



# Strategic Plan 2019-2024

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

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.

