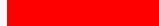


Report to Board of Education on District Goals

Date: September 23, 2026

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 1: Every learner demonstrates continuous growth towards the academic standards

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Each school will engage in school improvement efforts focused on monitoring Key Performance Indicators (KPIs) related to: reading achievement, math achievement, social emotional well-being/attendance, college and career readiness, and Multi-Level Systems of Support (MLSS)	- Each school will utilize our 4-step continuous improvement process (data reflection, goal setting, progress monitoring, and plan implementation) - Each school will hold a data retreat with their school leadership team to analyze academic screener data, standardized assessment results, attendance data, behavioral data, and school climate survey information before the start of the upcoming school year - Each school will utilize their data analysis from the data retreat to develop school improvement goals/Student Learning Objectives (SLO) for the upcoming school year that are aligned to the District's Long-Range Plan and the Educator Effectiveness process – a math, reading, and climate behavior related goal should be included in the school's Student Learning Objectives (SLO) - Each school will progress monitor their school improvement goal/SLO at the mid-year and end-of-year mark - Schools will use longitudinal data from the College and Career Readiness Accountability Report Card to measure growth	September 2026 - Each school has completed the initial steps of the continuous improvement process by holding a data retreat with their school leadership teams and setting annual goals/Key Performance Indicators (KPIs) - Each school will share a school improvement goal/Key Performance Indicators (KPIs) progress update by February 2027 for the mid-year update and by May 2027 for the end-of-year update - Continuous improvement results from individual schools will be reviewed regularly at principal meetings throughout the school year - South High School and North High School will provide a College & Career Readiness (CCR) report at October Board meetings	June 2027	

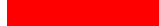
2	Organize a representative team to engage in a review process for our universal screener tools (academic and social emotional well-being)	● Establish a representative Universal Screening Team that includes DAT, Pupil Services, teacher, and administrator representation ● Evaluate current academic and social-emotional universal screening tools using agreed-upon criteria, including instructional usefulness, technical quality, efficiency, integration, cost, and stakeholder needs ● Complete a structured review of potential universal screening tools and develop a recommendation for future implementation	October 2026 ● The universal screener review process will begin in October 2026; a representative team will be established to review current academic and social-emotional screening practices, gather stakeholder feedback, and evaluate potential universal screening tools	June 2027	
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Report to Board of Education on District Goals

Date: September 23, 2026

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 2: Every learner demonstrates continuous growth towards the social-emotional competencies

Status Key		
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	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2026-2027

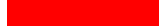
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Leverage a district leadership team to assess an action plan for our overall positive behavior framework districtwide	- Establish and engage a representative District Behavior Systems Team - Complete a districtwide fidelity assessment of behavioral systems using the DSFI - Develop a districtwide behavioral MLSS action plan based on fidelity and student outcome data	September 2026 - The District Behavior Systems Team is continuing work to strengthen a coherent districtwide behavioral MLSS framework - The team will assess the fidelity of current behavioral systems using the PBIS District Systems Fidelity Inventory (DSFI), review existing practices and data across the continuum of supports - The team will use the findings to develop a prioritized action plan for strengthening behavioral systems districtwide	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 3: Each school maintains a Multi-Level System of Supports (MLSS) and data-driven Professional Learning Communities (PLCs)

Status Key		
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	Finished	Project is complete!

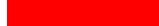
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Continue to support school level Guiding Coalitions as they oversee Professional Learning Communities (PLCs) focused on data-driven decision making and instruction	- Establish and support Guiding Coalitions at each secondary school - Strengthen Guiding Coalition capacity to lead and support effective PLC practices - Utilize cycles of inquiry to identify and address areas for continued PLC development	September 2026 - Guiding Coalitions were launched for the 2026-2027 school year with a common framework defining their purpose and role in supporting PLCs - Teams identified building-level leverage points for strengthening collaborative practices - Guiding Coalitions began developing plans for their work using the four critical PLC questions and cycles of inquiry	June 2027	
2	Utilize a walkthrough tool to systematically observe, assess, and provide feedback related to instructional practices across all K-12 schools	- Implement an instructional walkthrough process to systematically observe instructional practices - Use walkthrough data to identify instructional strengths, trends, and opportunities for continued support - Use findings to inform professional learning, coaching, and continuous improvement efforts	September 2026 - Learning walks and instructional rounding continue to be utilized by instructional leaders to monitor implementation and identify areas for celebration and support - K-5 literacy learning walks are continuing in Year 2 of Benchmark Advance and Adelante implementation, with an increased focus on vertical alignment, structured literacy practices, and effective use of curriculum resources	June 2027	
3	Student and Instructional Services will support the implementation of the NextPath data visualization platform to support Data Analysis Teams (DAT)	- Increase consistent use of NextPath by Data Analysis Teams (DATs) to support MLSS and data-driven decision-making - Implement common districtwide processes across six priority areas: Student Interventions, Check-In Check-Out (CICO),	September 2026 A districtwide NextPath implementation plan has been developed, including professional learning, quarterly DAT support, building-specific assistance, office hours, principal meeting support, and ongoing communication	June 2027	

		Attendance, GRIP Dashboard, KPI Dashboard, and Glimpse ● Increase staff capacity to use NextPath for data analysis, intervention documentation, progress monitoring, and continuous improvement	● Initial implementation has focused on establishing a common understanding of NextPath and transitioning schools toward consistent use of the platform for student supports and data analysis ● Six major implementation priorities have been established for 2026-2027: Student Interventions, CICO, Attendance, GRIP Dashboard, KPI Dashboard, and Glimpse, with implementation occurring throughout the school year		
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Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 1: Build a professional culture where employees feel valued, understand expectations, and are supported to succeed

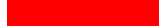
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	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Strengthen organizational identity and connection through the We Are SASD initiative, highlighting employee impact, contributions, and shared commitment to students and community	Employees recognize and celebrate the contributions of colleagues and the collective impact of SASD staff on students, schools, and the community	Continued development and expansion of the We Are SASD initiative in partnership with Communications & Marketing	June 2027	
2	Promote clear, consistent communication that reinforces district priorities, expectations, and shared understanding of organizational goals and initiatives	District priorities, expectations, and organizational values are consistently reinforced, contributing to a positive and professional SASD culture		June 2027	
3	Ensure compensation, benefits, and employee supports remain competitive, sustainable, and responsive to workforce needs	Staff feel fairly compensated; HR confirms alignment with similar districts	Implemented 2026-2027 compensation adjustments and continued evaluation of employee compensation	June 2027	
4	Promote workforce reliability and employee accountability through consistent expectations, support, and attendance practices	Employee attendance, performance, and accountability expectations are consistently communicated, supported, and addressed	Continued to reinforce consistent expectations, documentation, and follow-through related to employee performance and attendance	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 2: Develop courageous and effective people leaders who foster positive workplace cultures, support employee success, and uphold expectations

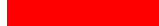
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	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Provide principals and supervisors with leadership development opportunities, coaching, and practical resources that strengthen communication, accountability, employee recognition, and workplace culture	Principals and supervisors demonstrate increased confidence and consistency in communication, recognition, accountability, and employee relations practices		June 2027	
2	Promote consistent leadership practices that balance support, recognition, and accountability while reinforcing a culture of professionalism, belonging, and shared responsibility	Employee performance and workplace concerns are addressed proactively and consistently, with appropriate support and follow-through	Reinforced a shared leadership message emphasizing support, removing barriers, professionalism, and shared responsibility through beginning-of-the-school-year communication to principals and supervisors	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 3: Attract, develop, and retain a high-quality workforce that reflects the needs of our students and community

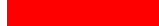
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	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote SASD as an employer of choice through strategic recruitment and marketing	Increased awareness of SASD as a place to work, supported by a consistent and compelling recruitment message	- Continued development of the We Are SASD initiative to highlight employee stories, contributions, and the SASD employee experience - Expanded focus on using authentic employee stories to support both employee connection and recruitment	June 2027	
2	Implement recruitment and retention strategies that support staffing needs in hard-to-fill and critical positions	- Critical and hard-to-fill positions are supported through targeted recruitment, alternative licensure, and talent development strategies - Recruitment and development strategies expand the pipeline of candidates available to meet ongoing staffing needs	- Six employees entering the CESA 7 Special Education TDC program through SASD's alternative licensure pathway - Held two summer Open Hire Events that supported the recruitment and hiring of support staff	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs
Goal 1: Provide clear communication between parents and schools regarding educational progress

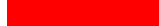
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2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement the SASD app and 2-way messaging option	Implement a 2-way communication app to support teacher-to-family communication	2-way messaging app available to all staff and parents. - Communication team working to resolve minor issues related to Skyward data errors.	June 2027	
2	Implement policy and best practices pertaining to Wisconsin Act 89	Ensure all district protocols are compliant with Act 89.	- NEOLA policies passed. - Approved communication methods posted. - Staff trained per state statute.	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs
Goal 2: Enhance communication efforts between the school district and community members regarding the District’s educational opportunities, outcome measures, personnel data, and financial information

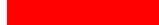
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	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Effectively communicate across the community on important topics related to academic outcome measures, school finance, and referendum progress	Ensure the SASD community better understands the academic outcomes, financial standing, and referendum process of the SASD.	SASD accountability and points of pride document created and shared with BoE.	June 2027	
2	Ensure online presence is in compliance with all ADA standards	SASD online presence is ADA compliant.	Initial work through the development of the new website has the majority of the website compliant.	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 1: Identify and prioritize capital needs of the District

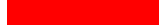
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2026-2027

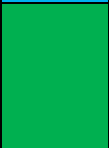
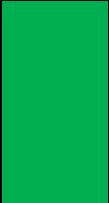
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement action plan for the design and rebuild of Farnsworth and Urban Middle Schools	- Referendum Borrowing - Construction Progress	- Start of construction at both sites 6-2026 - Start of foundations and vertical masonry at both sites 7-2026 - Borrowing timeline plan in place 8-2026 - Work on the Preliminary Official Statement for the 2026 \$9.5m borrow began 8-26-2026 - Major Urban demo work completed 9-2026	August 2028	
2	Identify and implement energy savings opportunities throughout the District	- Electric usage monitoring and analysis - Energy sustainability education and awareness - Solar installation for Middle School Projects	July 2026 electric usage reports reviewed 8-14-2026	August 2028	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Increase public education and awareness around public school finance

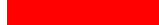
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	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish and engage in public awareness events	- Develop informational in-person presentations regarding school funding and finance - Schedule and present throughout the community		June 2027	
2	Communicate key financial information and education to all stakeholders	- Develop information regarding school funding and finance that can be shared on SASD social media sites and the SASD website - Develop school funding and finance presentations that can be shared at SASD board meetings		June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 3: Build supports for schools, students, and parents around transportation challenges

Status Key		
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	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

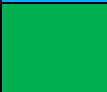
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Support schools in minimizing the impact of transportation disruptions	- Assist in Prigge driver recruitment - Implement Wayfinder student bus attendance tracker - Install replacement bus cameras	- Bus camera replacement completed 8-2026 - New computer tablets with data plans that will enhance the Wayfinder student bus attendance tracker were ordered and received 8-2026	June 2027	
2	Update policies and procedure guidelines for employees transporting students with district owned vehicles	- Update board policies to align with state statutes and best practices - Update administrative guidelines to align with state statutes and best practices		June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 4: School capacity/consolidation analysis

Status Key		
	On Target	We are on track to deliver project
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	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2026-2027					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Review student enrollment data and future enrollment projections in relation to school capacity/consolidation	Create a full understanding of enrollment numbers and building capacity	Third Friday report will be presented in October	June 2027	
2	Determine if consolidation efforts are prudent in the immediate future 1-3 years	Utilize enrollment numbers and capacity data to understand possible consolidation efforts	Cost savings related to consolidation being studied	June 2027	