

# Strategic Planning Survey Report



**December 2025**



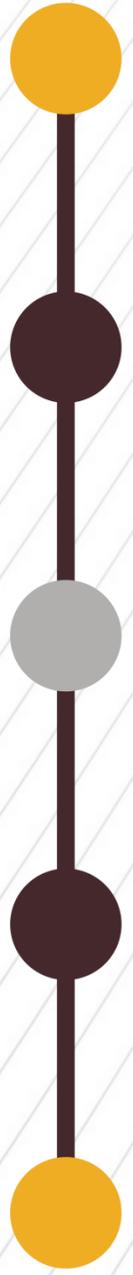
**DONOVAN GROUP**  
SCHOOL COMMUNICATIONS

# Dr. Lori Mueller

- 26+ years as an educator in Wisconsin
- Middle School French and Health Teacher
- Director of Curriculum and Instruction
- School District of Baraboo Superintendent (6 years)
- Donovan Group Partner (5 years)
- Serving school districts in 12 states



# OUR STRATEGIC PLAN PROCESS



**Planning & Preparation**

**Assessment & Feedback**

**Engagement & Planning**

**Internal Action Planning**

**Implementation**

- Mission
- Vision
- Core Values or Portrait of a Learner
- Priority Areas
- Goals
- Strategies
- Indicators of Success

# Process and Methodology

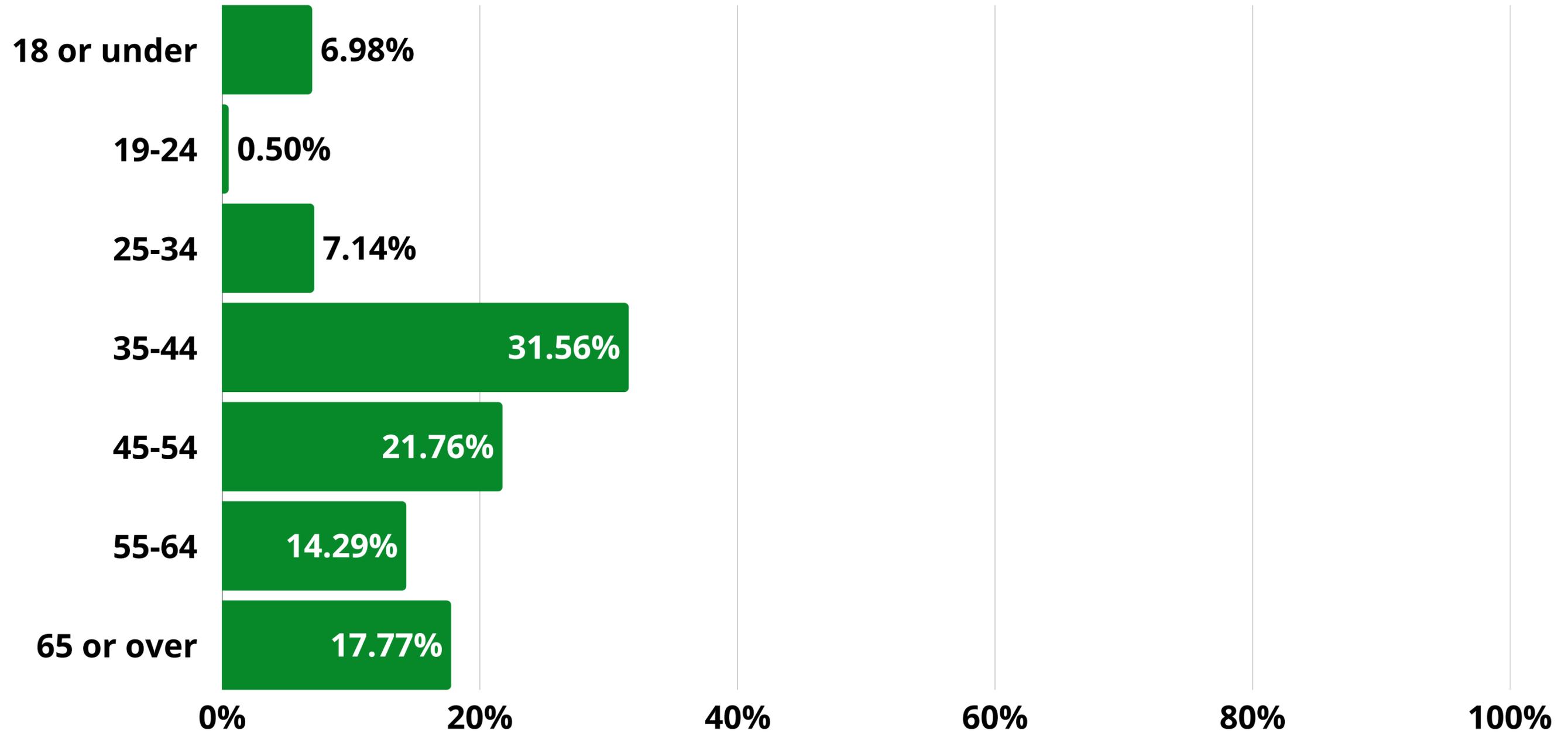


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- Survey window: November 10 through December 7, 2025
- Purpose: Review of the district identity (mission, vision, values) to consider possible updates as part of the district's strategic planning process.
- The survey was administered using the Donovan Group's survey engine.
- Efforts were made to ensure that all eligible respondents had the opportunity to take the survey, but that no respondents took it multiple times.
- A total of 602 respondents completed the survey.

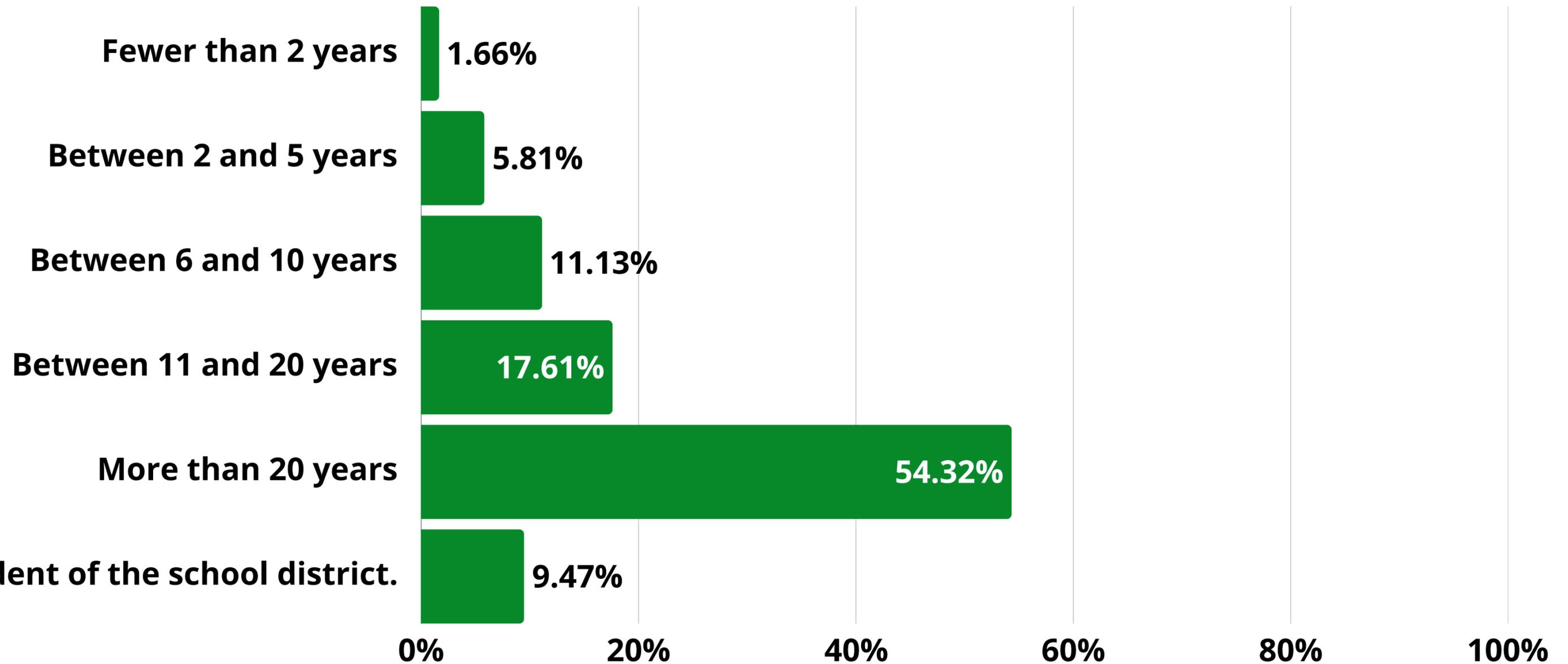
1

# What is your age?



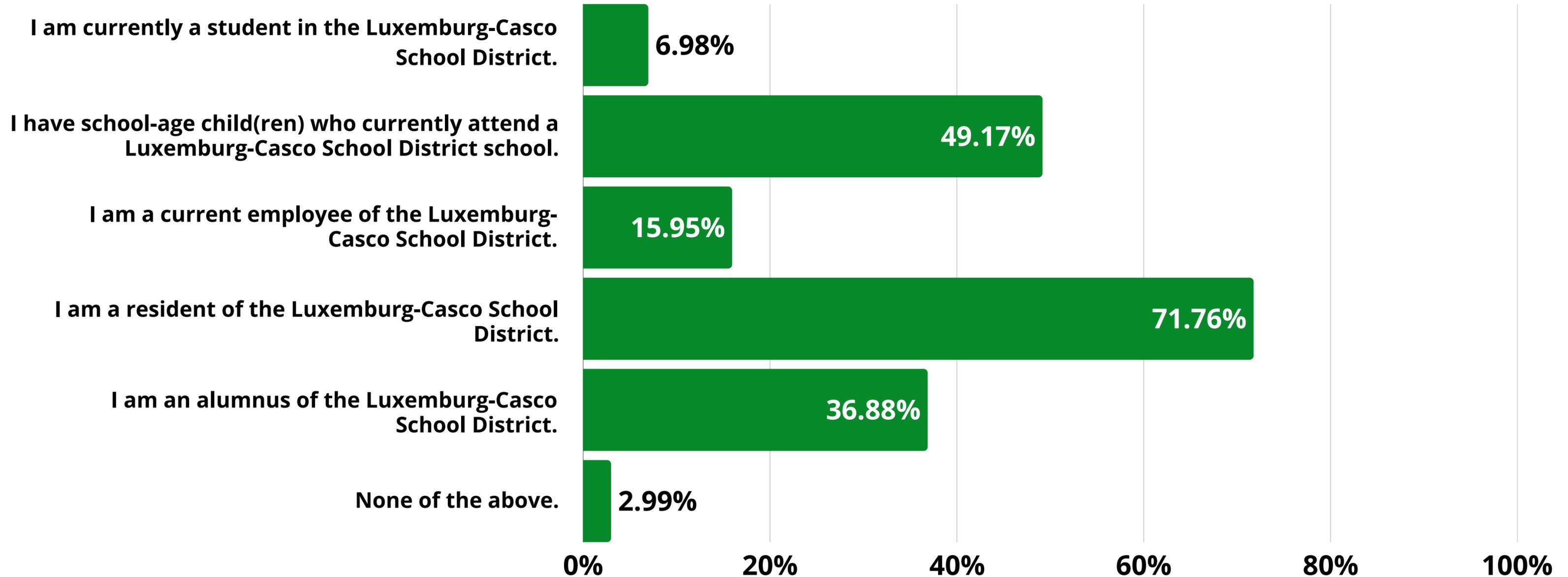
# 2

## How long have you lived in the Luxemburg-Casco School District?



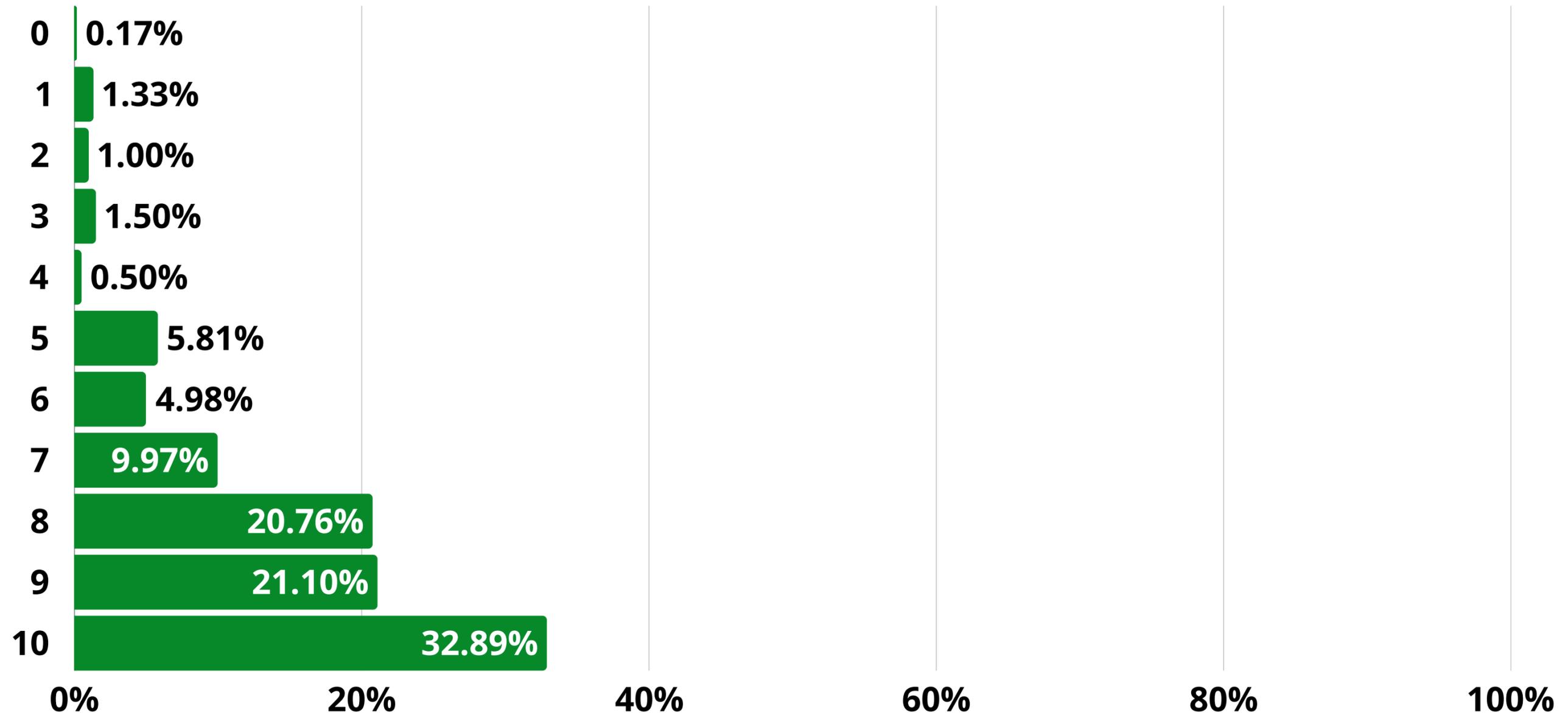
# 3

## Please check all that apply to you.



# 4

On a scale of 0-10, how likely would you be to recommend the Luxemburg-Casco School District to a friend, colleague, or family member? A score of zero means you would not recommend the District, while a score of 10 means you would be extremely likely to recommend the District.



# 5

## How would you describe the Luxemburg-Casco School District to someone new to the community?

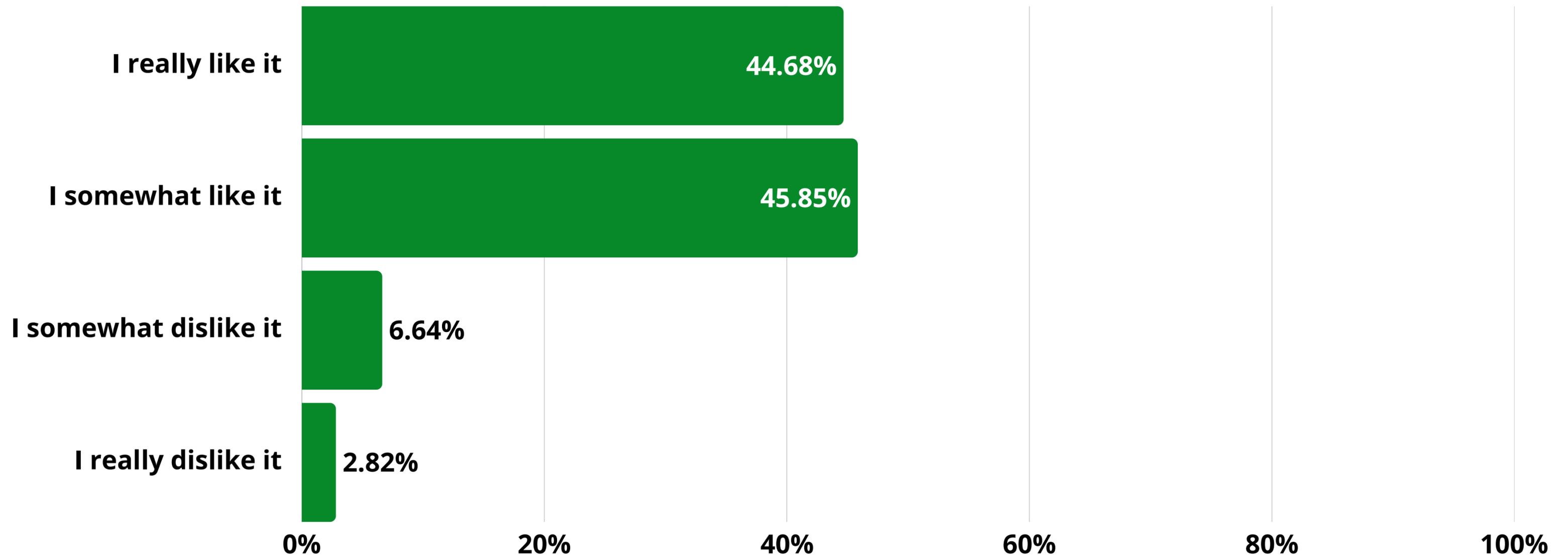
**Approximately 450 responses were provided to the optional question. In reviewing the responses, we found that they encompassed several overall themes:**

- **Community feel:** Many respondents describe the district as a close-knit, family-oriented, small-town community in which people rally to support one another and the schools. Alongside the strengths, many noted that the community can be difficult for newcomers or non-locals to join.
- **Academics and opportunities:** Comments frequently praise the district's academic strength, citing high test scores, rigorous expectations, and a wide range of options.
- **Strong emphasis on athletics:** Athletics are mentioned both positively (successful, proud programs) and critically (prioritized over arts or academics). Several comments raised concerns about favoritism in sports.
- **Dedicated and caring employees:** Many comments highlight teachers and staff who form strong relationships and genuinely care about students' success and wellbeing.

## **Current Mission Statement:**

We inspire minds, challenge students,  
and promote excellence.  
We are Spartans.

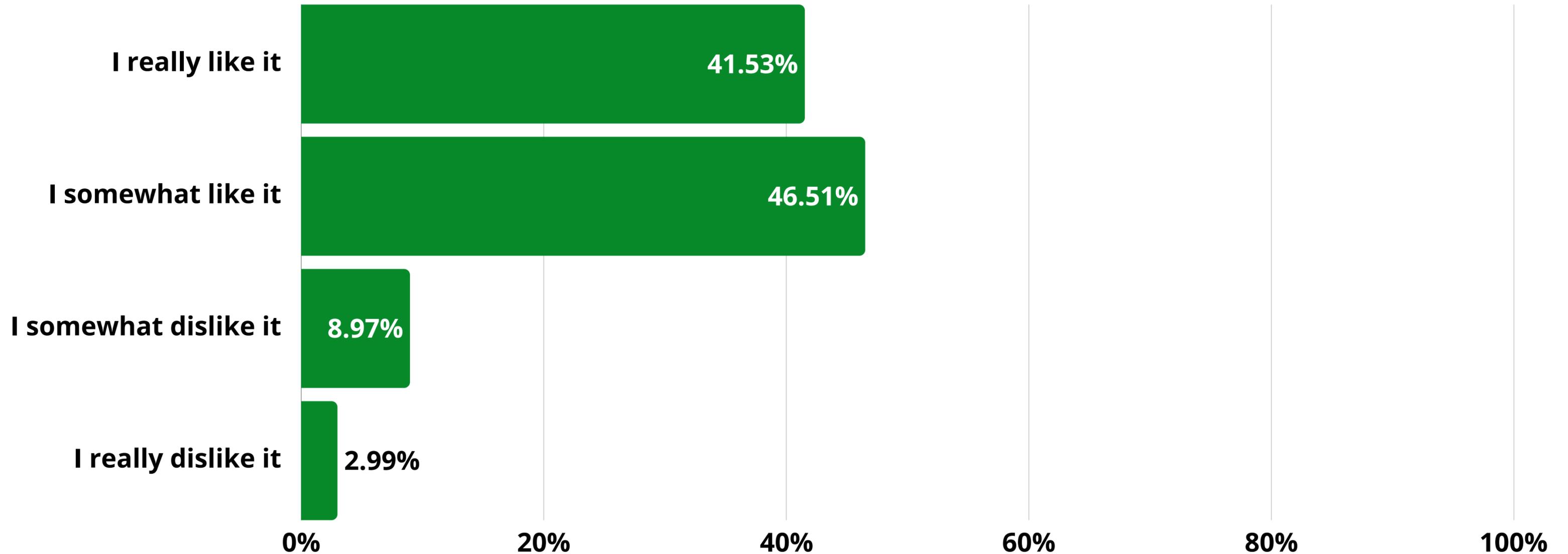
# 6 Thinking about the district's mission statement, which of the following describes your feelings?



## **Current Vision Statement:**

Preparing our students to thrive in a global community by ensuring excellence in intellect and virtue. We are Spartans.

# 7 Thinking about the district's vision statement, which of the following describes your feelings?



# Values

- **Rapport / Relationships**

- We will ensure all students know we believe in their ability to succeed.
- We will strive to make personal connections with our students.
- We will model behaviors we desire to see in our students.
- We will communicate, collaborate and celebrate with students, staff, parents and the community

- **Teaching / Learning**

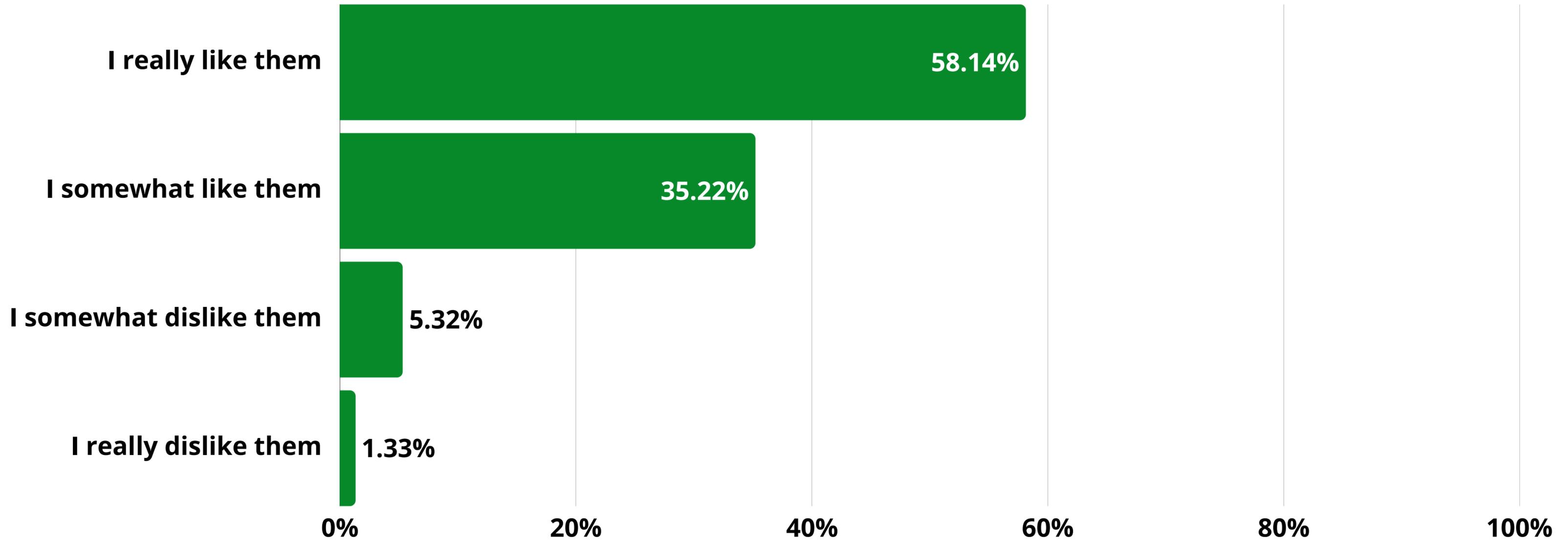
- We will model behaviors we desire to see in our students.
- We will make learning relevant and engaging.
- We will coach students to become real-world problem solvers.
- We will challenge our students with rigorous experiences.

- **Positive Environment**

- We will model behaviors we desire to see in our students.
- We will encourage students to be positive contributors to their communities.
- We will adapt the learning environment to meet the needs of all students.
- We will maintain a safe learning environment for all students.



# Thinking about the district's core values, which of the following describes your feelings?



# 9

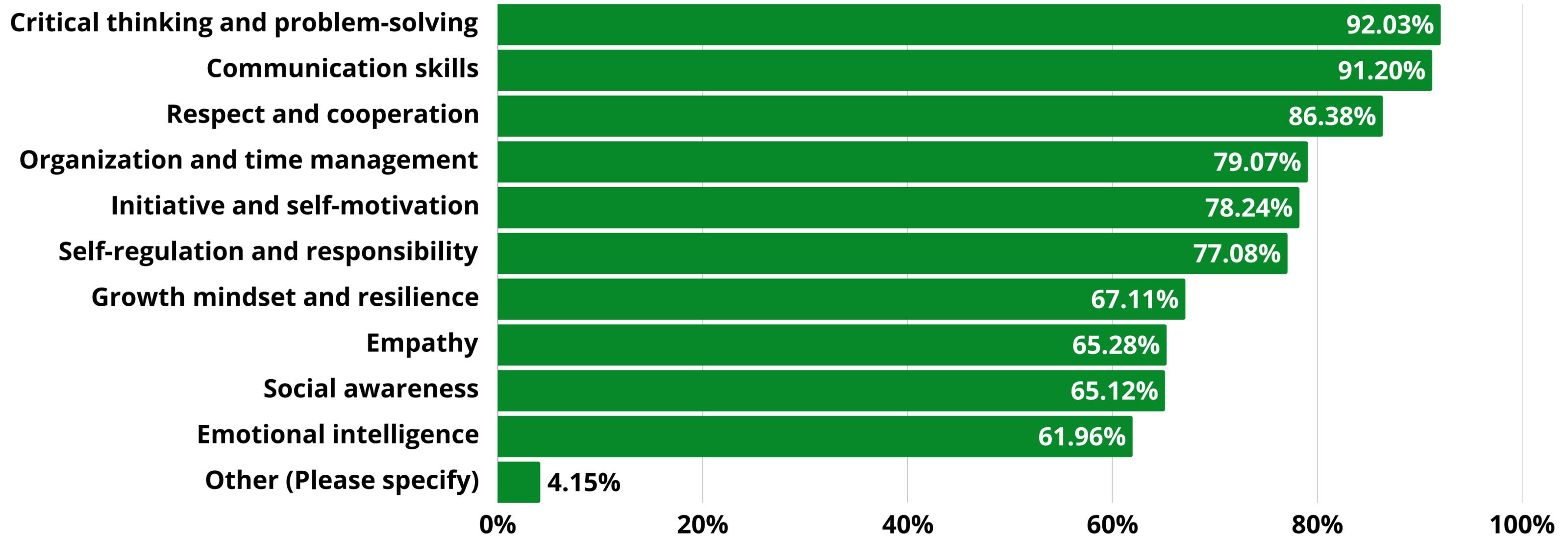
Please use the space below if you wish to expand on your responses regarding the mission, vision, or values.

Approximately 140 responses were provided to the optional question. In reviewing the responses, we found that they encompassed several overall themes:

- **Disconnect between statements and practice:** The most common theme is a skepticism that the mission, vision, and values are not aligned with actions, culture, and decisions.
- **Clarity, tone, and focus:** Some respondents noted that the mission, vision, and values are wordy, repetitive, or abstract, and sometimes use terms (e.g., excellence, virtue) that feel high-pressure, judgmental, or not aligned with a small-town identity. Suggestions included simplifying and shortening the statements, reducing jargon and repeated words, and sharpening the focus on what makes the district distinctive so people can remember and see themselves in the language.
- **Equity, inclusion, and favoritism:** Some comments raise concerns that the district does not consistently uphold the values of respect, inclusion, and a positive environment.

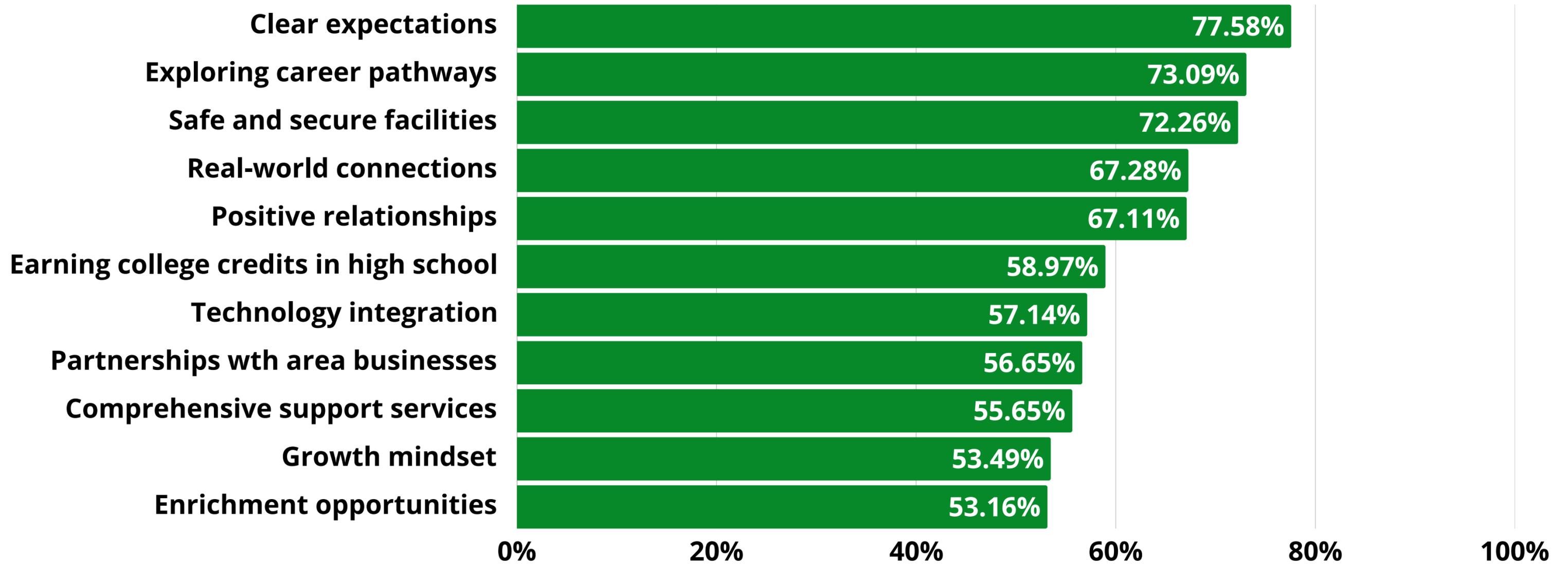
# 10

What educational and personal competencies are important to teach our students during their K-12 education? Select all that apply.



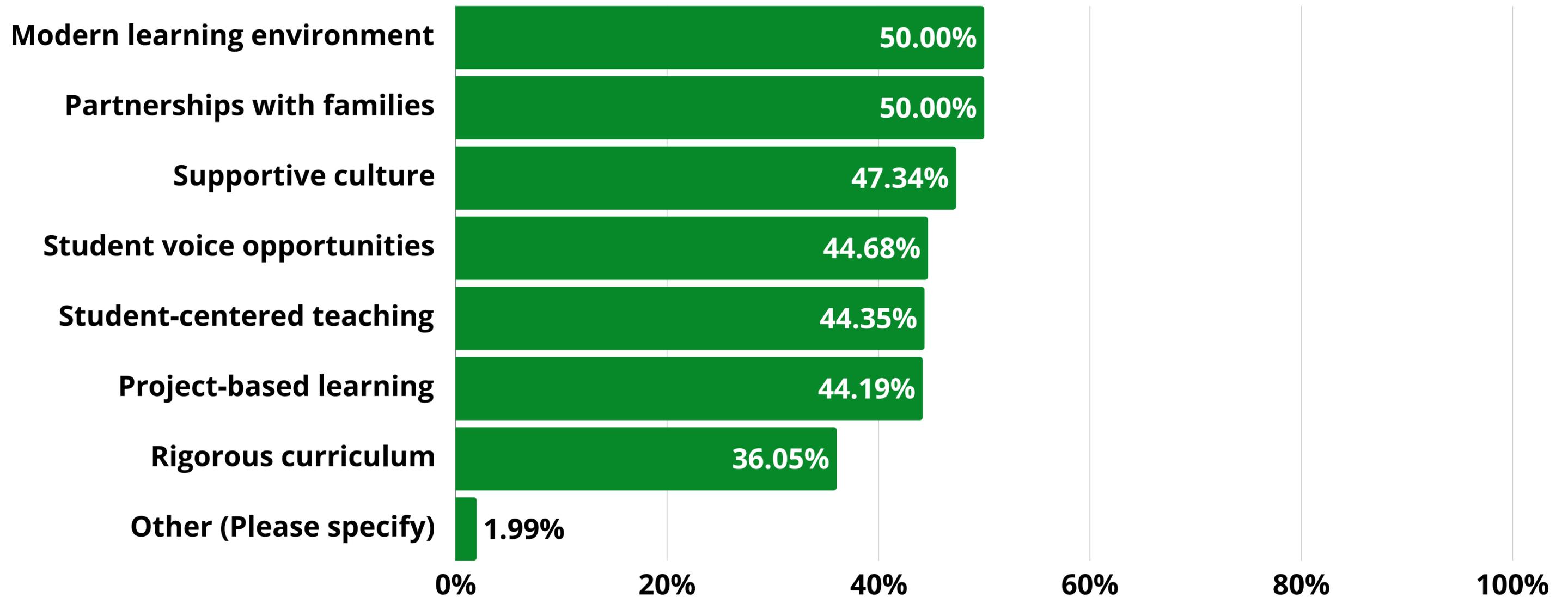


# What elements make up our desired academic setting? Select all that apply.

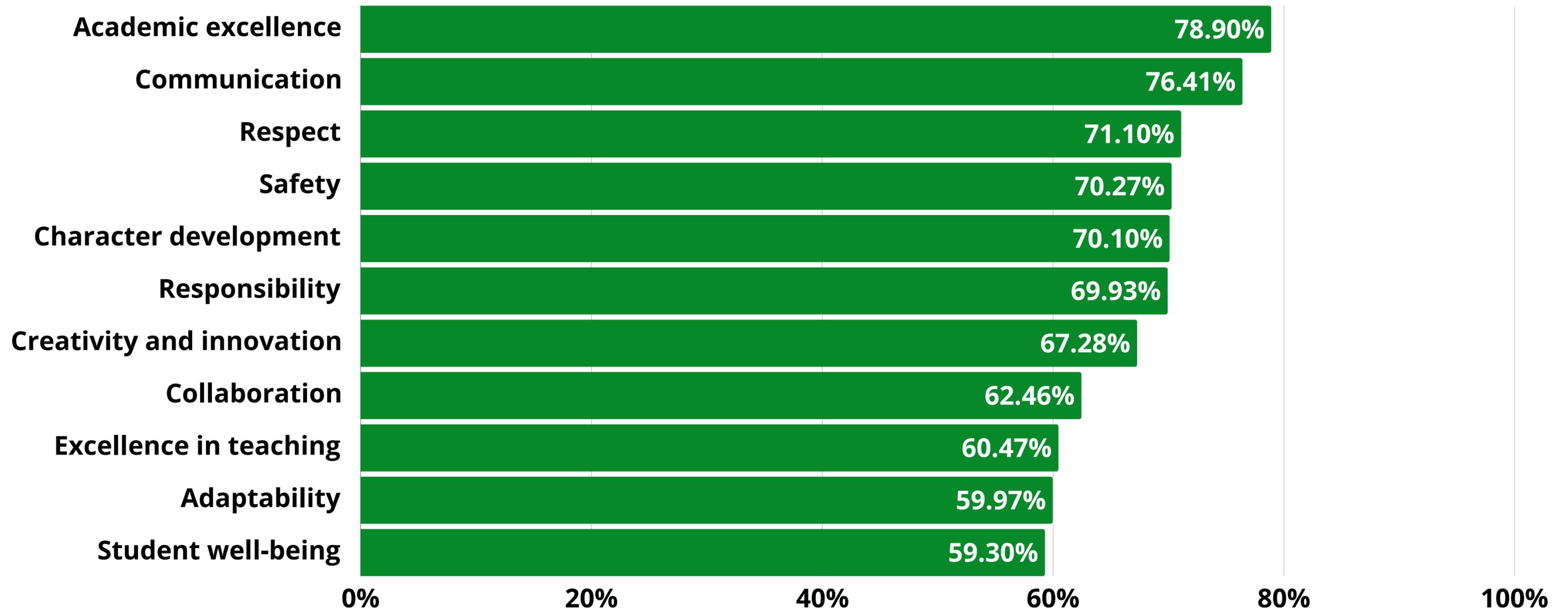


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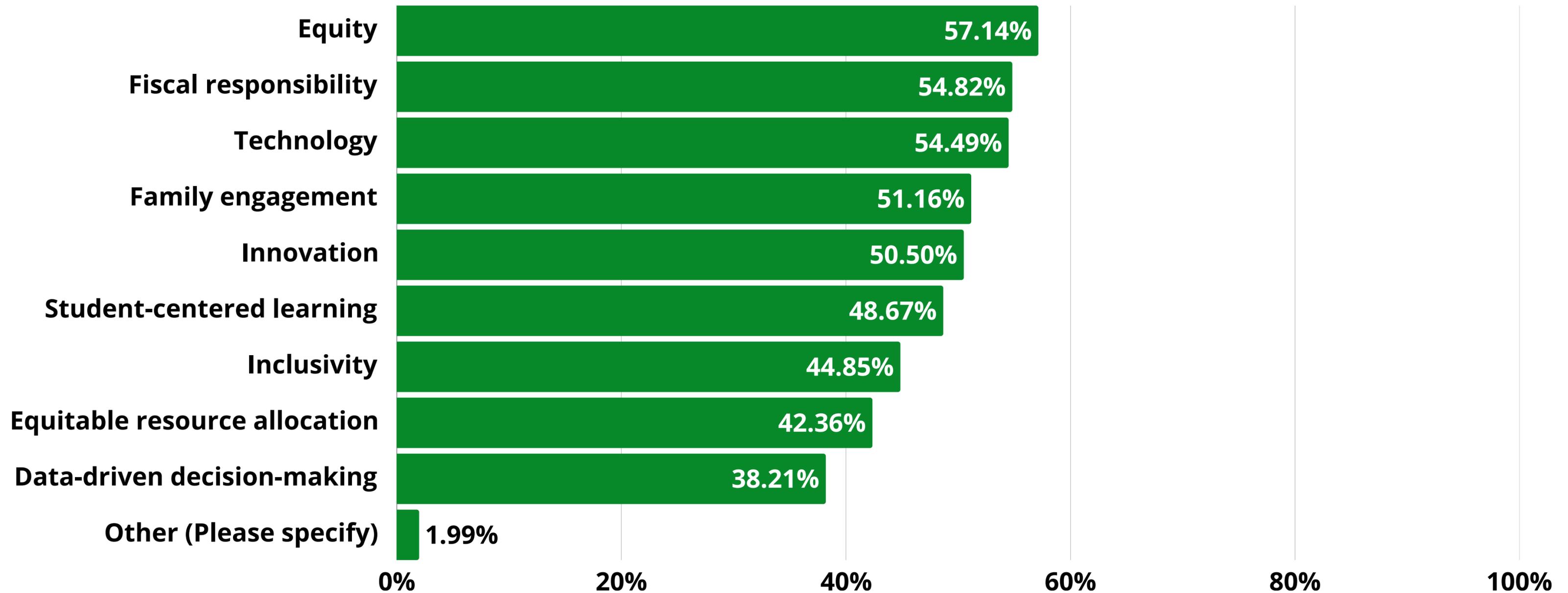
# What elements make up our desired academic setting? Select all that apply.



# 12 What core values should guide the Luxemburg-Casco School District? Select all that apply.



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# 13

Over the next five years, where do you believe we should focus our improvement efforts? Please choose up to four areas.

Assisting students in finding their purpose/passion beyond high school

38.37%

Career and technical education program

31.73%

School safety and security

28.24%

Mental health services for students

28.07%

Recruit/Retain high-quality staff

26.91%

Community/Business partnerships for students

21.43%

Exploration of career pathways

20.76%

Reading/Literacy achievement

20.60%

Student behavior/discipline

19.27%

Opportunities for students to earn college credits

16.11%

Fine arts

15.95%

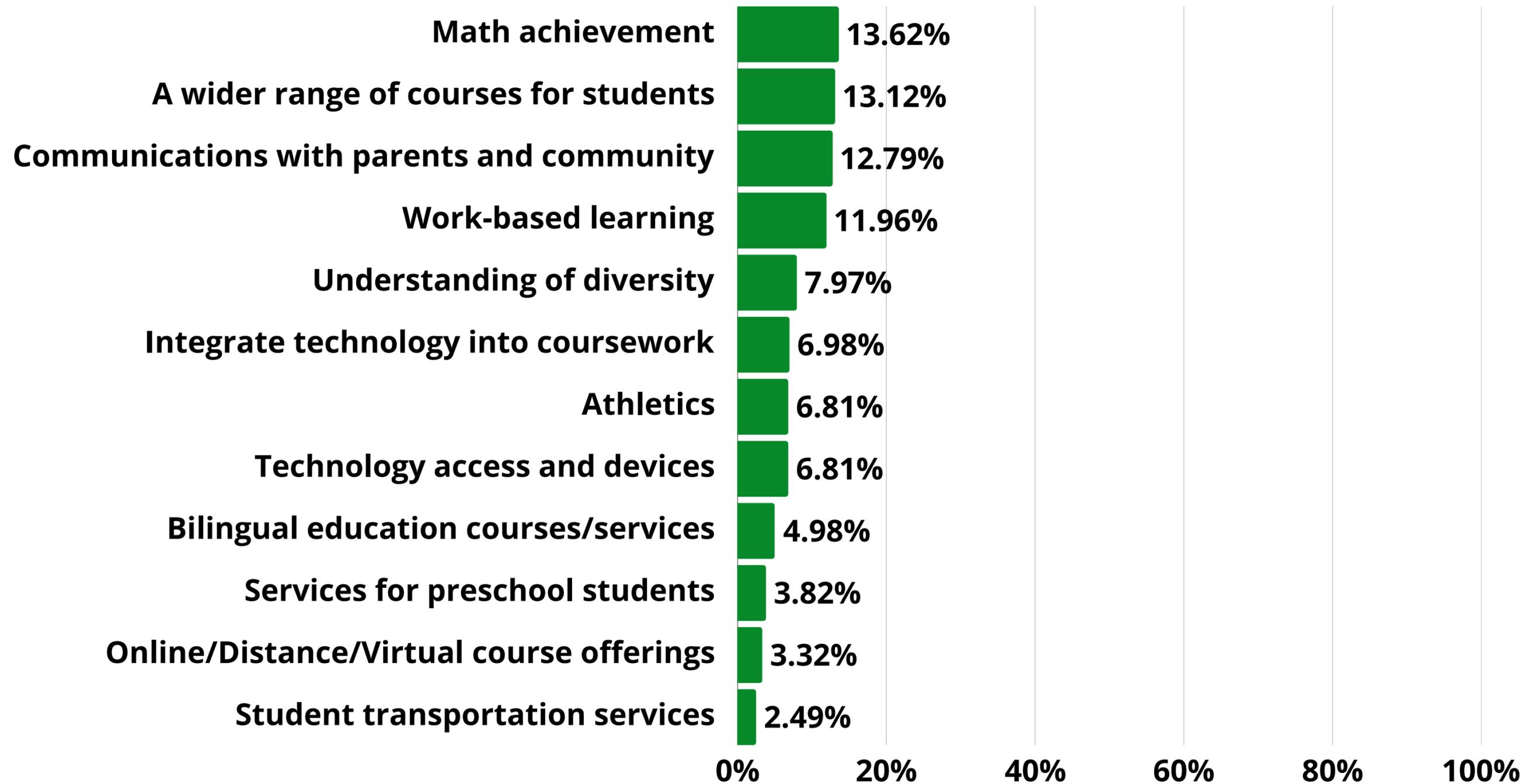
Services for students who have difficulties learning

15.95%

0% 20% 40% 60% 80% 100%

# 13

Over the next five years, where do you believe we should focus our improvement efforts? Please choose up to four areas.



# 14

## Thinking about your knowledge of and experiences with the Luxemburg-Casco School District, what makes the district unique?

Approximately 250 responses were provided to the optional question. In reviewing the responses, we found that they encompassed several overall themes:

- **Small-town atmosphere:** A predominant theme is the district's ability to maintain a "small-town feel" in which relationships are tight-knit and personal.
- **Strong career preparation:** Respondents view the district's focus on career-based learning (e.g., Youth Apprenticeship program) as a strength.
- **Opportunities in a rural setting:** A recurring sentiment is that the district offers the curriculum and extracurricular variety of a much larger district, despite its location.
- **Dedicated staff and teachers:** The quality of the staff and the unique trend of alumni returning to work in the district were identified as key differentiators.



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*Thank You!*

**Questions?**