

SCHOOL DISTRICT OF AUBURNDALE

STRATEGIC PLAN

2022-2027



BOARD ADOPTED ON NOVEMBER 16, 2022

The School District of Auburndale and the Strategic Plan

The School District of Auburndale is a rural agricultural school district located centrally in the State of Wisconsin, South of Wausau, West of Stevens Point, North of Wisconsin Rapids, and approximately nine miles East of Marshfield. While Auburndale is a relatively small community, its location neighboring larger communities provides an environment of various trades and professionals who are employed in the nearby cities. Records of the District date back to 1873 with official formation taking place in May of 1875. The majority of the District is located in Wood county, but boundary lines extend into Marathon and Portage County. Currently the school district has an enrollment of 828 students in grades PreK-12. This current year has 149 students open enrolling in and 109 open enrolling out of the district.

The School District of Auburndale created the first Strategic Plan during the 1995-1996 school year. The most recent plan prior to this one focused on the creation of the Vision and Mission Statements that the school adopted in 2013-2018.

A new planning committee was created by the Auburndale Board of Education during the 2022-2023 school year. The updating process was examined and members were selected that would contribute positively to the educational mission of the School District. The committee consisted of the following community members: Tiffany Akins, Jana Becker, Shelly Becker, Craig Becker, Pamela de Boer, Ryan Haffenbredl, Gary Hilgart, Kim Kaiser, Keira Lobner, Misty Lundgren, Mark Lundgren, Leah Meidl, Cheryl Meyer, Brandon Roberson, Leah Schill, Brook Seevers, Rob Teska, Kristin Weiler, Nate Weiler, and Heidi Jo Zenner. School District representatives on the committee included: Joren Anderson, Jodi Ertl, Lora Ledden, Sally Raab, Dawn Urban, Andy Scharenbroch, Steve Van Wyhe, Charles Payant, and Kevin Yeske. The School Board members were: Sue Raab, Sheila Cherney, Kayla Gotz, Mike Sabel, and Scott Karl. Kevin Yeske, District Administrator, facilitated the Strategic Planning process, communications, and production of the plan.

Meetings were scheduled from 6-8 pm on September 14, 28, and October 12, and 26, 2022. The proposed plan was developed during that time and included tours, identification of strengths and weaknesses, categories in which areas of focus should occur, and finally the construction of SMART goals. Work on goals was done in small groups but shared with the entire group so feedback could be provided by all. The Auburndale Board of Education reviewed the Plan on November 16, 2022 and adopted the five year plan on the same date.

The Strategic Plan was created and updated to meet the needs of the community, give direction, provide proper organization, and uphold a solid structure in achieving the objectives of the School District. This plan will be updated and revised as needed.

STUDENT AND STAFF

Student and Staff SMART goal:

The School Board will continue to encourage and support the work of the culture committee by including financial support in the operational budget. Each spring, the committee will survey the staff and students regarding the culture in the buildings and report to the school board prior to the start of the next school year.

Update, March 2023 *Teaching, support staff and students have been surveyed regarding building culture and learning styles. The collected data will be evaluated by the culture committee to identify areas of concern to be addressed through inservice training opportunities and emphasis for the 2023-2024 School Year. This will be reported to the School Board at the August meeting.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Create survey	Culture Committee	Staff/Students	Ongoing	Budget exists
Budget money	Finance Director		(August)	Culture support
Time to survey	Administration			Board report

Student and Staff SMART goal:

The district website will be updated by the Website Coordinator 4 times per year to list all clubs, extracurriculars, athletics and contact person for each organization by the end of the 2022-2023 school year.

Update, March 2023 *This is being done as sport seasons change and new clubs and sports begin meeting. As coaches and advisors change, new information is sent to the website coordinator to be included on the website.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time	Website Coordinator	Advisors/Coaches	Ongoing	Accurate
Information/Contacts	Administrative Assistant		(4 times/yr)	Updated/Change

Staffing SMART goal:

School administration will create and/or continue “staff appreciation” recognition monthly by highlighting that staff member internally as well as on social media throughout the school year.

Update, March 2023 This was proposed to the teaching staff but they have declined participation at this time. They are open to having departments or grade level teams recognized but are not comfortable or in agreement with individual staff being recognized. We will visit this topic for the next four years to see if willingness of individuals to be acknowledged changes.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time to create committee	Building principals	Selection Committee	Ongoing	Selections
Selection process	Staff - Certified/Support		(Sept-May)	published

Staffing SMART goal:

The district will continue the mentor program and monitor its effectiveness by collecting data through surveys and interviews with mentors and new educators. This will occur annually and will be conducted by the building administrators.

Update, March 2023 Informal interviews and check-ins with mentors and new staff are occurring monthly to ensure that the questions they may have are answered and they are receiving the support they need. We will continue to monitor this throughout this year and next as we review and adjust our mentoring program checklist of things to be done.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Create survey	Building administrators	Mentees/Mentors	Ongoing	Board report
Time to survey	District administrator		(July)	Shared data/
Analyze data for information	Director of Instruction			Survey info.

Staffing SMART goal:

The district will conduct exit interviews either electronically or in person to collect data on why staff leave. This will be shared with the School Board by the district administrator during the summer months following the staff resignation.

Update, March 2023 I have conducted three interviews for staff that have left after August 1st and am planning to conduct three additional exit interviews with retiring staff members in May. This information will be shared with the School Board in June/July.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time to interview	District administrator	Building principal	Ongoing	Board report
Exit survey (electronic)		Mentor	(July)	

Staffing SMART goal:

Maintain the 18 or less student enrollment in grades K-3 and under the maximum class size at the secondary building by adding staff if needed or moving staff to areas of need. This is to be evaluated annually for the duration of the strategic plan.

Update, March 2023 *With the AGR grant, we have room for 72 students in grades K-3 in order to remain beneath the 18/class enrollment. We have 60, 64, 64, and 56 students in grades K-3 respectively.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time to schedule/enter requests	Counseling Dept	Building principals	Ongoing	Class size
Financial commitment	District Administration Finance Director		(March-Sept)	Staffing ratio

Staffing SMART goal:

District administrators will evaluate staff annually and provide feedback regarding performance through documented evaluations. This will occur using the Effective Educator model for teacher evaluation through the State of Wisconsin DPI.

Update, March 2023 *In progress, we have twenty-two staff members who are in their summary year in the evaluation cycle. All have completed their SLO, self-review, and identified the teaching component to be addressed during the evaluation cycle. Administrators have completed at least three of the five required observations. CESA 5 and the DPI are aware of the progress we are making toward this requirement.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
DPI model for evaluation	Building principals	CESA Support	Ongoing	Completed Y/N
Time - Software program	District Administrator Certified Teaching Staff		(March-June)	

Staffing SMART goal:

To fill open positions with quality trained educators in the District by participating in Job Fairs, communicating open positions on social media, WECAN and contacting district family members annually. Goal will be reached when all positions are filled with a certified licensed teacher in the subject/grade level they are assigned.

***Update, March 2023** We were able to fill a choir and math teaching position in the middle of the school year through actively recruiting and interviewing new teacher candidates. At this time, we have a licensed teacher in all of the courses we are offering.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time	District Administrator	Building principals	Ongoing	Positions filled
Registration for Job Fairs````	Administrative Assistant	Interview Committee		Y/N
Social Media/Employment Sites				

SERVICES

Services SMART goal:

To hire an ELL teacher to provide support for students, staff & community by the start of the second semester or (2023-2024) to bridge the gaps between students, staff, and community to provide an education for ALL learners.

***Update, March 2023** Despite actively reaching out to ELL community members and advertising on the District Website, we have been unable to fill this position. We are not alone as Marshfield also has a similar need and opening. We have been able to use two community members who are bi-lingual but their principle employment is not through the Auburndale School District.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time to recruit, screen candidates	District Administrators	Interview Committee	Ongoing	Position filled
Financial impact	Director of Finance	Building principals		Y/N

Services SMART goal:

To raise students, staff, and community awareness of the district's mental health services through publications. It will be monitored by the district administrator quarterly based on data/feedback.

Update, March 2023 *The mental health coordinator has sponsored monthly workshops and opportunities for community and parent education and support. This is being done through advertisement in the Signal and Infinite Campus messaging/invitations.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - meetings/data	District Administrator	Students/Staff	Ongoing	Data analysis
Collaboration - MHC and DA Publications	Mental Health Coordinator	Community	(quarterly)	Board report

Services SMART goal:

Raise awareness about the CARE fund to increase donations and provide students with the resources they need and are available to them. Data will be reviewed quarterly by school counselors.

Update, March 2023 *This is being done by advertising through the Signal and personal contact through the guidance counselors in each building. Community coffee and other student organizations also help in securing donations and supporting families.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - data/meetings/needs	School counselors	Building principals	Ongoing	Funds and use
Donation Collections/funds		Staff, Community	(quarterly)	increased Y/N

Services SMART goal:

Survey students and community members about interests and talents to teach each other during High School Eagle time for the 2023-2024 school year. Data will be reviewed quarterly by a school administrator.

Update, March 2023 *This goal is on hold while Eagle Time expectations are adjusted for the 2023-2024 School Year. It is the intention that Eagle Time will be utilized by staff to collaborate to ensure that curriculum mapping and targets are aligned to the State standards.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - create survey/data	Building principal/designee	Community members	Ongoing	Designated
Scheduling/calendar	Secondary counselor	Students/Staff	(quarterly)	events occur Y/N

Services SMART goal:

By the start of the 2023-2024 school year, the district will form a committee to analyze/review the limitations that restrict the number of students who can attend Helping Hands Daycare to provide this service to our district families.

Update, March 2023 *Currently, we have 50 students enrolled in Helping Hands with no applications having been denied. This number will fluctuate with the changing of seasons and sports/activities that occur after the school day.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time	Helping Hands Director	Finance Director	Prior to	Expansion in #
Committee formed	District Administrator	Community	2023-24	Y/N

Services SMART goal:

The district will survey the staff regarding volunteer needs and guidelines to increase the number of volunteers within the district to assist in various activities within the schools in the 2023-2024 school year. Data will be checked by the building administrator quarterly (an increase in the number of volunteers or # of times per volunteer).

Update, March 2023 *As volunteers are needed in courses or classes, staff will let building administration know. Volunteers can then be assigned through the student services program or community members who have expressed an interest in helping out during the school day.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Create survey/data collection	Building principals	Volunteers	Ongoing	Volunteer #'s
Publication - Advertising	Certified Teaching Staff	Secretaries -Background Checks	(quarterly)	increase Y/N

Services SMART goal:

By the end of the 2022-23 school year, we will create a committee, research, tour and establish a plan of operation for the Personal Needs Program to start for the start of the 2023-2024 School Year.

Update, March 2023 *A committee has been established and is currently operating the Community Closet to assist those in need. This is coordinated through the counselors in each building.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - create committee/tour	Building counselors	Building principals	Prior to	Program in place
Space/Location/Access		Secretaries	2023-2024	Y/N

Services SMART goal:

Promote cardio/weight room, walking halls, and streaming of events by creating a promotional flyer to be shared with the public to increase the awareness and utilization of the services provided by the district. Monitor to see if the number of people utilizing or streaming events increases throughout the next 12 months.

Update, March 2023 *A flyer has not been created but the weight room, walking halls, and streaming of events has been promoted through the District Mirror, Signal, and Facebook. The winter months showed an increase in the use of the building and many events were viewed through the streaming of athletic events through Zaleski sports or OnFocus telecasts.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Creation/gathering info Production of Flyer Promote to public	District Administrator	Building principal Athletic Director Secretaries	Prior to 2023-2024	Completed Y/N #'s increase Y/N

SAFETY

Safety SMART goal:

In order to increase safety and awareness for students and bus drivers, a list of rules and procedures will be posted on each bus and discussed with students, safety training and drills will be conducted, administration will report to board regarding safety measures and drills, student health information/concerns/allergies will be on bus sign up form to goes to the bus company and driver, and driver safety trainings will occur at least once each month. Bus safety drills, rules, and procedures activities and discussion will occur within the first 10 days of school and will be reported to the district administrator and board of education at the December board meeting.

Update, March 2023 *This is in place for next year. We have worked with Jake Hahn of Hahn transportation to review the expectations, application, and documentation of this goal.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Training/documentation Collaboration - Sharing of info	Bus Company District Administrator	Bus Drivers Secretaries/Nurse	2023-2024 School Year	Board report in Dec. Y/N

Safety SMART goal:

The district will review all intruder or other safety risks and update the safety manual yearly. All employees will receive training regarding ALICE protocols prior to the start of each school year. This will be approved by the Board of Education and submitted to the State prior to January 1 of each year.

***Update, March 2023** All staff have been trained and are practicing safety drills related to active disturbances in the building. This is occurring monthly. All staff will be trained next year prior to the start of the school year and work with the students regarding safety and appropriate responses based upon the information available to them.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Training/resources	District Administrator	Building principals	Ongoing	Board report
Update manual	Safety Director	Law Enforcement	Prior to Jan 1	Y/N
Wood County Sheriff Dept.		All employees	of each year	Training Y/N

TECHNOLOGY

Technology SMART goal:

The counseling department at the high school will send a Microsoft proficiency survey to assess student proficiency with Microsoft office. This survey will be sent beginning November 1 until November 15. Completed and returned surveys will be reviewed within one month's time. If survey data reports less than 70% of those returning the survey are not proficient, explore options of requiring a refresher course for senior year students.

***Update, March 2023** Surveys and questionnaires are being utilized to gauge student competency with Microsoft office. Microsoft office 360 is available for all students to use. The business/keyboarding/computer staff at the high school is incorporating more office 360 into their curriculum to meet this expectation.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Create survey/data	High School Guidance	District Administrator	Nov. 2023	Surveys sent
Graduate's addresses		Secretaries		Y

Technology SMART goal:

Verify that teachers and students have access to programs and devices that will allow them to meet the course requirements. This will be accomplished by creating a form/application that identifies what programs, device, access, is needed to meet the course requirements. Applications will be available prior to the start of the course and are due the first week of class.

Update, March 2023 *The high school guidance counselor and dean of students have developed and implemented a survey questionnaire to determine what is needed in regards to programs, access, and apps to meet the needs of the nontraditional courses students are enrolled in.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Create form	Dir. of Instruction	Staff	Prior to	Form created
Gather information	Technology Dept.	Guidance counselor	2023-2024	Y/N

COMMUNITY RELATIONS

Community Relations SMART goal:

In order to provide structure and clarity within the courses taught, each staff member will complete the learning objectives for the courses they teach throughout the 2022-2023 School Year. This will be verified by the Director of Instruction and District Administrator at the July Board meeting. These objectives and standards will be available for inspection by parents and staff. Additional professional development opportunities will be provided for staff choosing to complete this goal beyond the school contracted day/year.

Update, March 2023 *Staff are recording learning objectives on a shared document for courses they are teaching this year. This document will be utilized next year as specific state standards are identified within the courses. This will be available for parents to inspect upon request.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - identify/record targets	Teaching Staff	Building principals	Ongoing	Objectives
Budget for curriculum work	Dir. of Instruction		(July 2023)	identified Y/N
Access to academic standards	District Administrator			Board Report

Community Relations SMART goal:

In order to assure that the curriculum is aligned with the standards, curriculum mapping will be completed by the end of the 2024 school year. This will include vertical mapping of the standards as they occur in each of the disciplines in the district. This will be verified by the Director of Instruction and the District Administrator prior to the start of the 2024-2025 School Year.

Update, March 2023 Curriculum mapping will occur during the 2023-2024 School Year now that the learning targets for each course have been identified and recorded. This will occur during common planning time at the elementary level and Eagle Time at the secondary level.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Vertical collaboration	Teaching staff	Building principals	Prior to	Mapping
Budget for curriculum work	Dir. of Instruction		Sept 2024	completed Y/N
Access to academic standards	District Administrator			

Community Relations SMART goal:

To increase transparency of the district, the school board will offer open forums, one at the end of the first semester and one at the end of the school year. A survey will also be created and sent out to community members twice a year regarding various board approved questions.

Update, March 2023 The format for such a meeting has been researched and is available. The board will hold the first open forum in June for residents to comment to the board or share questions from surveys that can be addressed by the School Board.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - open forum/survey	School Board	Administrative Assistant	Ongoing	Surveys Y/N
Article - District newsletter	District Administrator	Community	(Jan/July)	Forum Y/N

Community Relations SMART goal:

In order to decrease the overall cost to publish and mail the District Newsletter to the community and provide district news in a transparent and timely manner, the district will create a survey and send it to the community to determine how this could be accomplished. The survey will determine who wants a paper form and who wants electronic form.

Based upon survey results, determine if cost and time savings occur by completing in district. Survey will be sent to the community by the end of the 2022-2023 School Year and implemented by the 2023-2024 School Year.

Update, March 2023 *This was researched and it was determined that the cost to print the newsletter outside of the district is cheaper than purchasing the copier and paper to complete this within the district. It also takes less time to fold, organize, and collate. Secondly, since the District Mirror goes to all residents, it would be difficult to email the electronic form to those not having an email address in our student management system or having to print a specific mailing label for those residents who are not registered in our system.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - create survey/data	District Administrator	District Mirror Coordinator	Ongoing	Data collected
Budget for newsletter	Administrative Assistant	Printing Vendor	(June/Aug)	Y/N

Community Relations SMART goal:

In order to provide a more transparent user experience on the district website, a committee will be created to provide feedback and suggestions on improving the school website. The committee will make recommendations for website improvements by the start of the 2023-2024 School Year.

Update, March 2023 *This is reviewed during the summer months and again in January to update, replace, and/or remove information that is not up to date. We will continue to explore other options to improve the website and the ability to navigate through it.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - collect information	Website Coordinator	Culture Committee	Ongoing	Committee
Budget - if changes are made	Technology Coordinator		(2023-2024)	formed Y/N

Community Relations SMART goal:

Continue to promote community service for students by expanding leadership class, coffee connections, and Mid-State course offerings in our district. This could include: CPR, First Aid, Meat Cutting, Woodworking, Culinary Arts, Finance, Tractor Restoration, and other opportunities through the university.

Update, March 2023 We are exploring the possibility of expanding our youth apprenticeship and youth option programs. We have also reached out to MSTC regarding college or continuing education opportunities in our school buildings. We currently offer CPR training, a meat cutting class, 4H food's class, and a community wide bed building program through Sleep in Heavenly Peace.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - research options MSTC - contact	Guidance Department	Building principals Community members	Ongoing (annually)	Opportunities increased Y/N

Community Relations SMART goal:

Provide a Career Day for students to learn about occupations that they may pursue. This would include bringing in experts or professionals who are currently performing the positions and are willing to provide opportunities for our students to shadow. This will be researched and implemented for the 2023-2024 school year.

Update, March 2023 Our 8th grade students attend a reality store in Spencer to research careers and our sophomores attend MSTC Career Day in April each year. This has been researched and we have discovered and been told that it is easier for our students to attend a career day already in place rather than to host one ourselves. Loss of productive work time by employers and opportunities to reach more students are the reasons Career Days attended by many schools in one location rather than a single school on a given day are more productive for employers to attend.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - research/contacts Professionals/Workers	Guidance Department	Building principals Secretaries	Ongoing (2023-2024)	Career Day '24 Y/N

Community Relations SMART goal:

Establish an endowment fund committee to start a new endowment fund for the Auburndale School District. The committee will determine the stipulations of fund utilization. This will occur before the end of the 2022-2023 School Year.

Update, March 2023 We are in the process of having our procedures reviewed by an attorney to have endowments accepted through board policy 840, Gifts to the School.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
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Time - contacts/committee Financial Institution	District Administrator Endowment Committee	Community District Employees	Ongoing	Endowment Fund Y/N
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Community Relations SMART goal:

The district will advertise and promote the CARE fund on facebook, weekly newsletter, district mirror, and website, especially around winter/holiday time to encourage the community to donate money, toys, clothes, and hygiene products. This will be done annually.

***Update, March 2023** Committee is established and provides funds, products, and other essential items for those in need and requesting assistance. This is advertised through the Signal and counselors knowing student and community needs.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - create committee/tour Space/Location/Access Promotion article	Building counselors	Building principals Secretaries	Ongoing (annually)	Program in place Y/N

Community Relations SMART goal:

The district will update and install electronic signs for each building, add the school logo to written communications, provide an event admission stamp with school logo, purchase window clings with school logo available for the community to purchase, and establish an alumni hall of fame. This will be done to build community relations and show appreciation for accomplishments of alumni. This process will begin by the end of the 2022-2023 School Year.

***Update, March 2023** Electronic signs would be a large expense and would require funds not available at this time to complete. Event stamps, window clings, and other Eagle memorabilia are currently available through the music department as a fundraiser. The alumni hall of fame is currently on hold until the 2023-2024 School Year.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Budget - Electronic signs Time - Committee/process	District Administrator Culture Committee	Community Secretaries	Ongoing (annually)	Signs Y/N H of Fame Y/N Logo Y/N

CURRICULUM

Curriculum SMART goal:

All instructional staff at the secondary level will identify subject/grade level learning objectives on the “School year learning targets” form and demonstrate alignment to state standards by June 9, 2023.

Update, March 2023 All staff are identifying learning targets and entering them on a shared document during this year. We will be aligning them to state standards during the 2023-2024 school year.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - identify/record targets	Teaching Staff	Building principals	Ongoing	Objectives
Budget for curriculum work	Dir. of Instruction		(July 2023)	identified Y/N
Access to academic standards	District Administrator			

Curriculum SMART goal:

Create and implement elective courses and community enrichment programs by exploring innovations at grade and content levels K-12 by determining and addressing learning gaps and overlaps to define, create, strategize, and implement opportunities while establishing timeline goals and strategic use of common planning time and intentional PLCs by June 7th, 2024.

Update, March 2023 We will be utilizing Eagle Time at the secondary building next year to allow staff to collaborate with each other to identify learning gaps, overlaps, and address deficiencies in curriculum as it aligns to state standards.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Vertical collaboration	Teaching staff	Building principals	Prior to	Mapping
Budget for curriculum work	Dir. of Instruction	Guidance Counselor	June 7 2024	completed Y/N
Access to academic standards	District Administrator			

Curriculum SMART goal:

Specific grade and content scaffolding and alignment between grades K-12 with trackable learning outcomes and timelines completed and documented with identified curriculum threads by June 7th, 2024.

Update, March 2023 This is the focus of the PLC and common planning time for next school year.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Vertical collaboration	Teaching staff	Building principals	Prior to	Mapping
Budget for curriculum work	Dir. of Instruction		June 2024	completed Y/N
Access to academic standards	District Administrator			

FACILITIES

Facilities SMART goal:

The district will hire a professional asbestos evaluation company to remove all asbestos in the high school building using an approved engineered plan, including, but not limited to, Jr High Science, Chemistry/Physics, locker rooms, other classroom tiles and update rooms to current standards, ensuring the safety of students and staff. Completion by the summer of 2023 once the board has approved and funds are available.

Update, March 2023 Our asbestos company has advised us that as long as the asbestos is not exposed or can be contacted by students or employees that it should be left alone until such time as remodeling occurs in the identified areas. This is on the list of projects to be done but will need to make sure funds are available before starting the process.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Summer	Head Custodian	Custodians	Prior to	Asbestos
Budget for asbestos removal	Safety Director		2023-24	removed Y/N
Asbestos removal company	Finance Director			

Facilities SMART goal:

The district will complete the elementary 4K hallway bathroom renovation to update and create a safer environment for students and staff. This will be completed by the start of the 2023-2024 School Year.

Update, March 2023 Architect has been contacted and plans are in place for this project to be completed in the summer of 2024.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Summer schedule	Head Custodian	Building principal	Prior to	Completed Y/N
Budget for project	Finance Director		2023-24	
Construction companies				

Facilities SMART goal:

The district will increase security at the elementary building by requiring face to face contact prior to building entry with trained personnel, and install an alarm system that will alert when any access points are breached. This will occur by January, 2023.

Update, March 2023 Exterior doors are locked and only access into the building is through monitored entrances that require video and verbal recognition to open. Visitors must sign in and be escorted to areas beyond the office by staff. Periodic checks to ensure that exterior doors are secure are done monthly at a minimum.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - hire/study	Building principals	Secretaries	Ongoing	Occurs Y/N
Budget - increased staff	District Administrator		(annually)	

Facilities SMART goal:

In order to increase the safety of the school forest parking and drop off area, lighting to sidewalks, street, and parking lot areas will be added. Parking, drop-off, and pick-up logistics will be shared with the community to keep all community members safe. This will occur before June 20, 2023.

Update, March 2023 There is money allocated to have a flag and light installed at the school forest building to increase security and safety for that area. The village is also exploring the options and costs to connect Park Ave. to Apache in hopes of creating a safer way to move vehicles to and from the school forest building.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Village of Auburndale - lights Budget - parking lot/street	Head Custodian District Administrator	Community Village Operators	Ongoing (annually)	Safety increases Y/N

Facilities SMART goal:

To increase the safety and functionality of the wrestling room, a permanent barrier allowing visibility to the gym but inhibiting passage between the wrestling room and gym will be installed by June 30, 2023.

Update, March 2023 *The railing on the mezzanine was raised 16” and padded. We will continue to explore options to increase the safety of the area without inhibiting fresh air exchange into the room.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Budget - permanent barrier Time - study need for barrier	Head Custodian Wrestling Coach District Administrator	Finance Director	Prior to June 2023	Study Y/N Completed Y/N

Facilities SMART goal:

To regain the functionality of the elementary locker rooms so they can be used by students and athletes, all items will be moved after alternative storage locations are identified. This will occur by January 1, 2023.

Update, March 2023 *We are currently looking at locations and storage options to accommodate. It is our expectation that this will be done during the summer of 2023.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - study/move items Budget - renovate areas	Building Custodian P.E. Teacher Building principal	District Administrator Staff storage areas Finance Director	Ongoing (ASAP)	Completed Y/N

Facilities SMART goal:

The district will develop and implement a work order request system to prevent and correct facility failures. This will include annual maintenance protocols/ walk throughs, with a created check list of each facility. This will occur by January 1, 2023.

Update, March 2023 In place and will continue to be monitored for occasional failures. Daily/weekly walkthroughs are performed by custodians during day and evening shifts.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - study/create	Head Custodian	Building principals	Ongoing	Completed Y/N
Budget - repair/replacement	Finance Director District Administrator		(Monthly)	

Facilities SMART goal:

In order to minimize distractions for special education students and staff, soundproof exterior walls and dividers will be installed in existing classrooms. This will occur by January 1, 2023.

Update, March 2023 This will be included with the remodeling project scheduled for the summer of 2024.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Study/renovation	Head Custodian	Spec. Ed Teachers	Summer	Study Y/N
Budget - purchase/installation	Finance Director District Administrator	Building principals	2023	Completed Y/N

Facilities SMART goal:

The district will explore storage systems and space utilization at the elementary school which includes re-evaluation and assessment of all current space utilized. This will occur prior to the 2023-2024 School Year.

Update, March 2023 This is being currently evaluated and will be part of the remodeling project scheduled for the summer of 2024.

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - Study/assess needs	District Administrator	Teaching Staff	Prior to	Study Y/N
Budget - remodel/refurbish	Building principal Head Custodian		2023-24	Completed Y/N

Facilities SMART goal:

The district will identify current available space within the buildings utilized for wrestling based upon the number of participants, safety, and functionality. The amount of space utilized for wrestling will be increased by November 1, 2023.

Update, March 2023 *This is being evaluated and discussed based upon the number of participants. Space for wrestling, archery, and the increased number of basketball teams beginning in third grade has created a school space utilization concern that garners further study and discussion.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - study/enrollment #'s	Head Custodian	Finance Director	Prior to	Study Y/N
Budget - If more space needed	Wrestling Coach District Administrator		Nov 2023	Completed Y/N

Facilities SMART goal:

The district will identify current available space within the elementary building to increase the size and functionality of special education classrooms based upon the number of students and staff. The amount of functional space for special education will be increased by January 1, 2027.

Update, March 2023 *This is being discussed and included with the remodeling project scheduled for the summer of 2024.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Time - study/enrollment #'s	Head Custodian	Building principal	Prior to	Study Y/N
Budget - remodel/renovate	Director of Finance District Administrator	Spec. Ed. Staff	2026-27	Completed Y/N

Facilities SMART goal:

To improve the appearance of all facilities, all mis-matched aesthetic colors will be updated with approved HEX/RGB codes throughout the district. This will occur by June 30, 2025

Update, March 2023 *We have identified the HEX/RGB code so painting done from this point forward will be using the Royal Blue code that is acceptable. The updating of the blue paints will occur over the next three years until everything is consistent throughout the district.*

Support/resources needed	Who is responsible	Who else to involve	Timeframe	How measured
Budget - remove/match	Head Custodian	Building principal	Prior to	Completed Y/N
Time - identify HEX?/RGB	Finance Director District Administrator		2025-26	