

DISTRICT STRATEGY 2024-2025



GREAT PLACE TO LEARN

Objective

Deploy science-based reading curriculum with fidelity to achieve consistent student growth

▶ District Goal

Elmbrook's focus on literacy will result in a Top 6 benchmark ranking for the ELA Composite score (Grades 3-8) and a 21.9 ACT Literacy score (Grade 11) on the 2025 state assessments

Objective

Deploy instructional strategies and targeted interventions in Math with fidelity to achieve consistent student growth

▶ District Goal

Elmbrook's focus on math will result in a Top 3 benchmark ranking for the Math Composite score (Grades 3-8) and a 23.7 ACT Math score (Grade 11) on the 2025 state assessments



GREAT PLACE TO WORK

Objective

Attract, develop and retain a healthy and high-performing workforce

▶ District Goal

Successfully deploy the teacher compensation model and staff pay incentive plans through June, 2025

▶ District Goal

Prioritize strategies to achieve the District's annual health insurance budget target without limiting services



GREAT SCHOOL DISTRICT

Objective

Create maximum educational value for our students, families and community

▶ District Goal

To advance the middle school program review in preparation for Board approval and then deployment in 2025-26

▶ District Goal

Create a prioritized, long-term plan for each of our facilities by June, 2025



OUR MISSION

To educate and inspire every student to think, to learn, and to succeed.



OUR VISION

Every student ready for Life, College, and Career






CORE VALUES

Belonging	Sustainability
Engagement	Transparency
Excellence	Wellness
Innovation	

KEY PERFORMANCE INDICATORS

Our Key Performance Indicators (KPIs) are the District's most important measures. Aggressive targets are established to reflect the organization's commitment to sustained excellence in academic achievement, staff performance, financial management, and stakeholder engagement.

	METRIC	2020-21	2021-22	2022-23	2023-24	2026 TARGET
 GREAT PLACE TO LEARN	FastBridge Early Reading Composite % Met Benchmark (Gr K-1)	n/a	73.8%	77.0%		80%
	WI Forward ELA Composite Benchmark Rank (Gr 3-8)	Top 5	Top 8	Top 6		Top 4
	Measures of Academic Progress (MAP) ELA % Proficient (Gr 2-8)	60%	62%	65%		70%
	WI Forward Math Composite Benchmark Rank (Gr 3-8)	Top 5	Top 3	Top 4		Top 3
	Measures of Academic Progress (MAP) Math % Proficient (Gr K-8)	72%	73%	74%		80%
	ACT Composite Score (Gr 11)	23.0	23.5	23.3		24.0
	ACT ELA Average Score - (Gr 11)	21.6	21.8	21.6		22.0
	ACT Math Average Score - (Gr 11)	23.1	23.6	23.3		24.0
	Percent of AP Exams Score 3+	74.6%	76.0%	81.0%		76.5%
 GREAT PLACE TO WORK	Teacher Retention Rate	91%	90%	96%	95%	95%
	Staff Engagement Index	77%	71%	83%	86%	80%
	Work-Life Balance Index	65%	65%	67%	75%	70%
	Healthcare Cost Center	\$10.7M	\$12.8M	\$14.6M	\$15.4M	\$16M
	% of Substitute Teachers Filled by Provider	86%	87%	91%	96%	95%
	% of Substitute Assistants Filled by Provider	68%	59%	66%	79%	75%
 GREAT SCHOOL DISTRICT	State Ranking on Wisconsin's District Report Card	4th	4th	4th		Top 3
	Schools Achieving Highest Rating on Wisconsin's School Report Card	7	6	8		9
	State Ranking on Junior ACT Composite	2nd	2nd	2nd		Top 3
	Resident Student Annual Enrollment Growth <i>*Added 4K in 2021-22</i>	2.5%	3.9%	0.3%	1.4%	0.5%
	Resident Student Market Share	80%	79%	79%	79%	82%
	Family Survey - <i>Recommend My Child's School to a Friend</i>	84%	84%	87%	87%	90%

become what's next