



Strategic Plan 2019-2024

<p>PILLAR 1 Career, College and Life Ready Graduates</p>	<p>PILLAR 2 Student Social and Emotional Wellness</p>	<p>PILLAR 3 Our Talented Workforce</p>	<p>PILLAR 4 Parent and Community Partnerships</p>	<p>PILLAR 5 Facilities and Operations</p>
<p>COMMITMENT</p> <p>We will ensure that all students will be prepared for success upon graduation.</p>	<p>COMMITMENT</p> <p>We will assist all students to be healthy and well, so they can learn, thrive, and reach their goals.</p>	<p>COMMITMENT</p> <p>We will ensure our staff is engaged, valued, and able to support our students to reach their goals.</p>	<p>COMMITMENT</p> <p>We will ensure that all parents are provided opportunities to be involved and engaged in their child's learning.</p> <p>We will enhance and develop strong partnerships that support student learning.</p>	<p>COMMITMENT</p> <p>We will ensure we are stewards of our community's resources while offering efficient and effective learning spaces for students.</p>
<p>STRATEGIES</p> <ul style="list-style-type: none"> 21st Century Learning Personalized and Differentiated Instruction Academic and Career Pathways for Relevance and Engagement 	<p>STRATEGIES</p> <ul style="list-style-type: none"> Social Emotional Learning (SEL) Curriculum Professional Development for Staff Mental Health Services and Resources 	<p>STRATEGIES</p> <ul style="list-style-type: none"> Hiring and Retaining High-Quality Staff Professional Development Employee Engagement and Recognition 	<p>STRATEGIES</p> <ul style="list-style-type: none"> Parent Engagement Sustaining and Growing Community Partnerships to Better Serve our Students Support for Parents in Need 	<p>STRATEGIES</p> <ul style="list-style-type: none"> Maintain and Enhance a Safe Learning and Working Environment Maintain Buildings and Grounds 21st Century Learning Spaces
<p>ACTIONS / DELIVERABLES</p> <ul style="list-style-type: none"> • Create a <i>Profile of a Graduate</i> and employ it to increase understanding of and commitment to graduate expectations. • Design course sequences and career exploration experiences to build an academic and career plan (ACP) for each student to successfully transition upon graduation. • All students will have personalized college/ career/life-based learning experiences (e.g. internship, co-op opportunity, job shadow, Career and Technical Student Organizations (CTSO), dual credit, simulation) by graduation. • Integrate 21st Century skills throughout the curriculum PK-12 (learning skills, life skills, literacy skills). • Extend student digital learning capabilities to personalize learning while also promoting digital citizenship. 	<p>ACTIONS / DELIVERABLES</p> <ul style="list-style-type: none"> • Implement K-12 SEL curriculum with common expectations for instructional delivery at all levels. • Provide personalized supports for all learners. • Provide differentiated, sustained, and ongoing SEL professional development for all faculty and staff. • Be a strong conduit for student mental health resources, thereby creating a clearer pathway to attain services. 	<p>ACTIONS / DELIVERABLES</p> <ul style="list-style-type: none"> • Leverage annual staffing plan to hire staff that meet the changing needs of students and community. • Expand master's degree cohort with UW-Stout. • Expand mentoring program. • Review compensation plans using three-year cycle to maintain competitive employee salary/benefits. • Address substitute teacher availability and recognition. • Formalize the PD planning process that involves and engages all staff in identifying differentiated PD interests and needs. • Focus PD in key areas: SEL/trauma-sensitive practices, 21st Century learning, personalized and differentiated learning. • Increase employee engagement. 	<p>ACTIONS / DELIVERABLES</p> <ul style="list-style-type: none"> • Implement a system to identify parent satisfaction and engagement. • Implement a more user-friendly website. • Implement a multi-tier parent communication and engagement plan to better meet family needs. • Increase high quality community partnership opportunities. • Implement a system to help families in need access available school and community resources. 	<p>ACTIONS / DELIVERABLES</p> <ul style="list-style-type: none"> • Construct secure entrances at Oaklawn Elementary School, Menomonie Middle School, and Knapp Elementary School. • Traffic study/analysis conducted at schools where needed (Wakanda Elementary School, Menomonie Middle School, and Oaklawn Elementary School). • Implement energy management policy. • Allocate resources to implement 30-Year Maintenance Plan. • Update 30-Year Maintenance Plan. • Create a facility plan to identify future facility needs based on enrollment projections, programming needs (EC/4K/special education, environmental site) and 21st Century learning opportunities.

The School District of Menomonie Area, by embracing the unique needs and using the strengths of our diverse community, is dedicated to preparing **ALL** students to become lifelong learners, caring individuals, and responsible citizens.

