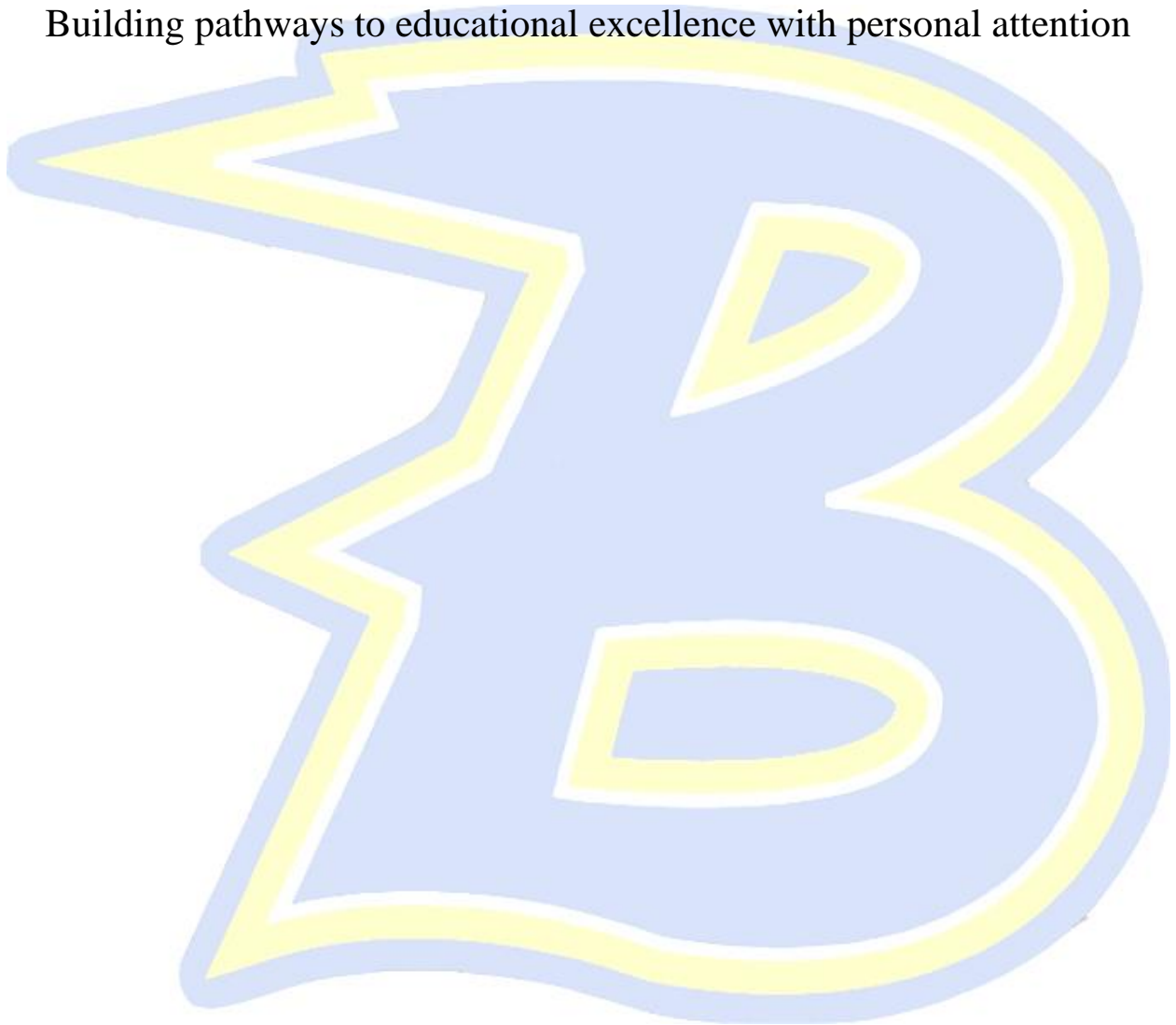


STRATEGIC PLAN

Building pathways to educational excellence with personal attention

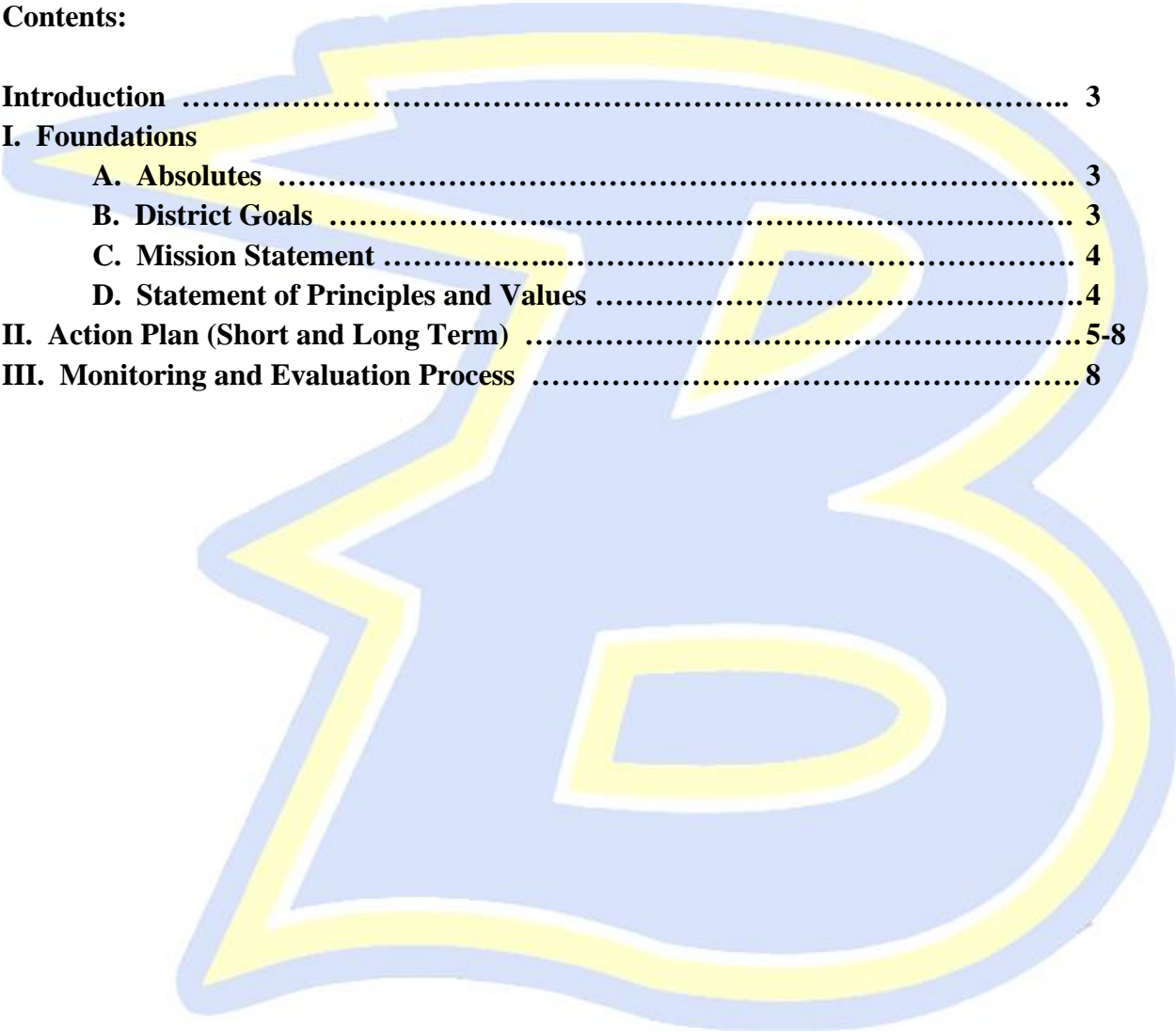


SCHOOL DISTRICT OF BONDUEL

2023-2028

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INTRODUCTION

This document is intended to be a live, working document. There may be additions, deletions, or revisions of current language over the course of the next five years. In the event this document is changed based on need, circumstances, changes in philosophy, or other reasons, the intent is that the change will be Board approved and noted in the document with the amendment date and the reason for the change.

During Board workshops in the Summer of 2022, the School District of Bonduel Board laid the initial groundwork for a revised strategic planning process to be led by the administration. While determining that the existing mission statement, goals, and absolutes did not need to be changed, the plan itself should be reviewed, revised, and updated, specifically on the heels of the COVID pandemic. The Strategic Planning Committee established that in the future (0-5 years) the District should be still be known for agriculture and tech. ed., student achievement, facility improvement, security, technology, relevance, growth mindset, small town atmosphere, a good place to live and work, and extracurriculars, academic and athletic. What follows is the result of the process used by the Strategic Planning Committee.

I. FOUNDATIONS

A. Absolutes

1. Curriculum
2. Finance
3. Promotion
4. Staff Development
5. Safety/Mental Health
6. Technology

These six absolutes were to be used as a guideline by the Strategic Planning Committee when creating the action plan for the goals established by the Board:

B. District Goals

1. **Promote** the School District of Bonduel
2. Enhance **student achievement** by building positive relationships and creating a rigorous and relevant PK-12 Curriculum
3. Continue **Wellness** Programs
 - a. Staff
 - b. Students
4. Continue implementing instructional **technology** applications throughout the PK-12 curriculum
5. Learn in a **safe** environment

6. Improve **staff development/retention**
7. **Career and College Readiness/Post Secondary**
8. Effective/efficient use of resources (**Finance**)
9. **Equity and excellence for all**
10. Prepare students for **citizenship/contribution to community**

The Board also determined a list of demographics they wanted to be represented on the Strategic Planning Committee. Representing those demographics were community members and school district staff including in part or in whole: Sienna Eimmerman, Misty Mitchler, Tanya Noll, Jenny Powless, Ben Warning, Travis Schindel, Nikki Logan, Timothy Homp, Keith Fischer, Nicole Fischer, Aaron Landgrave, Jacob Swiecichowski, David Battenberg, Val Rauterkus, Nate Burton, Julie Felhofer, Butch Froemming, Eric Ward, Kayla Sampson, Brad Grayvold, Jenna Krause, Tammy Giese, Lela Schwitzer, and Joe Dawidziak.

C. Mission Statement

School District of Bonduel: Building pathways to educational excellence with personal attention.

D. Statement of Principles and Values

1. Excellence in education encourages and assists all students to strive toward their potential.
2. The highest quality of education must be provided with the resources available.
3. Education is a partnership among students, families, schools, alumni, communities and businesses, each having unique responsibilities.
4. It is vital that this partnership prepares students to be productive, contributing members of a democratic society.
5. Education is a life-long learning process necessary for continued personal growth and development.
6. Education provides character-building opportunities that reinforce appropriate social norms.
7. Due to the needs of our ever-changing society, education is an innovative, evolving process that should include basic skills, life-skills, critical thinking skills, conflict resolution, and problem solving.
8. An optimal learning environment is safe and orderly.
9. High expectations combined with a positive caring environment motivate people to strive for excellence.
10. Co-curricular activities enhance the total development of the individual, school/community relationships and academic performance.
11. Excellence in education depends on continuous evaluation of curriculum, development of staff, and quality facilities that are available to everyone.
12. Today's students are our future and the key to a better tomorrow.

ACTION PLAN: (Short term is defined as 1-3 years, Long Term is defined as by the end of the 2027-2028 school year)

Promote (Short term):

Senior Breakfast once per month
Survey
Presenting at Conferences
Exit survey for Senior students/parents at the end of every year
Social media, newsletter spotlights, t.v. Screens, etc.
Radio Commercial annually (February through April)

Social Media updated daily
Alumni stories
Student Knowledge of Strategic Plan

Promote (Long Term):

Senior Breakfast once per month
Annual Exit survey
Change as it happens
Grandparents Day
Brand attributes and core principles revisited every 3 years
Individual teacher and student achievement once per month
Joint District/Village/Township newsletter quarterly
District Strategic Plan Components and Process videos annually
Grandparents Engagement (EX: Read, Sing, Gardening, Outdoor Skills, etc.)
Acknowledge and recognize Tech Ed. to make it something we are known for

Social Media updated daily
Strategic Plan
Grandparents Day
Presenting at Conferences

Enhance Student Achievement (Short term):

Creation of an ACT Prep Course
Creation of Common Planning Time for all grades
Track participation rates (EX: FBLA, DECCA, etc.)
Streamline Growth Mindset with Wellness/Compassion Resiliency/etc.
Survey students to gauge interest
Continue/expand partnerships with higher education to continue to expand transcribed and dual credit options
Create more avenues for students to be part of the goals and promotion of achievement

Enhance Student Achievement (Long term):

Life Skills (sewing, cooking, etc.)
Education of parents
Create Music offerings/Drama, etc.
Address connection between anxiety and technology

Communication/conflict resolution/self care
Credit for Star Program

Combine real world exposure with brick and mortar education
Every student engaged in something/Participation requirement

Wellness (Short term):

Track staff absenteeism
Streamline Growth Mindset with Wellness/Compassion Resiliency, etc.

Recreate structure for Mental Health days

Wellness (Long term):

Growth Mindset
Mental Health

Technology (Short term and Long term):

Align with industry
Expand coding/programming courses

Provide real world applications
Continue Operational Referendum

Safety (Short term):

Ongoing Training
Reevaluate evacuation plans

Continued practice
Work with municipality (police, fire)

Safety (Short term and Long term):

Committee Meetings to evaluate current plans, training, etc.

Staff Development/Retention (Short term):

Small incentives or recognition
Provide avenue for staff voice
Welcoming committee consisting of employees and community members

Exit surveys for staff
Training

Staff Development/Retention (Long term):

Retirement benefits
Salary increase

Support Staff benefits
Promotion and Wellness

Career and College Readiness/Post Secondary (Short term and Long term):

Create benchmarks attached to exit

survey with a focus on technical skills

Finance (Short term):

Create plan for stability that could include Budget Model Forecast scenarios, analyzing revenue limits, vouchers, state budget/ten year trends, and referendum scenarios
Fund Collection System (Field trips, etc.): Elementary

Finance (Long term):

State Budget	Change OE trend by 3 annually
Enrollment	Referendum Option
Budget Forecast Model Predictions	

Equity and Excellence for All (Short term and Long term):

School sanctioned and continue to analyze student to teacher ratios 3K-12
State vs. locally driven

Student Prep for Citizenship/Community (Short term):

Create a plan for Community Service 6-12 Graduation Requirements for 8th
Grade Recognition and 12th grade Graduation

Student Prep for Citizenship/Community (Long term):

Pro rated Community Service Graduation Requirement
-8th Grade Recognition
-12th Grade Graduation
Work study/Job share/Job Shadow/etc.
Continuation and expansion of the STAR program
Create other opportunities older students working with younger students

Building and Grounds (Short term):

Beautification Committee	Football Field improvements
Continued Student Summer Employment	

Building and Grounds (Long term):

Referendum or Combo	Football Field: Track and Field
District Purchase	Property Other

School Forest Upgrades
Sousa Hall completely redone
Storage for Tech. Ed. and other
Elementary Gym remodel
Football/Track concessions and bathrooms
Elementary classrooms remodel (oldest part)
Agricultural remodel and expansion to include food and meat processing
Cross Country/Community Walking Trail Upkeep
Signage: Directional Signage around the Village of Bonduel

School Garden Upgrades
Tech. Ed. remodel and expansion
Middle School window replacement
Elementary Library remodel
Elementary pick up/drop off solution

III. MONITORING AND EVALUATION PROCESS

The Strategic Planning Committee recommends that with the conclusion of the strategic planning process ending with Board approval comes the establishment of a monitoring/evaluation process. This process would ensure the District follows through with the plan as written or makes changes to the plan as needed over the lifespan of the strategic plan (five years). The Strategic Planning Committee recommends the following:

The creation of a Steering Committee that develops a survey to be sent to students, staff, and community twice a year (roughly tied to Fall Parent/Teacher conferences and the end of the third quarter). The survey results would be reported to the Board biannually as an open session agenda item. These results would also be made public via the District website and communicated via Skylert and other avenues as deemed appropriate. A listening session would be held annually where suggestions could be made to add/delete/change the Strategic Plan as a living, working document. Additions/deletions/changes would be Board approved if appropriate in open session of a regularly scheduled Board meeting.