



Pillar	Inclusive & Engaging Culture To Support Teaching and Learning	Student Success	Family & Community Partnerships	Resources & Operational Excellence
Descriptor	Ensure a safe, healthy, and welcoming school environment for ALL .	Ensure every student is academically, socially, and emotionally successful and graduates ready for college, career, and their community.	Create and maintain strong family, community, and business partnerships to accelerate our collective impact on student success.	Align resources and operations directly with our District priorities to ensure the success of all students with maximum efficiency and excellence.

Key Measures/ Targets

1. Increase the Staff Engagement Survey mean score: 3.98 (2024) to 4.03 (2025)
2. Decrease the percentage of chronically absent students (missing 10% or more of the school year) by 3% at each level.
 - Elementary 14.1% to 11.1%
 - Middle 19.4% to 16.4%
 - High School 23.7% to 20.7%
3. Increase the number of students who score favorably (4 & 5) in the area of Sense of Belonging within the Panorama Student Survey by 3 %
 - Grades 3-5 from 64% to 67%
 - Grades 6-8: Establish baseline
 - Grades 9-12: Establish baseline
4. Improve the district risk ratio for out-of-school suspensions (OSS) by .25 for each of the following student groups.

1. Reduce the **test score gaps** in **ELA and mathematics** on the **i-Ready** (5K-8); the **WI Forward** (3-8) assessments; Pre-ACT and ACT by 1% from 2024 to 2025
(CG Policies: R.2.1.1, R.2.1.2)
2. Increase the **overall four-year graduation rate** (certified) by 1% to 3% from 2024 to 2025 across designated student groups and overall **(CG Policy: R.1)**

Data Source: WISEdash

4-Year	2023-24	2024-2025
	88.8% (Asian)	89.8% (Asian)
	71.4% (Black)	74.4% (Black)
	79.4% (Hispanic)	82.4% (Hispanic)
	79.6% Two or More	82.6% Two or More
	71% (EL)	74% (EL)
	65.8% (SWD)	66.8% (SWD)
	79.5% (Econ DA)	82.5% (Econ DA)
	88.1% (all)	89.1% (all)

1. Maintain overall Family Engagement Survey mean of (4.16)
2. Increase the Family Engagement Survey mean score related to the frequency of feedback to families from school staff on how well their child is learning:
 - a. EC/T1/4K: 4.08 (2024) to 4.18 (2025).
 - b. Elementary: 4.03 (2024) to 4.13 (2025).
 - c. Middle School: 3.44 (2024) to X.XX (2025)
 - d. High School: 3.29 (2024) to 3.34 (2025)
3. Increase our Business and Community Partners score by 5%, moving from 308 to 323 by a combination of adding new partners, or moving partners up levels of engagement
 - a. Community (1pt) - Current = 189

1. Maintain the District Services Survey (DSS) mean score from 4.28 for all Departments Included in DSS:
 - Business Services
 - Facilities and Operations
 - Human Resources
 - Office of the Superintendent
 - School Services (Offices of Assist. Supts.)
 - Special Education
 - Student Services
 - Assessment, Curriculum, and instruction
 - Technology Services
2. Spend 100 to 103% of revenue by the end of the 2024-2025 fiscal year
3. Use data to analyze current Title I spending and determine feasibility of supporting students at additional levels.
4. Use data to analyze current Title II spending and create an onboarding plan to address professional development needs.

		From	To		b. Contributor (2 pts) - Current = 44 c. Advocate (3 pts) - 15 Current = 36 d. Ambassador (4 pts) - Current = 39 4. Increase YA and CTE Internships from 8.5% at the high school level to 9.0%.	
	Historically under-served populations	1.6 to 1	1.35 to 1			
	FRAM	3.4 to 1	3.15 to 1			
	SWD	3.3 to 1	3.05 to 1			

Progress Monitoring Measures	<ul style="list-style-type: none"> ● Fall and Spring Panorama results ● Fall Staff Engagement Survey results ● Quarterly attendance reports/fidelity checks ● Quarterly OSS reports 	<ul style="list-style-type: none"> ● Fall, Winter <i>i-Ready</i> (5K - 8) ● Fall, Winter TS Gold ● AASD District Assessment Inventory ● High School failures/incompletes by grade level and content area per semester. 	<ul style="list-style-type: none"> ● Monitor the number of businesses engaged with HS Business Advisory groups and the Senior Business Advisory Team. ● Monitor attendance at DEI, B - 5, and Community Engagement opportunities. 	<ul style="list-style-type: none"> ● District Services Survey results ● Department Rounding ● Monthly financial reports ● Wisedash data/ Site Goal Monitoring
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Prioritized Strategic Actions	<ul style="list-style-type: none"> ● Based on 2023-2024 staff engagement survey, we will seek input on PD and acting on input. ● Based on 2023-2024 staff engagement survey, we will seek regular feedback around structured literacy implementation. ● Implement quarterly fidelity checks around the attendance process and procedures. 	<ul style="list-style-type: none"> ● Improve the implementation and fidelity of being culturally responsive within: <ul style="list-style-type: none"> ○ AASD instruction ○ AASD staff development ○ Instructional materials ● Analyze iReady data and make adjustments after Fall and Winter assessments. ● Implement Structured Literacy at 	<ul style="list-style-type: none"> ● Roll-out the Family Engagement Survey by April 2025. ● Based on 2024 Family Engagement Survey, each site will create a goal for improvement and communicate that to families. ● Support, promote and engage with district-level Business Advisory groups. 	<ul style="list-style-type: none"> ● Minimize the use of Fund Balance by closely monitoring budgets and use of grant funds. ● Review and update the District's long-range Facilities Improvement Plan and fund needed projects through the capital projects budget and possible referendum. ● Utilize the "decision making model" for staffing requests.
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	<ul style="list-style-type: none"> ● Include community partners (i.e. TRAC) as part of site attendance teams. ● Measure the impact of the Elementary Attendance Coordinator position on attendance. ● Develop a universal and required process for all schools for responding to Panorama (grades 3-12) student engagement and sense of belonging data. ● Continuing training and coaching administrators and deans in Restorative Practices as an alternative to Out of School Suspensions (OSS): <ul style="list-style-type: none"> ○ Limit OSS to safety concerns (fighting and drugs) ● Provide additional training in Reframing Behavior Tools, targeting Deans and other site leaders in schools that do not have Deans. ● Implement Culturally & Linguistically Responsive (CLR) strategies and practices in AASD classrooms/buildings as evidenced by district survey results. 	<p>elementary and work on including. SIOp strategies within 6-12 education.</p> <ul style="list-style-type: none"> ● Improve pedagogical practices across sites. 	<ul style="list-style-type: none"> ● Intentionally target Business Partnerships within each Career Pathway and Engagement Model category. ● Support, promote, and engage with site and district-level Community Engagement opportunities. 	<ul style="list-style-type: none"> ● Develop process for site carryover amounts maximums and approval process. Work with principals and department leaders to plan for future spending of carryover dollars. ● Create a sustainable onboarding plan for Professional Development.
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