



WISCONSIN RAPIDS PUBLIC SCHOOLS

◆ District Strategic Plan ◆

Updated and Approved by the Board of Education on March 13, 2017



Mission Statement

Working together with home and community, we are dedicated to providing the best education for every student, enabling each to be a thoughtful, responsible contributor to a changing world.

Beliefs

We Believe...*each student is the first consideration of the educational process.*

We Believe...*all students can learn.*

We Believe...*learning is a life-long process.*

We Believe...*in a safe, caring, and respectful learning environment.*

We Believe...*all students should become effective citizens of the community, state, nation, and the world.*

We Believe...*meaningful home, school, and community involvement is vital to continuous improvement.*

A Message To Interested Stakeholders

The WRPS Board of Education approved the *District Strategic Plan* on December 11, 2011. The plan was developed and designed with an understanding that the educational environment is rapidly changing. In order to continue meeting the needs of our diverse learners and prepare them to compete and reach their full potential in an evolving, global economy, the District's strategic planning document will be a "living, working document." The Strategic Plan was updated and approved by the Board on March 13, 2017.

The Board of Education reviews the Strategic Plan annually in order to analyze progress made, and make changes that will help our district continue to make forward progress for student success.

Thank you for your time and interest in learning more about how we intend to continue moving WRPS forward as a progressive district that meets the needs of our students, preparing them for their future!

OBJECTIVE 1: Bring content, technology, and pedagogy together to build 21 st Century learners	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Develop and communicate a shared vision for educational technology among all stakeholders that targets specific technologies for use in the learning environment	2013	Spring, 2017	On-going	Phillip Bickelhaupt, ITC, Administration	<i>Formal document finalized and shared</i>
Implementation of infrastructure action plan	Spring, 2013	Summer, 2016	On-going	Phillip Bickelhaupt, Technology Dept.	<i>Physical infrastructure is in place</i>
Finalize and implement a district K-12 technology integration scope and sequence (curriculum mapping)	2013	2018		Phillip Bickelhaupt, ITC, Administration	<i>Formal document finalized and shared</i>
Develop a 2015-2018 District Technology Plan – align Technology Plan with Wisconsin Digital Learning Plan	2015	2017-18		Phillip Bickelhaupt, ITC, Administration	<i>Completed and approved plan</i>
Research and analyze the benefits of a 1:1 learning environment in relation to student learning, curriculum, pedagogy, and sustainability	2015	2017		Phillip Bickelhaupt, ITC, CII, Administration	<i>Recommendation to Board</i>
Begin exploring and plan financial options for technology infrastructure and curriculum integration	Summer, 2016	2017		Phillip Bickelhaupt, ITC, Administration	<i>Funding secured</i>

OBJECTIVE 2: Through the development and implementation of RtI, measure student behavior and mental health and evaluate prevention and intervention strategies to improve individual student growth	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Examine, pilot and implement behavioral interventions	Fall, 2014	2017		Interventionists, Counselors, and RtI Implementation Committee	<i>Behavior interventions implemented</i>
Establish a committee to explore the level of student programming and initiatives to address behavioral and mental health needs	Fall, 2015	2017		Curriculum and Pupil Services, Administration	<i>Developed programming to address mental health needs and support positive behaviors</i>
Create an awareness of and identify issues associated with social, emotional, and behavioral well-being	Fall, 2016	2018		Curriculum and Pupil Services, Administration	Reduced behavioral referrals and/or suspensions

OBJECTIVE 3: Create consistency across grade levels in assessment philosophy, and grading and reporting practices	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Form a 4K-12 Assessment Committee to study and articulate a consistent District philosophy on grading and reporting practices which may include guidelines on the use of formative and summative assessments and standards based grades	January, 2015	January, 2017	✓	Kathi Stebbins-Hintz, Phil Bickelhaupt, District Assessment Committee	<i>Completed document approved by CII, Educational Services, and Board of Education</i>
Implement assessment practices consistent with District philosophy 4K-12	January, 2015	June, 2018		Kathi Stebbins-Hintz, Phil Bickelhaupt, District Assessment Committee	Assessment practices align with District philosophy
Revise the K-5 report card to align with current assessments (i.e. PALs) current state standards, and WRPS curriculum	January, 2015	August, 2015	✓	Kathi Stebbins-Hintz, District Assessment Committee, CII Sub-Committees, and grade level teachers	<i>New K-5 report card developed</i>
Create an electronic version of the K-5 report card	January, 2015	September, 2015	✓	Phil Bickelhaupt, Jean Westover, District Assessment Committee	<i>Report card becomes available electronically</i>

OBJECTIVE 4: Implement the State required Educator Effectiveness model to improve teacher practice and to implement the new teacher and administrator evaluation system	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Educate staff	Fall, 2013	Spring, 2015	On-going	Kathi Stebbins-Hintz, EE Coaches, Administration	Ability of staff to implement the required procedures
Align related District policies and procedures	Spring, 2013	2017		Kathi Stebbins-Hintz, QEC Committee, Administration	Revised teacher and administrator evaluation document
Identify, evaluate, and reallocate District resources as needed	Spring, 2014	Spring, 2015	✓	Administration	Components required are implemented

OBJECTIVE 5: Implement Academic Career Plan (ACP) Process for All Students	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
ACP Team will develop, educate, and implement a multi-level/layered systematic 6-12 approach to academic and career planning	2015	2017		ACP Committee	Completed plan for each student

OBJECTIVE 6: Increase awareness and implement strategies with all staff to better recognize and meet the needs of the marginalized populations we serve	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Identify and analyze achievement gaps	2016	2017		Curriculum and Pupil Services Departments	Building & district professional development plans for 2016-17, 2017-18
Create awareness of and identify issues of bias and equity	2016	2017		Curriculum and Pupil Services Departments	Building & district professional development plans for 2016-17, 2017-18
Establish a professional development procedure and implement strategies to address issues of bias, equity, and achievement gaps	2016	2017		Curriculum and Pupil Services Departments	Building & district professional development plans for 2016-17, 2017-18



OBJECTIVE 7: Maintain buildings and properties within WRPS to continue support for evolving student programs and activities	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Tasks/Action Steps:					
Analyze the condition of each facility; identify upkeep and what maintenance is necessary to maintain the buildings and grounds	November, 2011	June (annually)	On-going	Ed Allison, Building Principal, Maintenance & Custodial Personnel, Technology Dept.	Completed document
Create a maintenance replacement/upkeep/budget cycle to address the ongoing facility needs identified	November, 2011	January (annually)	On-going	Buildings & Grounds	Completed document
Identify pros and cons of various proposed options for restructuring the district	2011-2012	June, 2015	✓	Administration	Completed document providing options for facility use.
Develop a multi-year restructuring implementation plan	2015-16	2017	On-going	Administration	Proposal to Board
Implement restructuring and building use plan when/if Board approves a plan	2016-17	2018-19		Administration	Restructuring and building utilization completed
Create a plan and explore financial options for athletic facility upgrades	2015-16	2017		Administration	Proposal to Board
Begin exploring and plan financial options for facility maintenance and upgrades	Summer, 2016	2017	On-going	Administration	Secure Funding

OBJECTIVE 8: Ensure the safety and security of all students, personnel, and members of the public on the Wisc. Rapids Public Schools' campuses/premises	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Review and revise current building and network security measures	On-going	Annually	On-going ✓	Administration, Law Enforcement, Emergency Management, Fire Personnel	<i>Completed a Review and Revision of District Crisis Plan & Network Infrastructure</i>
Review and revise current safety plans	On-going	Annually	On-going ✓	Administration, Law Enforcement, Emergency Management, Fire Personnel	<i>Completed a Review and Revision of District Crisis Plan</i>
Integrate ALICE into current safety plans and protocols	August, 2015	June, 2016	✓	Administration, Law Enforcement	<i>All Staff and Students Trained</i>
Continue to educate staff and students about safety plans and procedures	On-going	On-going	On-going	Administration	<i>Completed a Review and Revision of District Crisis Plan</i>
Investigate and implement new technologies to improve current security measures	On-going	On-going	On-going	Ed Allison, Phillip Bickelhaupt, Building Principals, Police Liaison Officers	<i>Installed Security Hardware & Technology</i>
Begin exploring and plan financial options for safety/security measures	Summer, 2016	2017	On-going	Administration	<i>Secure Funding</i>