- | | | |
|------------------------|----------------------|--------------------------|
| WE ARE: | WE WILL: | WE BELIEVE IN: |
| - Student-Centered | - Be Intentional | - Continuous Improvement |
| - Relationship-Focused | - Act with Integrity | - Collective Efficacy |

RATING SYSTEM

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CORE AREAS

LEARNING & ACADEMICS	FINANCE, OPERATIONS & FACILITIES	SAFE & HEALTHY SCHOOLS	ENGAGEMENT & CONNECTEDNESS
★★★★☆	★★★☆☆	Scoring In Progress	Scoring In Progress
CATEGORY WEIGHTING	CATEGORY WEIGHTING	CATEGORY WEIGHTING	CATEGORY WEIGHTING
State Report Card 45%	Financial Audit 20%	School Safety 25%	Student Involvement 25%
College Credit or Work Experience 25%	Fund Balance 20%	Student Behavior 25%	Staff Engagement 25%
K-8 Reading Growth 10%	MOD Rate 20%	Student Mental Well-Being 25%	Attendance 20%
K-8 Math Growth 10%	Open Enrollment 20%	Staff Well-Being 25%	Staff Retention 15%
Foundational Early Literacy Skills 5%	Facility Plan - 5 Year 10%		Stakeholder Satisfaction 15%
ACT Composite 5%	Tech Plan - 5 Year 10%		
RATIONALE	RATIONALE	RATIONALE	RATIONALE
KASD believes in a culture of continuous improvement and the importance of providing a comprehensive education to ensure that all students will grow, achieve to their highest potential, and are college, career, and community ready.	KASD will prioritize fiscal responsibility while ensuring that facilities and technology align with the District's high programming expectations and funding reality.	KASD is committed to maintaining safe schools that support the physical, mental, and social/emotional health of all students and staff.	KASD will foster a sense of belonging and connectedness in schools and build positive relationships with all stakeholders through focused efforts and intentional communication.

Save the Date!

FOR COMMUNITY CONVERSATIONS REGARDING LONG-RANGE FACILITIES PLANNING

- TUESDAY, JANUARY 9, 2024
- WEDNESDAY, JANUARY 24, 2024





KAUKAUNA
 AREA SCHOOL DISTRICT
 1701 Cty. Rd. CE | Kaukauna, WI 54130

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4K REGISTRATION OPENS SOON



Our District prides itself in being student-centered and relationship-focused, while providing a rigorous curriculum. We would love for your little one to be a part of the great things happening in Kaukauna! Enrollment for 4K and 5K opens in mid-January. More information will be sent out soon.

*****ECRWSEDDM****

Residential Customer

KAUKAUNA.K12.WI.US/4K-ENROLLMENT

TO MAKE SURE YOU RECEIVE
 REGISTRATION MATERIALS,
 SCAN THE QR CODE TO FILL
 OUT THE CENSUS FORM!



BOARD OF EDUCATION

Board Members

- Chris Bouressa - President
- Chad Berken - Vice President
- Josh Karl - Treasurer
- Charles West - Clerk
- Sue Gertz - Member
- Sally Feistel - Member
- Melissa Kurey - Member

School Board Meetings

Meetings are held at 5:30 p.m. on the second and fourth Mondays of each month in the Kaukauna Area School District's Board Room: 1701 County Road CE, Kaukauna. For agendas, minutes and additional info please visit: www.kaukauna.k12.wi.us.

DISTRICT LEADERSHIP TEAM

- Superintendent** – Mike Slowinski
- Director of Curriculum, Instruction & Continuous Improvement** - Holly Magness
- Director of Special Education & Pupil Services** – Sarah Newberry
- Finance Officer** – Robert Schafer
- Human Resources Coordinator** - Tammy Werbowski
- Communications & Marketing Coordinator** - Bryanna Moody
- Technology Coordinator** - Jim Geoffrey
- Literacy & ELL Coordinator** - Kelly Luedeke
- Attendance, Behavior & School Safety Coordinator** - Jason Hurley

ABOUT US

KASD is a public school district serving approximately 4,000 students and 450 staff members from early childhood through 12th grade. Together, we will build upon the rich tradition of KASD and express and uphold the deep values that define us as Kaukauna Strong.

Kaukauna Area School District serves all or portions of these communities:

- City of Kaukauna
- Town of Kaukauna
- Village of Sherwood
- Town of Buchanan
- Village of Harrison
- Town of Holland
- Town of Vanden Broek
- Town of Woodville
- Village of Combined Locks
- Village of Little Chute

CONTACT US

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This publication was produced for the residents of the Kaukauna Area School District. Due to the overlap of postal routes, residents from neighboring school districts may receive this publication. Given the limitations of bulk mailing, this overlap is difficult to eliminate without significant cost. Thank you for your understanding.