
School District of Brodhead



Strategic Plan 2014-2018

❖ DISTRICT'S VISION/MISSION STATEMENT:

The purpose of the School District of Brodhead is to provide a comprehensive curriculum of core subjects and electives useful for the college bound, vocational bound, or work bound student. The District's mission is to provide all students with quality education; enthusiastically delivered.

❖ OBJECTIVE:

The objective of the District Strategic Plan is to create concrete activities/actions that the Board will accomplish over the next 3-5 years in the areas of Buildings and Grounds, Curriculum, Finance, School Safety, and Technology. These activities/actions will be designed so that they are attainable and measurable.

❖ STRATEGIC PLAN MEMBERS:

Buildings and Grounds: Mike Krupke, Paul Donovan, Al Schneider, Lenny Lueck, John King

Curriculum: Lisa Semrow, Jim Matthys, Dave Novy, Teresa Earleywine, Curriculum Teams

Finance: Dan Calhoon, Al Schneider, Jim Wahl, Chris Albert, Cathy Pfeuti, Lenny Lueck

School Safety: Lenny Lueck, Michael Oellerich, John King, Jim Matthys, Dave Novy, Lisa Semrow, Deanne Larson, Laura Powers, Brian Raupp, Nick Jarvis, Jeremiah Young, Rhonda Blum, Jeb Searls, Travis Droessler

Technology: Mel Manthei, Lisa Semrow, Kirsten Novy

❖ BUILDINGS AND GROUNDS:

Mission Statement: It is the mission of the Buildings and Grounds committee to develop and implement a district-wide facilities plan to support student safety, provide for quality educational delivery, meet the needs of the community, and operate in cost efficient manner. This committee will identify facility concerns and develop a plan that will address these concerns over the next three to five years.

Goal 1 - Excluding the MS projects for now, the committee decided to prioritize the remaining projects into three groups; 1 year, 2-3 years, and 3-5 years. All costs listed below are estimates as of 2014-15.

Objective/Activities: Projects for 2014-15:

- For the summer of 2015, take care of the remaining asbestos issues at the ES (\$150,000)
- Camera/buzzer system for entrance of the schools (\$25,000)
- Resurface the Track (\$50,000)

Objective/Activities: Projects for 2-3 years out:

- Bleachers on the visitor side of the football field (\$50,000)
- HS Parking lot (\$110,000)
- ES Parking lot (\$93,000)
- MS Parking lot (\$89,000)

***** This would also be the time frame for a MS project/referendum possibility

- MS gym roof (\$116,000)
- MS boiler and accompanying system (\$2,100,000)
- MS roof over SC portion of building (\$100,000)
- MS gym bleachers (\$80,000)
- MS windows (\$462,599)
- MS controls for Vav boxes (\$136,413)
- MS piping, which is under the floors (?)

Objective/Activities: Projects for 3-5 years out:

- All fences for the athletic fields (\$41,500)
- Update equipment for ES kitchen (\$65,000)....some discussion was held concerning other ways to pay for this project
- ES windows (\$300,000)

The Board will be conducting public meetings during the 2014-15 school year to assess the direction of the Middle School projects as well as any others.

❖ CURRICULUM:

Mission Statement: We will advance the quality of education by focusing on that all students receive high-quality, research-based instruction provided by qualified personnel.

Goal 1 - Curriculum – Provide differentiated instruction and pathways so that all students are successful.

Objective/Activities:

- Evaluate the RtI System for effectiveness at the elementary school
- Refine the RtI System of interventions and progress monitoring for meeting student academic and behavioral needs at the middle school and high school
- Know our students as readers, thinkers, and writers while incorporating strategies that develop reading and writing skills (6 Plus 1 Traits) within all subject areas for grades K-12
- Focus on increasing math fluency in grades K-8
- Investigate revamping the math and science pathways to meet the new three credit requirement for graduation
- Develop and integrate lessons aligned to the common core standards that meet the needs of the 21st Century learner
- Create a K-12 comprehensive assessment system measuring achievement and growth in all content areas
- Establish and implement a local data management system
- Utilize data generated from Smarter Balanced Assessment and local assessment to drive improvements

Goal 2 - Instruction – Increase knowledge and skill sets of staff to meet the increasing educational demands related to the Common Core Standards, Smarter Balanced Assessment, and the 21st Century learner.

Objective/Activities:

- Communicate to parents and community the implementation of the Common Core State Standards, Effective Educator, and Smarter Balanced System
 - Train and implement staff on Effective Educator and Smarter Balanced System
 - Align curriculum to common core standards and document in Eclipse
 - Use Eclipse to inform parents on grade levels and/or subject areas objectives
 - Infuse technology in the school and classroom as a tool of communication, engagement, differentiation, and intervention
 - Implement a balanced, accurate assessment system that will inform the decisions of teachers and students to motivate all learners
 - Focus staff development on 21st Century teaching and learning
 - Provide a structure for teachers to improve their teaching by giving and receiving feedback through PLCs, TEAM, and/or Critical Friends
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❖ **FINANCE:**

Mission Statement: The mission of the Finance Committee is to provide the District with a plan that will maintain financial sustainability by continuously evaluating all programs, staffing, enrollment, financial practices/policies/plans, and services offered. The District will maintain a Fund Balance that is sufficient enough to avoid short-term borrowing, insulate against future instability, and/or loss of revenue, and demonstrate fiscal responsibility resulting in a high credit rating which will help reduce borrowing costs.

Goal 1 - Create and implement a plan that will address future shortages in the budget

Objectives/Activities:

- Plan a possible referendum in 15-16 for the following year and beyond
- Evaluate staffing and enrollment trends
- Investigate a new compensation model
- Monitor Health Benefit increases and make adjustments/changes as necessary
- Continue to monitor and evaluate the facility issues associated with the Middle School

Goal 2 - Investigate methods to reduce/eliminate the unfunded liability

Objectives/Activities:

- Look at different post retirement plans, (HRA, TSA, HAS), to reduce/dissolve our Trust Fund; (reduce/eliminate unfunded liability)
- Set up a plan for employees hired after July 1, 2012
- Investigate removing current retired employees off the District plan

Goal 3 - Establish/Investigate an Educational Foundation

Objectives/Activities:

- Investigate the legal aspects of a Foundation
- Make connections with alumni to support a Foundation
- Establish rules and purpose of a Foundation
- Develop Board Policy concerning a Foundation

❖ SCHOOL SAFETY:

Mission Statement: It is the mission of the School Safety Committee to develop and implement a School Well Being plan that will nurture a positive climate in the schools as well as provide identification and training that will address District needs.

Goal 1 - Climate and Identification

Objectives/Activities:

- Develop a tiered interventions system that deals with behavioral issues
- Create and conduct a general survey that will be part of an overall mental health screening process
- Develop a threat analysis process and team that will address these concerns
- Develop a reporting system that is non-threatening and available to students, staff and parents
- Continue with and develop more peer awareness and positive reinforcement programs

Goal 2 – Facilities

Objectives/Activities:

- Install a new locked door system and develop procedures for allowing people into the buildings
- Complete a comprehensive school safety audit and identify areas in need of improving
 - Homeland Security Report
 - Fire Inspection Report
 - Maintenance Inspection Report
- Improve communications systems
 - Numbers on outside windows to identify rooms, check numbers on doors
 - Radio communication with police
 - Investigate expanding our First Alert system to other areas of the buildings
 - Student education concerning different scenarios they may face during the school day

Goal 3 - Training/Professional Development

Objectives/Activities:

- Develop and locate opportunities for trainings session for staff
 - Trauma response
 - CPR/First Aid
 - Non-violent Crisis
 - Suicide Prevention
 - De-escalation

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- Continue to practice drills and work with local agencies to identify other types of exercises they may be beneficial
 - Meet with local agencies to review and update emergency manuals/plans on a yearly basis

❖ TECHNOLOGY:

Mission Statement: It is the mission of the Brodhead Technology/Library Committee to integrate technology into a comprehensive curriculum, which fosters effective communication, creativity, critical thinking, and problem solving for the 21st century. This committee will identify a plan that will evaluate the current status of knowledge and resources and make the necessary changes to keep the District moving forward and improving technology, skills and library resources.

Goal 1 - Students will have access to a standards based technology enhanced education, which supports the 21st Century Student Outcomes

Objectives/Activities:

- Teachers will become familiar with Common Core and ITLS
 - Staff development on Common Core and ITLS
 - Department meetings to discuss standards
- Align the Common Core and ITLS standards and benchmarks with grade level projects
 - Staff development on aligning the Common Core and ITLS to the curriculum
 - Staff will input the information into the District curriculum management software

Goal 2 - Educators will utilize technology tools to enhance their lessons, which will support effective learning and teaching practices

Objectives/Activities:

- Educators will be provided with the resources and time to integrate technology tools into their lessons
 - Provide instruction on how to better utilize technology resources available to our District
 - Provide professional development time to develop lessons that integrate technology into their courses

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- Educators will identify the technology needs to enhance student learning
 - Survey staff on their IT skills and address specific training needs
 - Professional development on tools that are available and their purpose
 - Educate staff on assistive technology available for their students

Goal 3 - All students and staff will have access to and support of the technology and learning needed to sustain the 21st Century Outcomes

Objectives/Activities:

- Educators will be provided with sufficient up-to-date technology, resources and the supporting network infrastructure
 - Replace teacher computers with a five year rotation
 - Ensure network infrastructure, storage, and internet access is up-to-date
 - Students will have online access to classroom resources
 - Replace students computers with a 6/7 year rotation
 - Ensure human and block hour support of all network and computer infrastructure is maintained
 - Provide necessary tools and supplies to maintain connectivity to network and devices
- District leaders will model and support staff in best practices for technology integration and assessment for dissemination
 - Educate the District leaders on using and implementing best practices in new technologies
 - District leaders will access technology to communicate, create, collaborate, and think critically

This Technology Plan will be communicated to our staff and community. This plan has been approved by the Board as well as DPI. Members of the committee will evaluate and monitor the progress of this plan. Major revisions will be added when necessary and the plan will be adjusted accordingly.