



WISCONSIN RAPIDS PUBLIC SCHOOLS

◆ District Strategic Plan ◆

Updated and Approved by the Board of Education on February 12, 2018



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 February 12, 2018.

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	2019		Phillip Bickelhaupt, ITC, Administration	<i>Formal document finalized and shared</i>
Research and analyze the benefits of a 1:1 learning environment in relation to student learning, curriculum, pedagogy, and sustainability	2015	2018		Phillip Bickelhaupt, ITC, CII, Administration	<i>Recommendation to Board</i>
Begin exploring and plan financial options for technology infrastructure and curriculum integration	Summer, 2016	2018		Phillip Bickelhaupt, ITC, Administration	<i>Funding secured</i>
Implement 1:1 at LHS and WRAMS	2018	On-going		Phillip Bickelhaupt, ITC, Administration	

OBJECTIVE 2: Develop a strand within the District's RtI framework for student mental health and behavior which includes systemic screeners, and prevention and intervention strategies	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Examine, pilot and implement behavioral interventions	Fall, 2014	2018		Behavior & Mental Wellness 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	2018		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<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	On-going		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<i>Reduced behavioral referrals and/or suspensions</i>
Create a uniform and cohesive district-wide system to track student behavior	January, 2018	June, 2019		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<i>Data collection system</i>

OBJECTIVE 3: Create consistency across grade levels in assessment philosophy, and grading and reporting practices	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Maintain 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	On-going		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	On-going		Kathi Stebbins-Hintz, Phil Bickelhaupt, District Assessment Committee	<i>Assessment practices align with District philosophy</i>
Develop cohesive guidelines for the formation and function of PLCs, as well as common assessments within the PLCs	January, 2018	June, 2020	✓	Kathi Stebbins-Hintz, District Assessment Committee, CII Coordinator & Chairs, K-12 Administration	<i>Publication of guidelines</i>



OBJECTIVE 4: <i>Enhance Academic and Career Planning (ACP) for All Students</i>	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Tasks/Action Steps:					
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
Continue to gather feedback informally from stakeholders during initial implementation of ACP and develop a formal plan of assessment to administer at end of 2018-19	2018	2019		ACP Committee	Implement an evaluation process
Develop plan for educating parents about ACP, implement by spring of 2019	2018	Spring, 2019		ACP Committee	Completed plan

OBJECTIVE 5: <i>Increase awareness and implement strategies with all staff to better recognize and meet the needs of the marginalized populations we serve</i>	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Tasks/Action Steps:					
Identify and analyze achievement gaps	2016	On-going		Curriculum and Pupil Services Departments	Building & District professional development plans for 2016-17, 2017-18, 2018-19
Create awareness of and identify issues of bias and equity	2016	On-going		Curriculum and Pupil Services Departments	Building & District professional development plans for 2016-17, 2017-18, 2018-19
Establish professional learning and implement strategies to address issues of bias, equity, and achievement gaps	2016	On-going		Curriculum and Pupil Services Departments	Building & District professional development plans for 2016-17, 2017-18, 2018-19
Identify and engage in best practice instructional approaches which directly benefit a diverse school population	2018	On-going		Curriculum and Pupil Services Departments	Building & District professional development plans for 2016-17, 2017-18, 2018-19



OBJECTIVE 6: Maintain buildings and properties within WRPS to continue support for evolving student programs and activities	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
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
Maintain a maintenance replacement/upkeep/budget cycle to address the ongoing facility needs identified	November, 2011	January (annually)	On-going	Buildings & Grounds	Completed document
Develop and implement a 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	TBD		Administration	Proposal to Board

OBJECTIVE 7: 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	Completed a Review and Revision of District Crisis Plan & Network Infrastructure
Review and revise current safety plans	On-going	Annually	On-going ✓	Administration, Law Enforcement, Emergency Management, Fire Personnel	Completed a Review and Revision of District Crisis Plan
Continue to educate staff and students about safety plans and procedures, including ALICE	On-going	On-going	On-going	Administration	Completed a Review and Revision of District Crisis Plan
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	Installed Security Hardware & Technology
Continue exploring and plan financial options for safety/security measures	Summer, 2016	On-going	On-going	Administration	Secure Funding



OBJECTIVE 8: WRPS students will participate in future ready, tier one instruction that is engaging and equitable, promotes critical and creative thinking, and creates technologically, academically, and globally literate citizens	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Utilize the Wisconsin Digital Learning Plan to assess integration of technology into instruction	2018	On-going		Curriculum Dept., Technology Dept.	Staff survey
Integrate collaboration, communication, creativity and critical thinking (4Cs) into instruction	2018	On-going		Curriculum Dept., Technology Dept.	Student success on assessments
Increase the use of student engagement strategies in instruction	2018	On-going		Curriculum Dept., Technology Dept.	Reduced discipline referrals, student success on assessments
Teachers understand and implement best practice in their discipline	2018	On-going		Curriculum Dept., Technology Dept.	Student success on assessments
Develop a system to implement the School-wide Implementation Review (SIR) to evaluate the implementation of RtI and best instructional practices	2018	On-going		Curriculum Dept., Technology Dept.	Implementation of SIR Survey

OBJECTIVE 9: Create a District environment that promotes healthy lifestyles for students and staff	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Complete a wellness assessment of all WRPS buildings as a way to evaluate the current strengths and areas of need as it pertains to student wellness	Fall, 2017	2018		Student Wellness Committee, Administration	Complete a wellness assessment of each building and present findings to Board.
Administrators and other school leaders across the District will promote a supportive wellness culture and District environment that encourages and motivates health and wellness	2018	On-going		Administration	
Add new wellness programs and services to more effectively address whole person wellness, primarily through physical well-being and mental well-being at individual, targeted groups and District-wide levels	2017	On-going		Student Wellness Committee, Staff Wellness Committee	
Encourage healthy food choices and increase the offerings of whole fruits, vegetables, and whole grains when food is to be included as part of staff meetings and professional development events	2018			Staff Wellness Committee, Administration	
Provide the opportunity for employees' annual participation in biometric screening, completion of a health risk assessment, and health coach services	2018	On-going		Staff Wellness Committee, Human Resources	