



## WISCONSIN RAPIDS PUBLIC SCHOOLS

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### ◆ District Strategic Plan ◆

Updated and Approved by the Board of Education on February 10, 2020



#### **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 the *District Strategic Plan* on December 11, 2011. The plan was developed and designed with an understanding that the educational environment is rapidly 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 will be a "living, working document." The Strategic Plan was updated and approved by the Board on February 10, 2020.

The Board of Education reviews the Strategic Plan annually in order to analyze progress made, and make changes that will help our district continue to make forward progress for student success.

Thank you for your time and interest in learning more about how we intend to continue moving WRPS forward as a progressive district that meets the needs of our students, preparing them for their future!

<b>OBJECTIVE 1:</b> Bring content, technology, and pedagogy together to build global learners	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Tasks/Action Steps:					
Develop new technology replacement/IT infrastructure plan which sets out timelines and financial funding options	2019	2019-20		Phillip Bickelhaupt, ITC, Administration	<i>Formal document finalized and shared</i>
Finalize and implement a district K-12 technology integration scope and sequence (curriculum mapping)	2013	2021-22		Phillip Bickelhaupt, ITC, Administration	<i>Formal document finalized and shared</i>
Further refine and create efficiencies in the 1:1 program at Lincoln and WRAMS including exploration of the expansion of Learning Management Systems (LMS) at WRAMS and the elementary schools; consider options for sustainability	2020-21	On-going		Phillip Bickelhaupt, ITC, Administration	<i>Formal report to Board</i>



<b>OBJECTIVE 2:</b> Develop a strand within the District’s RtI framework for student mental health and behavior which includes systemic screeners, universal social and emotional learning competencies, and prevention and intervention strategies	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Start Date	End Date	Completed		
Examine, pilot and implement social and emotional learning competencies and behavioral interventions	Fall, 2014	June, 2021		Behavior & Mental Wellness Committee	<i>Behavior interventions implemented</i>
Create an awareness of and identify issues associated with social, emotional, and behavioral well-being	Fall, 2016	On-going		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<i>Reduced behavioral referrals and/or suspensions</i>
Create a uniform and cohesive district-wide system to track student behavior	January, 2018	June, 2020		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<i>Data collection system</i>
Expand/establish connections with community agencies to provide mental health service options for students within schools	Fall, 2018	2020-21		Curriculum, Pupil Services, Behavior & Mental Wellness Committee	<i>Connections with providers enhanced and signed MOU's on file with a variety of community agencies</i>
Enhance collaboration with Wood County Health and Human Services agencies to enhance or improve services for students	Fall, 2019	2020-21		Administration, Curriculum, Pupil Services	<i>Connections with agencies enhanced and collaborative projects identified</i>
With involvement from community mental health providers, develop a system to address the issue of suicide among students and provide professional development for WRPS staff related to suicide prevention	Spring, 2020	2020-21		Pupil Services, Curriculum, Behavior & Mental Wellness Committee	<i>Report progress to Board</i>

<b>OBJECTIVE 3:</b> Continue to develop and refine implementation of Professional Learning Communities (PLCs) to analyze and investigate student achievement data specifically around the marginalized populations we serve; and to 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		
Further refine PLC development in all buildings and articulate the process for creating learning outcomes and common assessments	2020-21	2021-22		Curriculum and Pupil Services Departments, Building Principals	<i>Building &amp; District professional development plans</i>
Identify and analyze achievement gaps in order to establish effective Professional Learning Communities and implement strategies to address issues of bias, equity, disproportionality, and achievement gaps	2016	On-going		Curriculum and Pupil Services Departments	<i>Building &amp; District professional development plans for 2019-20 and beyond</i>
Identify, implement, and engage in best instructional practices which directly benefit a diverse school population including the 4 C's, student engagement, trauma sensitive strategies, Depth of Knowledge (DOK), effective technology integration, and the workshop model	2018	On-going		Curriculum and Pupil Services Departments	<i>Building &amp; District professional development plans for 2019-20 and beyond</i>
Utilize the Wisconsin Digital Learning Plan to assess integration of technology into instruction	2018	On-going		Curriculum Dept., Technology Dept.	<i>Development of WRPS Library &amp; Technology Plan</i>
Develop methods to evaluate RtI / PLC integration	Spring, 2020	2020-21		Curriculum Dept., Pupil Services, Technology	<i>Evaluation methods identified</i>

<b>OBJECTIVE 4:</b> Maintain buildings and properties within WRPS to continue support for 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.	Completed document
Maintain a maintenance replacement/upkeep/budget cycle to address the ongoing facility needs identified	November, 2011	January (annually)	On-going	Buildings & Grounds	Completed document
Continue to invest in new energy savings technology and benchmark progress	2020-21	On-going	Annually in October	Buildings & Grounds	Report to Board
Develop and implement a building use plan for vacant and/or underutilized facilities	2016-17	2020-21		Administration	Restructuring completed; proposal to Board concerning future facility use plan
Continue to plan and explore financial options for athletic facility upgrades	2015-16	2021-22		Administration	Proposal to Board



<b>OBJECTIVE 5:</b> 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 for student reunification and District response for crisis situations at events	2019	2020-21		Administration, Law Enforcement, Emergency Management, Fire Personnel	Crisis Plan Includes Additional Reunification Processes/Protocols
Evaluate threat assessment team protocol and processes to strive for enhancements and/or improvement	2020-21	2020-21		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	On-going	On-going	On-going	Administration	Completed a Review and Revision of District Crisis Plan
Investigate and implement new technologies to improve current security measures	On-going	2019-20	On-going	Ed Allison, Phillip Bickelhaupt, Building Principals, Police Liaison Officers	Installed Security Hardware & Technology



<b>OBJECTIVE 6:</b> 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 supportive wellness culture and District environment that encourages and motivates health and wellness	2018	On-going	On-going	Administration	
Add new wellness programs and services to more effectively address whole person wellness, primarily through physical well-being and mental well-being at individual, targeted groups and District-wide levels	2017	On-going	On-going	Student Wellness Committee, Staff Wellness Committee	
Explicitly investigate the possibility of implementing Compassion Resilience training for staff	2020	2020-21		Administration	<i>Professional Development opportunities for staff; training accomplished</i>



<b><u>OBJECTIVE 7:</u></b> Explore the possibility of asking voters to approve of exceeding state imposed revenue limits to meet identified expenses	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Identify and prioritize needs in the areas of curriculum, technology, safety/security enhancements, and facility infrastructure that fall outside of anticipated available revenue	2020-21	2020-21		Administration/Board	<i>Document developed with identified needs</i>
Develop timelines to hold a referendum based upon statutory requirements	2020-21	2020-21		Administration/Board	<i>Timeline document developed</i>

<b><u>OBJECTIVE 8:</u></b> Create a District environment that promotes educational innovation and creativity	Timeline			Person Responsible/Persons Involved	Evidence of Success
	Tasks/Action Steps:	Start Date	End Date		
Continue and expand the Innovation Grant program	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>

