

Menomonee Falls Schools

Strategic Plan 2024-2029

Vision	The relentless pursuit of excellence, one person at a time			
Mission	Engage	Learn	Improve	
	Our Students	Our Parents & Families	Our Employees	Our Finance & Facilities
Goals	We prepare our graduates to be college, career and life ready	We engage with our parents and families in effective, 2-way communication to support student learning	We recruit, retain and engage effective employees in all roles	We steward our finances and facilities to maximize student learning while remaining fiscally responsible
Measures	• Reading and math proficiency • College readiness metrics, including gap analysis • Workforce experiences and certifications • School Safety	• Parent/ Caregiver Experience Survey • # of students open enrolling out of Menomonee Falls	• Retention/ Turnover by job classification • Employee Experience Survey	• Address and prioritize capital projects through 10-Year Capital Improvement Plan • Align resources to address emerging needs • School Safety

Our Students

- **Goal**

- We prepare our graduates to be college, career and life ready

- **Measures**

- Reading and math proficiency
- College Readiness Metrics including but not limited to gap analysis
- Workforce experiences and certifications
- Student discipline incidents
- Student Out of School Suspension
- Injury reports (staff and students)
- Health Insurance rating
- Improved Attendance

Our Students

- **Potential Strategies**

- Focus on early literacy and math foundations; intervene early as needed
- Ensure consistent accountability and support for students by promoting resilience, responsible decision making, and collaboration skills
- Articulate and provide career awareness activities and experiences K12
- Address the needs of students receiving special education support to reduce achievement gaps
- Strengthen continuous improvement activities of leaders, teachers and students to accelerate results

Our Parents & Families

- **Goal**

- We engage with our parents and families in effective, 2-way communication to support student learning

- **Measures**

- Parent/ Caregiver Experience Survey
- # of students open enrolling in/ out of Menomonee Falls

Our Parents & Families

- **Potential Strategies**

- Streamline and use consistent tools for communication across classrooms, grades, and schools based on input from families and teachers about which methods work best and most efficiently
- Collaborate and create shared expectations for how school staff will support families and how families can best support and participate in students' learning
- Provide families with easier access to learning materials in a common location and format

Our Employees

- **Goal**

- We recruit, retain and engage effective employees in all roles

- **Measures**

- Retention/ Turnover by job classification
 - Employee Experience Survey

Our Employees

- **Potential Strategies**

- Determine most valuable use of Fund 73 for post-employment retirement benefits
- Improve allocation of salary and benefits across employee groups, with particular attention to those with roles which align to our strategic plan
- Explore creative ways to incentivize growth and excellence
- Recognize excellence and accomplishments towards our strategic plan goals

Our Finance & Facilities

- **Goal**

- We steward our finances and facilities to maximize student learning while remaining fiscally responsible

- **Measures**

- Address and prioritize capital projects through 10-Year Capital Improvement Plan
- Align resources to address emerging needs
- Injury reports (staff and students)
- Health Insurance rating

Our Finance & Facilities

- **Potential Strategies**

- Study enrollment and patterns, including open enrollment in/out numbers
- Maintain class sizes within optimal ranges
- Determine the purpose and plan for district property not currently in use for schools
- Measure and act on the most efficient balance between continuing maintenance costs in aging buildings and investing in new buildings
- Communicate about financial needs in small manageable chunks and sequence internal decisions in advance of communication

Next Steps

- In June and July, district and school administrators will finalize the strategies in each pillar to determine the right action steps in 2024-2025 to achieve the goals
- At the return to school in 2024-2025, the new plan will be publicized and integrated in the work of each school and department through an aligned scorecard structure
- Annual actions steps and annual measurable targets toward the goals are the District Scorecard, which is monitored and reported on throughout each year of the plan to the Board and community