

**Cadott Community School District  
Strategic Plan 2021-2026**

**Vision: In the School District of Cadott Community, we engage our community, support our educators, and ensure all students achieve high levels of learning.**

**“The mission of the Cadott Community School District is to challenge each and every student to reach his or her full potential.”**

**Continuous Improvement**

The models of continuous improvement will drive the strategies and results from the system level to the classroom level.

**Student Learning and Achievement**

**Goal 1: We currently “meet expectations” on the DPI report card. We will “exceed expectations” on the DPI report card**

Strategic Actions:

- a. We will develop and implement personalized learning strategies (strength-based instruction) through participation in the Research to Practice Inclusive Communities Grant and co-plan, co-learn, co-serve instructional approach
- b. We will implement the classroom continuous improvement cycles of plan, do, study, act and involve students in their own learning through a plus/delta process
- c. We will improve the alignment of the curriculum rigor to the standard appropriate expectations.

**Goal 2: 100% of students will complete an Academic and Career Plan to prepare for post-secondary options**

Strategic Actions:

- a. We will develop and implement a structure for five year ACP implementation.
- b. We will provide outreach activities for families on ACP plans and a student’s progress through the plan.

**Goal 3: We will increase from 76% to 85% of students participating in at least one athletic or extra-curricular activity**

Strategic Actions:

- a. We will survey students to determine interest areas for extra-curricular participation.
- b. We will hold a student activity fair to increase awareness of options for participation.
- c. We will survey families to determine outside of school activity participation (i.e. boy scouts, 4H, youth group, etc)

## Student Social and Emotional Growth

**Goal 1: We will improve student scores on the social emotional assessments in the district (increasing protective behaviors such as resiliency, self-management, self-awareness, relationship skills, and responsible decision making)**

Strategic Actions:

- a. We will assess all students with a social-emotional screener to develop baseline data.
- b. We will communicate social emotional learning data with stakeholders.
- c. We will ensure the social emotional learning lessons are presented in a consistent manner.
- d. We will expand access to school-based mental health services.

**Goal 2: Current regular attendance rate is 88.9%. Attendance rate will be above 91%**

Strategic Actions:

- a. We will ensure consistent attendance/discipline procedures across the buildings and the district.
- b. We will develop and follow a specific pre-truancy process including a connection with a staff member and engagement with the students' family to identify the root cause(s) of absences and improve student engagement.

**Goal 3: Suspension monthly average is currently 7 OSS/ 43 ISS goal is below 5 OSS/ 20 ISS**

Strategic Actions:

- a. We will develop and use restorative practices as part of an equitable multi-level system of support (Rtl) that includes various tiers of intervention, aligned to students' specific needs.
  - i. We will develop and use behavior analysis processes and the assessment of missing skills and unsolved problems to provide appropriate support.

## Staff Engagement

**Goal 1: We will improve the PLC Fidelity Rubric Results: Jr./Sr. High from 2.8 to 4.0 Elem from 3.5 to 4.5 (focusing on shared mission and vision, collective commitment to improvement, and increased use of data with aligned systems)**

Strategic Actions:

- a. Staff will use the fidelity rubric to review their own team effectiveness.
- b. We will do a mid-year check on the PLC fidelity rubric with individual team goal setting.
- c. We will provide information on the rubric items and definitions.

**Goal 2: We will increase the number of staff who would recommend our district to a family for their child from 4.02 to 4.6 on a scale of 1 to 5 (61.5% agree or strongly agree/ 87.5% neutral, agree, or strongly agree)**

Strategic Actions:

- a. We will host sharing sessions to develop camaraderie and share what they value in the school and are proud of.
- b. We will provide time after professional development for teacher planning and sharing out to colleagues.
- c. We will increase STEM integration opportunities within the curriculum
- d. We will provide time and incentives for staff to complete the employee engagement survey

**Goal 3: Less than 4 staff rated as “proficient” will leave for similar employment each year.**

Strategic Actions:

- a. We will utilize the employee engagement survey- including reporting back results and related actions.
- b. We will remain competitive with salary and benefits in the region.
- c. We will conduct exit interviews with staff who leave the district.

## Community Engagement

**Goal 1: We will develop at least two specific venues for communication with community members, the School Board and District Administrator**

Strategic Actions:

- a. We will livestream regular board meetings and athletics for community members.
- b. We will promote the Annual meeting with the community.
- c. We will work with local business to determine options for communication
- d. We will meet with local municipalities to work together on shared goals.

**Goal 2: We will provide at least one learning opportunity to community members through after-school or weekend courses each year**

Strategic Actions:

- a. We will provide opportunities for input through surveys on learning priorities for community courses.
- b. We will determine a learning opportunity and offer it to those in the community.

**Goal 3: We will increase students participating in Youth Apprenticeship and Work-based learning by 25 % Baseline 8 students in Youth Apprenticeship**

Strategic Actions:

- a. We will work with local businesses and businesses within driving distance to develop relationships.
- b. We will provide support to students and business to ensure success with apprenticeships.
- c. We will offer structured work-based learning opportunities for students and businesses who are not able to fulfill the hour requirements of Youth Apprenticeship.

## Enhancing Facilities and Maximizing Resources

### **Goal 1: We will maximize state aid to reduce the mil rate**

#### Strategic Actions:

- a. We will increase our fund balance to cover short term borrowing needs.
- b. We will advocate for resources and grants for broadband expansion including research and support for grant applications
- c. We will utilize the state aid formula over time to increase the aided expenses in the district and decrease local levy.

### **Goal 2: We will implement facility improvement plans that reflect community pride and priorities**

#### Strategic Actions:

- a. We will develop a long term 25 year facility plan that includes high quality educational improvements.
- b. We will continue to improve facility maintenance prioritizing areas of input from the strategic plan sessions.

### **Goal 3: We will increase student enrollment attendance from 754 to 850**

#### Strategic Actions:

- a. We will promote the positive opportunities in a smaller school district.
- b. We will explore charter school opportunities.
- c. We will increase partnership coursework with post-secondary schools in our region.
- d. We will increase our summer school opportunities for students