

**SCHOOL DISTRICT OF THE MENOMONIE AREA
ADMINISTRATIVE WORK PLAN FOR 2021-2022
ALIGNED WITH THE STRATEGIC GOALS OF THE SDMA**

Due to the COVID-19 pandemic and the possibility of capacity limitations impacting progress on the work plan, the highlighted items will be prioritized.

Overarching Strategic Planning Goal: Review all measurable goals on the original strategic plan and recommend future targets for Board approval by January 1, 2022.

PILLAR 1: CAREER, COLLEGE AND LIFE READY GRADUATES

- Create and obtain Board approval of a draft graduate profile by June 30, 2022.
- Review and update website delineating academic and career pathways for middle and high school students by June 30, 2022.
- Review inventory of where 21st Century and digital skills are currently included in K-12 curriculum. Determine highest leverage strategies to reinforce and build as needed while connecting to ACP work. Report progress to the Board by June 30, 2022.
- **Review and monitor student achievement and reestablish baseline levels as needed following COVID-19 pandemic with a report to the Board by January 1, 2022.**
- **Conduct a program review in the area of English Language Arts and report findings to the Board before June 30, 2022.**
- **Conduct a program review in the area of Math and report findings to the Board before June 30, 2022.**

PILLAR 2: STUDENT SOCIAL AND EMOTIONAL WELLNESS

- Review and update map of SEL curriculum to present to the Board before June 30, 2022.
- Review and update tiered levels of SEL instruction and personalized mental health services, as part of the SDMA Equitable Multi-Level Systems of Support to be presented to the Board before June 30, 2022.
- **Review and update the inventory of mental health resources and the referral pathway for families to access mental health services to be presented to the Board before June 30, 2022.**
- Review and update SEL Professional Development Plan differentiated by SEL needs and employee groups to be presented to the Board before June 30, 2022.
- Provide SEL professional development for faculty and staff before June 30, 2022.
- Identify and deliver training for staff in the area of SEL and school safety before June 30, 2022.
- Review and improve the recently developed system for tracking student reported mental health emergencies. Report to the Board before June 30, 2022.
- **Respond to problems related to bullying and harassment in the school district and provide a summary report to the Board before June 30, 2022.**

PILLAR 3: OUR TALENTED WORKFORCE

- Analyze DPI annual Inequitable Distribution of Teachers Report to identify any areas of need and report to the Board before June 30, 2022.
- Conduct professional development needs assessment and provide a summary report to the Board before June 30, 2022.
- Formalize communication processes for shared decision-making cascading from district level to schools and report to the Board before June 30, 2022.
- Evaluate effectiveness and participation in UW Stout Master's cohort program and report to the Board before June 30, 2022.
- Study teacher compensation system to make recommendations to the Board of Education for the 2022-2023 school year.
- Study impact of substitute teacher initiatives in place to determine further action (e.g. MHS subbing pilot, incentives) and report to the Board by January 1, 2022.
- Analyze effectiveness of current employee recognition strategies and report to the Board before June 30, 2022.

PILLAR 4: PARENT AND COMMUNITY PARTNERSHIPS

- Develop an action plan to assess parent satisfaction and engagement and report to the Board before June 30, 2022.
- Conduct a family survey to gather data on school district website use and communication effectiveness and provide a summary report to the Board before June 30, 2022.
- Collaborate with county officials and key civic groups to identify new partnership opportunities and report to the Board before June 30, 2022.
- Build on current partnerships by assessing the status/number/type of community partnerships in place as well as school needs and report to the Board before June 30, 2022.
- Review and update inventory of resources available to families in need and report to the Board before June 30, 2022.
- Develop a plan for expanding academic services outside of the school day and report to the Board before June 30, 2022.

PILLAR 5: FACILITIES AND OPERATIONS

- Review and update safety flip charts and school safety kits and report to the Board before January 1, 2022.
- Continue process for studying future facility needs and report to the Board before June 30, 2022.
- Develop building energy plans and identify projects aligned with the new energy management policy and report to the Board before January 1, 2022.
- Develop 2021-22 budget to address identified priorities (ie. energy projects, projects identified in the 30-Year Maintenance Plan, and future facilities planning) and report to the Board before June 30, 2022.