



WISCONSIN RAPIDS PUBLIC SCHOOLS

◆ District Strategic Plan ◆

Updated and Approved by the Board of Education on February 12, 2024



Mission Statement

Working together with home and community, we are dedicated to providing the best education for every student, enabling each to be a thoughtful, responsible contributor to a changing world.

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.*

A Message To Interested Stakeholders

The WRPS Board of Education approved Strategic Plan was developed and designed with an understanding that the educational environment is constantly changing. In order to continue meeting the needs of our diverse learners and prepare them to compete and reach their full potential in an evolving, global economy, the District's strategic planning document is a "living, working document." The Strategic Plan is reviewed and updated by the Board on an annual basis.

The Board of Education reviews the Strategic Plan to analyze the status of objectives and goals set, and makes changes to objectives and action steps that will help our district continue to make forward progress in meeting student needs and helping them achieve success.

Thank you for your time and interest in learning more about the plan developed to keep moving WRPS forward as a progressive district that meets the needs of all students, preparing them well for their future!

OBJECTIVE 1: Bring content, technology, and pedagogy together to build global learners	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Integrate the K-12 Wisconsin Information and Technology Literacy Standards (ITLS) into the current content areas by developing a WRPS K-12 Technology Scope and Sequence with specific learning targets and competencies at each grade level	2023	2025		Curriculum Dept., ITC, Administration	<i>Development of a set of documents that include learning targets and competencies by grade level, where in the curriculum they will be taught, and who will be responsible for teaching these competencies</i>
Continue to explore and pilot new and emerging technologies that will enhance and/or create efficiencies within our 1:1 learning environment	2023	On-going		All departments in conjunction with the Technology Support Dept.	<i>Periodic updates to the Board on progress being made to utilize new and emerging technologies</i>
All teachers will acquire a fundamental understanding of Artificial Intelligence (AI). Secondary level teachers will actively integrate AI into their instructional practices. In addition, secondary level teachers will have utilized AI tools personally or in collaboration with their students, engaging in meaningful discussions about its implications	2023	June, 2025		Curriculum Dept., Technology Dept.	<i>References to AI in PD Plan and curriculum materials purchased</i>



OBJECTIVE 2: Develop an equitable strand within the District's MLSS framework for student mental health and behavior which includes systemic screeners, universal social and emotional learning competencies, and prevention and intervention strategies; continue to refine the implementation of Professional Learning Communities (PLCs) through the use of MLSS to analyze and investigate student academic, behavioral, social, and emotional competencies through various data sources for our entire student population including the marginalized populations we serve; and identify, implement, and engage in best instructional practices which benefit our diverse student population	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Tasks/Action Steps: Utilize the PLC process in all buildings to achieve academic excellence and performance for all students, helping them reach their full potential	2020-21	On-going		Curriculum and Pupil Services Departments, Building Principals	<i>Reflected in Building & District professional development plans, PLC integration work, and student achievement data</i>
Develop District and building level methods and processes to evaluate the success and impact of MLSS / PLC integration	Spring, 2020	On-going		Curriculum Dept., Pupil Services, Technology	<i>Evaluation methods implemented; PD plans and student progress reflect successful integration</i>
Continue to identify and analyze achievement gaps and implement best instructional practices to address issues of bias, equity, disproportionality, and achievement gaps	2016	On-going		Curriculum and Pupil Services Departments, Building Principals	<i>Building & District professional development plans for 2019-20 and beyond; results of Equity Audit</i>
Implement Universal Late Start Mondays to enhance PLC time	Fall, 2023	On-going		Curriculum, Building Principals	<i>Proposal approved by Board and fully implemented at beginning of 2024-25 school year</i>
Implement a plan to integrate science-based early literacy instruction in universal and intervention settings as required under Wisconsin Act 20	2024-25	On-going		Building Principals, Curriculum, Pupil Services	<i>Curriculum acquisition and affiliated professional development and assessment practices fully implemented; effectiveness monitored through analyzation of student achievement data</i>



OBJECTIVE 3: Strengthen community partnerships to complement and enhance WRPS programming	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Continue to establish and enhance collaboration with community partners by building relationships and working collaboratively in the best interest of kids	2024	On-going		Administration, Curriculum, Pupil Services	<i>WRPS representation on community agency boards and committees; MOUs or partnership agreements established; collaborative projects completed</i>
Continue collaboration with Wood County Health and Human Services agencies to enhance or improve services for students	Fall, 2019	On-going		Administration, Curriculum, Pupil Services	<i>Connections with agencies enhanced and collaborative projects identified</i>
With involvement from community mental health providers, continue to address the issue of suicide among students and provide professional development for WRPS staff related to suicide prevention	Spring, 2020	On-going		Pupil Services, Curriculum	<i>Report progress to Board</i>
Invite community members into schools to increase their involvement and share their expertise or volunteer	2024	On-going		Administration, Curriculum, Pupil Services	<i>Report to Board on ways community members have been involved in schools</i>



OBJECTIVE 4: Maintain buildings and properties within WRPS so that they continue to support evolving student programs and activities	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Analyze the condition of each facility; identify upkeep and what maintenance is necessary to maintain the buildings and grounds	November, 2011	June (annually)	On-going	Ed Allison, Building Principal, Maintenance & Custodial Personnel, Technology Dept.	<i>Completed document presented by Maintenance Dept.</i>
Maintain a maintenance replacement/upkeep/budget cycle to address the ongoing facility needs identified	November, 2011	June (annually)	On-going	Buildings & Grounds	<i>Completed document presented by Maintenance Dept.</i>
Continue to invest in new energy savings technology and benchmark progress	2020-21	On-going	Progress Reported Annually in October-December	Buildings & Grounds	<i>Report to Board</i>
Continue to explore creative ways to address underused areas of East Jr. High	2022	On-going	On-going	Administration	<i>Building is being used more or to full capacity</i>
Explore options for expanded and enhanced community-based playground upgrades/amenities to occur at various District sites, including potential funding sources	2023	2025		Administration	<i>Proposal developed and presented to Board for approval; playgrounds upgraded</i>



OBJECTIVE 5: Ensure the safety and security of all students, personnel, and members of the public on the Wisc. Rapids Public Schools' campuses/premises	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Review and revise current building and network security measures	On-going	Annually	On-going ✓	Administration, Law Enforcement, Emergency Management, Fire Personnel	Completed a Review and Revision of District Crisis Plan & Network Infrastructure
Review and revise current safety plans	On-going	Annually	On-going ✓	Administration, Law Enforcement, Emergency Management, Fire Personnel	Completed a Review and Revision of District Crisis Plan
Develop comprehensive plans and conduct a drill for student reunification and District response for crisis situations at events	2019	2024-25	In Process	Administration, Law Enforcement, Emergency Management, Fire Personnel	Crisis Plan includes additional processes/protocols as appropriate; drills and table top exercises conducted with staff and community partners
Refine threat assessment team protocol and processes to strive for enhancements and/or improvement	2020-21	On-going	On-going ✓	Administration, Specific WRPS Personnel, Law Enforcement/SROs	Process Improvements Identified and Implemented
Continue to educate staff and students about safety plans and procedures, including ALICE; ensure new employees receive safety training during onboarding process	On-going	On-going	On-going	Administration	Completed a Review and Revision of District Crisis Plan, Staff Drills Operate Smoothly, On-going Training, Drills, and Updates to Individual Building Safety Plans Occurs
Continue to investigate and implement new technologies to improve current security measures including cyber security	On-going	On-going	On-going	Ed Allison, Phillip Bickelhaupt, Building Principals, Police Liaison Officers	Installed Security Hardware and Technology, Cyber Security Incident Response Plan Developed and Presented to Board



OBJECTIVE 6: Create a District environment that promotes healthy lifestyles for students and staff	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Administrators and other school leaders across the District will promote a culture and environment that supports, encourages, and motivates health and wellness	2018	On-going	On-going	Administration	
Review and refine wellness programs and services to more effectively address whole person wellness, primarily through physical and mental well-being at individual, group-wide, and District-wide levels	2017	On-going	On-going	Student Wellness Committee, Staff Wellness Committee	
Explore possibilities to enhance District sponsored staff wellness activities	2023	On-going	On-going	Human Resources, Staff Wellness Committee	<i>New activities and initiatives to promote staff wellness have been introduced and staff members are participating</i>



OBJECTIVE 7: Ensure all April, 2021 referendum projects and expenditures are monitored through to completion	Timeline			Person Responsible/Persons Involved	Evidence of Success
Tasks/Action Steps:	Start Date	End Date	Completed		
Allocate and track expenditures tied to operational levy override referendum for purposes of curriculum and technology instruction	2021-22	2025-26		Administration	<i>Reports to Board</i>



OBJECTIVE 8: Create a District environment that promotes educational innovation and creativity	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Continue the Innovation Grant program and explore ways to solicit more involvement	2020-21	On-going		Administration, QEC Committee	<i>Report to Board on types of grants submitted and awarded</i>
Develop and implement Professional Development (PD) around facilitating creativity and innovation	2020-21	On-going		Administration, Curriculum	<i>Innovation incorporated into PD offerings</i>
Solicit and/or recruit staff who show an interest in pursuing innovative/creative teaching approaches; cultivate a climate where staff need not fear failure when attempting new approaches	2020-21	On-going		Administration, Curriculum	<i>Staff members identified and new and innovative approaches are piloted in classrooms</i>
Identify ways in which we can maintain and enhance innovative educational and instructional approaches to create engaging classrooms, including the use of technology tools in these approaches	2021	On-going		Administration, Curriculum, Technology, Pupil Services	<i>Inform the Board on various innovative instructional approaches and/or uses of technology identified which will be continued or built upon</i>



OBJECTIVE 9: Utilize ESSER III funds and track progress and expenditures	Timeline			Person Responsible/Persons Involved	Evidence of Success
Tasks/Action Steps:	Start Date	End Date	Completed	Administration, Curriculum, Pupil Services	<i>Updates and reports based upon evidence presented to Board</i>
Implement ESSER III Plan funding projects and monitor for impact, including the required 20% of funding slated for Evidence Based Intervention Strategies	2021-22	2024			



OBJECTIVE 10: Promote communication among all stakeholders; develop a comprehensive public relations program that showcases WRPS programming, builds support and trust among stakeholders, and unifies staff, students, families, and the community around District initiatives	Timeline			Person Responsible/Persons Involved	Evidence of Success
Tasks/Action Steps:	Start Date	End Date	Completed		
Review Board Policies connected to public relations and communication to determine whether updates are needed, including the following: Board Policy 810, 820, 821.1, 821.1 Rule, 821.2, 822, 822.1 and others that are applicable	Spring, 2024	Fall, 2024		Superintendent Office, Board of Education	<i>Policies will have been reviewed and updated as needed</i>
Develop a comprehensive WRPS public relations and communication plan that “tells our story,” builds brand awareness, focuses on the District mission and strategic plan, highlights progress, creates pride and fosters support for the school district, and strengthens relationships both internally and externally	Spring, 2024	2024-25		Superintendent Office, Board of Education, Administration	<i>Public Relations and Communications Plan Presented to Board</i>
Implement the WRPS Public Relations and Communications Plan	Fall, 2025	On-going		Superintendent Office, Board of Education, Administration, Key Communicator Team, Individual Staff Members, and Local Stakeholders	<i>Plan is being followed according to: established schedules; as witnessed through District and school communications initiatives; activities involve and engage numerous stakeholders; participation level in events; and through established data metrics and analytics as well as potential survey data</i>

