

Wisconsin Rapids Public Schools

Lincoln High School Professional Development Plan 2025-2026

Beliefs

We Believe...each student is the first consideration of the educational process.

We Believe...all students can learn.

We Believe...learning is a life-long process.

We Believe...in a safe, caring, and respectful learning environment.

We Believe...all students should become effective citizens of the community, state, nation, and the world.

We Believe...meaningful home, school, and community involvement is vital to continuous improvement.

Area of Focus #1: Meeting the Behavioral Needs of All Students

Staff will:
Engage in practices and professional development in order to...

Goal:
Reduce non-compliant behaviors by 25% by actively modeling and providing support systems that help students develop the skills they need to make responsible choices and contribute positively to the school community.

Data: 1352 non-compliant discipline incidents during the 2024-25 school year. The targeted goal for the 2025-26 school year is 1014 (25% reduction) non-compliant discipline incidents.

1a: Equitable Educational Practices

We will continuously examine beliefs, practices, policies, curricula, resources, and school cultures that allow all students access, representation, meaningful participation, and high outcomes.

1b: Supported Learning Environment: The Whole Student

We will support our students' mental, emotional, and behavioral health to increase student success and overall well-being.

Event (Name?)	Action Step	Persons Responsible	Reflection/Artifacts
PRIDE Action Committee (MLSS)	Full restructure of MLSS, SEL, and School environment teams to PRIDE Action Committee.	PRIDE Action Committee	Four separate teams were created under the PRIDE Action Committee: • Restorative Practices • School Environment

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			- SEL/SEB - Student Success Teams SEL/SEB and MLSS Behavior Team Team Planning Sheet Welcome Presentation for Planning
Implementation of Student Success Teams	Review data sources (SAEBRS, discipline, attendance, grades, etc) to determine students who need additional Tier 2 supports.	PRIDE Action Committee	Behavior Intervention Process-Draft Student Interview Social and Emotional Behavior Evaluation
Continuous Implementation of SEL/SEB Lincoln Building Plan	Map actions, steps, and timeline for restorative practices and reframing behaviors.	PRIDE Action Committee	SEL Building Plan
Tier 1 Implementation by Staff	- In-service presentation and hard copy handouts to staff - Actionable strategies for staff during Professional Development (PD) Days and passive PD	- AP Team - SEF - PRIDE Action Committee	Will to Learn DEU Back to School Folder: School Discipline Descriptions - Redefining Spaces: Study Hall, Coffee Shop/Wolf Den, Success Center, and ACP Center Tier 1 Behavior Strategies Tier 1 4C's Flow Charts for common behaviors Behavior Incidents: Major, Minor, Behavior Documentation
1st Day of School	Freshmen and New Student-Only First Day of School	AP Team and LINK Crew	Schedule Freshmen Presentation
Supervision	- Aggressive Supervision Schedule implemented for Professional and Support Staff. - Mobile Stations and general omnipresence by APs.	Administration and select staff	25-26 Supervision Schedule
Truancy and Tardy Procedures	Updated Attendance Communication / Thresholds,	APs in both WRAMS and LHS, attendance secretary	Attendance data and Thresholds Your Attendance Matters

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	vertically aligned with WRAMS		
Provide a targeted, timely review of expectations for school-wide events	Using RPT, tv monitors, announcements and individual conversations to refresh and reteach expectations.	APs	Freshmen Fine Details Presentation PRIDE Expectations

**Area of Focus #2:
Supporting Staff to Grow Student Achievement**

Staff will:
Engage in practices and professional development in order to...

Goal:
Strengthen teaching and learning practices to deliver high-impact instruction that fosters measurable student growth by ensuring all learners develop their academic skillset and demonstrate progress toward grade-level proficiency each trimester, as measured through formative and summative assessments on three essential standards identified by teacher teams.

Data: Department data from formative and summative assessments in select classes will be shared with the Guiding Coalition and District Administration periodically throughout the school year.

2a: Professional Learning Communities

We will continue to focus on consistently implementing data analysis and questions three and four of the PLC process (What do we do for students who haven't met the goal? What do we do for students who already met the goal?).

2b. Engaging Students in Extended Time Schedules and Digital Learning Environments

We will commit to refining and/or updating viable curricula, instructional methodologies, technology integration, and assessment practices.

Event (Name?)	Action Step	Persons Responsible	Reflection/Artifacts
PLC Reset and Refresh	PLC Reset and Refresh Staff meeting to review the expectations of PLC teams for the year.	PLC Guiding Coalition	Refresh, Reset, and Next Steps Presentation
Introduction to PLCs for New Colleagues	Offer a differentiated session during PLC Reset and Refresh Staff Meeting for New Colleagues	PLC Guiding Coalition	Understanding the PLC Process Presentation

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Providing Weekly PLC Direction/Professional Development	Weekly e-mail updates Templates outlining expectations Resources Review PLC Team Submission and Provide Feedback	PLC Guiding Coalition	• PLC Planning Template: Strengthening Teaching & Learning Practices • Loom Directions • Assessment Alignment Review and Developing Common Formative Assessments • Why we should use formative assessments • Why we should use common assessments
Canvas and AI-Understanding how digital tools can provide data points and become a source of intervention/enrichment	Professional Development Sessions	PLC Guiding Coalition Technology Coaches	Khanmigo Teacher Tools Professional Development A New Idea for Canvas Quizzes Carousel Walks: • Canvas-A new idea for new quizzes • Differentiation and modification • Formative assessment strategy share • Moving and talking • PLCs with singletons • Skill-based formative assessment • Direct instruction
PLC Weekly Team Meetings	Collaboratively working through the PLC Process, providing student feedback, and assessing students, development of common formative assessments, data review	PLC Teams	• Ag-Large Animal Science • Algebra 2-Pyan, Moser, Lautenschlager • American Government, AP Government & Constitutional Law-John, Kylie, Paula • Contemporary US History-Brian and Brian • English 1 • English II-Dan, Merita, Becky, Heather, Emily • English III-Nate, Chad, Isadora, Matt • FCS-Valerie, Eden, Jamie • Geometry A-Cory, Charlie, Grace, Jason • Health-Kary, Kathy • Human

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			Geography-Zach, Gavin, Mckenna • Music-Jeanne, Ginger, Julie • Photography-Dana and Jeanine • PE Dept • Personal Finance-Brian, Christina, Jeremy, Eric, Nick • Pull-Out Math-Katie, KVA, Alyssa, Sohrab • SwD Dept-Pull out Coursework • Science • World Languages • Algebra 1 Team • Tech Ed
Continue exploring Canvas Outcomes and other digital tools that can be used as data points	Curriculum maps Assessment alignment	Technology Dept Building-level tech Curriculum Dept	Canvas outcomes Exploring Mastery Connect
Professional Development	Implement staff-led building PD in order to strengthen best practices. Continue training and communication on best practices throughout the school year.	Select staff members SEF	10/3/25 Agenda Staff Reflection DEUs (book studies such <i>Will to Learn</i>) LHS Learning Links (curated strategies)
PRIDE Action Committee- MLSS (Academic)	Communicate, Implement, and Evaluate WRPS MLSS Plan in order to effectively respond to the needs of all learners.	PRIDE Action Committee	MLSS Plan Committee Notes
LEAP	Continue to implement responsive and effective recruitment and support of at-risk students in the LEAP program in order to support their academic success.	LEAP Team- Klumb, Reaves, Jorgensen, Schmitt, Reetz, Pyan, Zywicki	LEAP referrals (each Tri) Comparative grade reports
Math and Reading Interventions	Assign students with lagging math and/or reading skills to an intervention period in order to build below grade level efficacy while maintaining their		

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	presence in the Tier I environment. Implement Tier II interventions in math and reading for students to work in small groups on specific lagging skills.		
Data Dives with Staff Meetings	Periodic data dives during staff meetings and during late start times in order to increase staff awareness of student achievement levels and enable appropriate shifts in teaching practices.	LHS Data Team- Wagner, Zywicki, Watson, Smalley, Kozlowski, Wills-Phillips	Staff meeting presentations PLC Notes

Staff will:
Engage in practices and professional development in order to...

Goal:
Strengthen the sense of welcome and belonging for families and community members at LHS by fostering positive, inclusive, and engaging school interactions, resulting in a 10% decrease in unfavorable ratings by the community and a 20% increase in those who "strongly agree" that they are welcome at LHS from School Perceptions Survey respondents at the end of the school year.

Event (Name?)	Action Step	Persons Responsible	Reflection/Artifacts
Home Communication Improvement	Design and implement communication with families that is responsive to their needs, effective in sharing necessary information, and positive in nature. Develop staff skills for written and spoken communication with family.	Watson, Tessmer, Murphy	Bi-monthly newsletters Weekly Bulletin
Effective Use of Social Media	Implement the district's social media policy, in	Tessmer, LHS Staff	Social Media Posts September 2025 - June 2026

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	collaboration with CESA, in order to enhance reach and effect of celebrations with the community.		Social Media Guidelines Social Media Calendar
Cultivate a welcoming atmosphere in the Main Office	Through regular meetings, reflection, and SOP development, the LHS office atmosphere for all parents and visitors.	All Office employees (Admin, SRO, security aides, admin assistants, attendance secretary)	Notes from office staff Formal SOP
Collect and Respond to data from LHS families	Subcommittee will create and implement a survey in October in order to discover parent thoughts about how welcome they feel at LHS and what they would like to see improve.	Subcommittee- Davis, Watson, Siler, Banks, Danke, more	• Survey (pending) • Notes from reflection meeting • Weekly Bulletin share out
Effective inclusion of parents in major LHS Events	Major LHS Events- HOCO, Music concerts, theatrical performances, Sportainment Night, Program Showcase, Honors Breakfast, PTVs, etc., will be advertised and structured in a way that is inclusive for as many parents as possible.	Subcommittee- Davis, Watson, Siler, Banks, Danke, more	Communication documents

School Learning Objective

LHS will focus on reducing noncompliant behavior, improving student achievement in team-identified essential areas, and improving parents' feelings of being welcome at LHS in the 2025-26 School Year in order to meet the needs of all students.

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Approval	

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