

School District of Onalaska Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
District Report Card Achievement Normed District Ranking	Top 7	Top 9	Top 6			Top 5
District Report Card Growth Normed District Ranking	Top 12	Top 9	Top 5			Top 5
Percent of Students College and Career Ready	89%	89% (baseline)	96%			100%
100% of students identified as high risk on the SAEBRS will be matched with supportive resources.						

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	79%	85%	88%			90%
Student Survey (Life at School)	3.8	3.9	3.8			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.36			3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.48			3.5
Community Engagement Survey: I would recommend the School District of Onalaska	--	--	8.5			8.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	80%	85%	88%			92%
Engagement in Professional Development	3.67	--	3.84	4.06		4.00
Employee Satisfaction	3.98	--	3.95	4.30		4.25
Normed District Compensation Ranking	Top 11.5	Top 11.5				Top 5

FINANCE, FACILITIES, AND OPERATIONS STEWARDSHIP

Align all resources with district priorities in an equitable and responsible manner

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Operations Experience Survey Questions			3.91	4.01		4.25
Align our resources to that of the top 5 comparable districts with the best student outcomes for optimal return on investment		6/ Operations 6/ Instruction	4/ Operations 6/ Instruction			Top 5 Schools

Onalaska High School Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
OHS Report Card Achievement Normed District Ranking	Top 4	Top 3	Top 3			Top 5
OHS Report Card Growth Normed District Ranking	Top 7	Top 3	Top 2			Top 5
Percent of Students College and Career Ready	89%	89% (baseline)	96%			100%
100% of students identified as high risk on the SAEBRS will be matched with supportive resources.						

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	78%	79%	85%			90%
Student Survey (Life at School)	3.6	3.8	3.7			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

	Baseline	2022-23	Baseline 2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.25			3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.45			3.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	--	87%	92%			92%
Engagement in Professional Development	3.62	--	3.92	4.19		4.0
Employee Satisfaction	4.11	--	4.32	4.54		4.25

Onalaska Middle School Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
OMS Report Card Achievement Normed District Ranking	Top 9	Top 9	Top 9			Top 5
OMS Report Card Growth Normed District Ranking	Top 14	Top 18	Top 17			Top 5

100% of students identified as high risk on the SAEBRS will be matched with supportive resources.

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	77%	82%	86%			90%
Student Survey (Life at School)	3.7	3.8	3.9			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

		2022-23	Baseline 2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.17			3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.23			3.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	--	80%	85%			92%
Engagement in Professional Development	3.53	--	3.73	3.98		4.0
Employee Satisfaction	3.26	--	3.78	4.22		4.25

Eagle Bluff Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
EB Report Card Achievement Normed District Ranking	Top 4	Top 3	Top 3			Top 5
EB Report Card Growth Normed District Ranking	Top 7	Top 5	Top 4			Top 5

100% of students identified as high risk on the SAEBRS will be matched with supportive resources.

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	77%	89%	92%			90%
Student Survey (Life at School)	3.9	4.1	4.2			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

		2022-23	Baseline 2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.46			3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.61			3.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	--	94%	90%			92%
Engagement in Professional Development	3.54	--	3.72	4.01		4.0
Employee Satisfaction	3.61	--	3.71	4.22		4.25

Northern Hills Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
NH Report Card Achievement Normed District Ranking	Top 11	Top 12	Top 15			Top 5
NH Report Card Growth Normed District Ranking	Top 9	Top 5	Top 18			Top 5

100% of students identified as high risk on the SAEBRS will be matched with supportive resources.

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	79%	76%	92%			90%
Student Survey (Life at School)	4.0	4.0	3.8			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

	Baseline	2022-23	Baseline 2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.47			3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.60			3.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	--	86%	83%			92%
Engagement in Professional Development	3.8	--	3.85	4.08		4.0
Employee Satisfaction	4.10	--	4.04	4.33		4.25

Irving Pertzsch Strategic Plan Scorecard 2022-2027 Normed Districts

STUDENT ENGAGEMENT, GROWTH, AND ACHIEVEMENT

Integrate essential academic and social emotional learning to ensure achievement for all

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
IP Report Card Achievement Normed District Ranking	Top 7	Top 8	Top 8			Top 5
IP Report Card Growth Normed District Ranking	Top 9	Top 14	Top 14			Top 5

100% of students identified as high risk on the SAEBRS will be matched with supportive resources.

Amplify student belonging and engagement

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
% Students with Under 10% Absences	82%	92%	95%			90%
Student Survey (Life at School)	3.96	4.29	3.8			4.5

FAMILY AND COMMUNITY ENGAGEMENT

Foster meaningful relationships among families, school and community to ensure access, representation and voice

	2022-23	Baseline 2023-24	2024-25	2025-26	2026-27 Target
Family Experience Survey	--	--	3.46		3.5
Family Experience Survey: I would recommend my child's school to a family who does not currently attend there.	--	--	3.52		3.5

STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development

	Baseline	2022-23	2023-24	2024-25	2025-26	2026-27 Target
Retention Rate	--	82%	90%			92%
Engagement in Professional Development	3.73	--	3.73	3.99		4
Employee Satisfaction	4.1	--	3.63	3.99		4.25

Strategic Plan 2022 - 2027



OUR MISSION

Working together to ensure high levels of learning for all.

OUR VISION

A model school district in service of students, staff, and community.

2024-25 Annual Goals

Student Engagement, Growth, and Achievement

OBJECTIVE

Integrate essential academic and social emotional learning (SEL) to ensure achievement for all.

2024-25 GOALS

- » STAR Reading will predict that 55% of 3rd through 8th grade students will achieve proficiency (meeting /advanced) on Forward ELA.
- » Decrease by 5% the percentage of K through 2nd grade students who are scoring at the 25%tile or below using STAR Early Literacy and STAR Reading (transitioning to aimswebPlus for winter assessment window) as a measure.
- » Maintain at least a 95% passing rate for all 9th through 12th grade students in English courses.
- » 100% students below proficiency in the state identified target group in ELA and Math will individually attain a 66+ SGP or higher using STAR Reading and STAR Math as a measure.
- » STAR Math will predict that 59% of 1st through 8th grade students will achieve proficiency (meeting /advanced) on Forward Math.
- » Maintain at least a 95% passing rate for all 9th through 12th grade students in Math courses.
- » Full implementation of a multi-tiered system of supports to meet 100% of student SEL needs.
- » 100% of students identified as high risk on the SAEBS will be matched with supportive resources.

Family and Community Engagement

OBJECTIVE

Foster meaningful relationships among families, school, and community to ensure access, representation, and voice.

2024-25 GOALS

- » Increase the Family Experience Survey high leverage question results to 3.5/4.0
- » Increase the Community Engagement Survey high leverage question results to higher than 8.5/10.

Staff Recruitment, Development, Retention

OBJECTIVE

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development.

2024-25 GOALS

- » Increase composite score of employee satisfaction by .15 from the employee engagement survey.
- » Increase composite score of engagement in professional development by .15 from the employee engagement survey.

Finance, Facilities, and Operations Stewardship

OBJECTIVE

Align all resources with district priorities in an equitable and responsible manner.

2024-25 GOALS

- » Increase the Operations Satisfaction Survey from 3.91 to 4.05
- » Improve Return on Investment (ROI) rating from 8 to 7 for per student operational spending compared to test results. Improve ROI rating from 7 to 6 for per student instructional spending compared to test results.



Archived 2023-24 Annual Goals

Student Engagement, Growth, and Achievement

OBJECTIVE

Integrate essential academic and social emotional learning (SEL) to ensure achievement for all.

2023-24 GOALS

- » Provide professional development and instructional coaching aligned to best practices in literacy in grades K-12.
- » Provide professional development and instructional coaching aligned to best practices in math in grades 6-12.
- » Implement universal SEL curriculum and select SEL resources in grades PK through 5.
- » Create and implement an action plan which includes goals to improve College and Career Readiness results.

OBJECTIVE

Amplify student belonging and engagement.

2023-24 GOALS

- » Increase the percentage of students with under 10% of absences to 87%.
- » Increase composite score of the Life at School portion of the Student Experience Survey by .15.
- » Buildings create and implement a plan for the utilization of Assessment of Lagging Skills & Unsolved Problems (ALSUP) and Plan B conversations in all buildings.

Family and Community Engagement

OBJECTIVE

Foster meaningful relationships among families, school, and community to ensure access, representation, and voice.

2023-24 GOALS

- » Full implementation of the newly created family engagement survey results.
- » Using baseline data from 2023-24, determine end of 5 year overall target score on the self-assessment Staff Family Engagement Survey and the Family Experience Survey.
- » Develop and Implement Community Engagement Survey to identify areas for greater partnership opportunities with community organizations.

Staff Recruitment, Development, Retention

OBJECTIVE

Create a diverse school community through intentional recruitment, competitive compensation, mentoring, collaboration, and active engagement in professional development.

2023-24 GOALS

- » Increase composite score of employee satisfaction by .15 from the employee engagement survey.
- » Increase composite score of engagement in professional development by .15 from the employee engagement survey.
- » Propose board recommendations on market adjustments for teacher compensation.
- » Create new website platform, launch by December 31, 2023 and establish ongoing maintenance plan of all site pages.

Finance, Facilities, and Operations Stewardship

OBJECTIVE

Align all resources with district priorities in an equitable and responsible manner.

2023-24 GOALS

- » Execute all scheduled 2023-24 referendum projects on time and within budget.
- » Ensure that all areas of business operations are aligned to and supporting the district strategic plan.
- » Establish adequate and accurate budgets in order to facilitate intra and interdistrict data analysis for future resource allocation.