

2010-12 Board Goals and Action plans

Vision Statement: Creating a culture of excellence in: Academic Achievement; character development; pursuit of arts, athletics, and other activities; community engagement; highly effective staff.

Mission Statement: *The Evansville Community School District, in active partnership with families and the community, will provide a positive learning environment that challenges all students to achieve personal excellence and become contributing citizens of the world community.*

Need Statement: (From community vision group August 2010)

- 1) Nurture a community of life-long learners that will meet the needs of all students regardless of abilities or grade-level by engaging students in real world application and instilling a love of and joy for learning.
- 2) Support a culture that develops high-quality and enthusiastic staff who are student-centered and demonstrate life-long learning.

Goal 1: Advance Student Achievement through: Academics, co and extracurricular involvement, character education, and non-traditional means.

Objective 1.1: Levi Leonard- 80% of K-2 students will attain 90% or more of Math standards based on Wisconsin State Standards, and as measured by common assessments at each grade level. At the 2nd grade level, the number of students who meet their target growth goal as measured by the Measures of Academic Progress (MAP) administered in April/May 2011 will increase by 5% over last year. **Goal Met: 94.5% first grade, 92.1% second grade in math**

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Areas we will especially focus on: Interventions, Short assessments or “Probes”, Progress monitoring, Data Walls						In place and will continue to be developed and refined
Identify, assess, purchase and implement a supplemental math program to meet the needs of struggling learners	Building administration, director of instruction, director of student services, general and special education staff	<ul style="list-style-type: none"> - Release time to Evaluate materials - Collaboration time to identify student needs 	- \$14,000 for progress monitoring and intervention	January 2011 purchase program March 2011 implement		Purchased and will be implemented in 2011-12

Objective 2.1: Theodore Robinson Intermediate: 90% of our students will score 70% or higher on the math benchmarks test by the end of May 2011. *Goal met in grades 3 & 4. Not implemented in 5th because benchmarks not yet aligned.*

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Intervention time will be built into each grade level schedule.						Tier 2 & 3 intervention time was introduced.
Progress monitoring methods and materials will be documented.						In place and will continue to be developed and refined
Identify, assess, purchase and implement a supplemental math program to meet the needs of struggling learners	Building administration, director of instruction, director of student services, general and special education staff	<ul style="list-style-type: none"> - Release time to Evaluate materials - Collaboration time to identify student needs 	<ul style="list-style-type: none"> - \$38,000 for progress monitoring and intervention to meet needs for grades 3-8 - \$10,000 for a laptop lab 	Purchase January 2011 Implement March 2011		Purchased. Used during and after school with identified students.

Objective 2.2: Theodore Robinson Intermediate: At least 65% of students will meet their target growth goals as measured by 2011 Spring MAP test scores. Particular attention will be given to math and reading. *Reached in grade 3 Reading and Grade 5 math. 64.2% 3rd grade Math. 55% reading, 48.8% math Grade 4. 54.3% Grade 5 reading. All are projected to exceed the WKCE Reading and Math Benchmarks.*

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Intervention time will be built into each grade level schedule. Introduce Progress monitoring methods and materials						Tier 2 & 3 intervention time introduced.
Increase use of principles of universal design to meet the needs of all learners	Building administration, director of student services, general and	<ul style="list-style-type: none"> - Collaboration time - Professional Development 	\$20,000 for in district professional development			Patrick Schwarz worked with staff throughout the school year.

	special education staff	- Summer curriculum time -				
Objective 3.1: JC McKenna Middle School- 60% of all students (including those with disabilities) will reach their MAP goals in all areas. <i>The goal was essentially met in grades 7 & 8 but not in 6. Reading Gr 6 -46.2%, Gr 7- 63.6%, Gr 8- 59.3%. Math- Gr 6- 44%, Gr 7- 68.8%, Gr 8- 63%. Again, the school is projected to meet fall 2011 WKCE proficiency targets.</i>						
Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Identify, assess, purchase and implement a supplemental math program to meet the needs of struggling learners	Building administration, director of instruction, director of student services, general and special education staff	- Release time to Evaluate materials - Collaboration time to identify student needs	- \$38,000 for progress monitoring and intervention to meet needs for grades 3-8 - \$10,000 for a laptop lab	Purchase January 2011 Implement March 2011		
Objective 3.2: JC McKenna Middle School: Over the next two years, we will improve WKCE Reading and Math in 8 th grade by five percent. <i>Reading showed 2.6% gain in the first year of the goal and math 1.9% so JCM appears to be on track.</i>						
Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Utilize intervention time, data walls and progress monitoring to target instruction	Grade level teams, guidance, reading and EEN	Use of team time				Implemented
Objective 3.3 JC McKenna Middle School: Over the next two years, we will close the achievement gaps in math, social studies, and reading (as represented on WKCE and Map Scores) by five percent between EEN and Regular Ed. <i>Met in reading within first year. .6% progress in math, but since 2007 EEN has improved from 30.6% proficient or advance to 63.2 % in 2010.</i>						

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Identify, assess, purchase and implement a supplemental math program to meet the needs of disabled students	Director of student services, special education staff	Release time	\$10,000	Fall/Winter 2011		Purchased and implemented
Increase use of principles of universal design to meet the needs of all learners with an emphasis on team teaching teams	Building administration, director of student services, general and special education staff	- Collaboration time - Professional Development - Summer curriculum time -	\$20,000 for in district professional development	2010-2012		Patrick Schwarz worked with staff throughout the school year.
<p>1. Objective 4.1: Evansville High School- We will further reduce student failures by 10 percent based on failure data from the 08-09 and 09-10 school years evidenced through quarterly data analysis throughout the 10-11 school year. <i>Failures continue to be reduced, but reduction was less than 10%</i></p>						
Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Collaboration time/efforts will be focused on student learning outcomes	Building administration, director of student services, general and special education staff	- Collaboration time				Implemented
Advisory study hall, in addition to specific interventions during advisory time (e.g., peer Reading tutors; peer Math tutors) will hone student skills related to this goal	Advisory team					Implemented
<p>2. Objective 4.2: Evansville High School- By the end of the 10-11 school year and completion of subsequent summer school, 100 percent of our 9th graders will be on track toward graduation; likewise, 98 percent of our 10th graders will be on track toward graduation. <i>2 Ninth graders and 1 Tenth grader are still off track after summer school. So very close to being met.</i></p>						

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Credit recovery programming will be utilized for targeted students during scheduled study halls, advisory time, after school lab times	Building staff, at-risk					Odyssey purchased and used.
EHS BIT team will focus efforts on our mantra of “Every Child a Graduate” and help provide support to students as necessary	BIT team members					Implemented

Objective 5.1 District Curriculum: Implement Curriculum mapping to improve student opportunities to learn
On track

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Teachers will participate in the district wide math curriculum mapping. Teachers will communicate with colleagues in their own grade levels and grade levels to either side of the ones they teach, to create a fluent and comprehensive math curriculum. Areas of focus: Review benchmarks for each grade level based on national standards as adopted by Wisconsin Create a consensus map at each grade/course level Create individual teacher maps at each grade level/course in math	Building Principals with Curriculum Director and Consultant					On track. A very successful year. Teachers are on target in math, reading/lang uage arts has begun as well as art.

Need Statement

Foster community pride and investment in creating a culture of excellence in which all students achieve their own potential and enjoy the pursuit.

Goal : Vision and Strategic Planning- Develop and implement a comprehensive vision and plan to meet the long range needs of the district. Increase engagement between staff and the community.

Objective 1: Finalize Vision Draft *Accomplished*

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Board finalizes Vision	Board	Board Packet	Part of District office	November	Not at this time	Vision statement is on district website, board agendas and other district publication as appropriate
Staff and community thanked for input	Board/A-team	Summary and Thank you	Part of District office	December	NA	Completed
Board reviews Vision statement	Board		Part of District office	Annually in September		Completed and a second look is part of strategic plan.

Objective 2. Create a Strategic Plan for the district. On track

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Design the process including: Learning about models and costs, leadership	Board	WASB website, January WASB conference, other area related workshops	Part of District office	Dec 2010- April 2011 members seek information	Not at this time	Complete

Presentation to board on possibilities	Swanson, Carvin			May 9, 2011		Complete
Select model and facilitator	Board	Summary of models reviewed and costs	TBD	June13, 2011	TBD	Complete
Determine members, timeline, costs	Board	Included in PBB process		May 2011		Complete
Complete plan	Board			December 2011		First sessions held and on track to complete by December 2011

Need Statement
Foster a community pride and investment in creating a culture of excellence in which all students achieve their own potential and enjoy the pursuit.

Goal : Finance and Resource Management- Maintain financial stability while focusing the allocations of financial resources upon district and administrative goals, responding effectively to changing financial circumstances, and obtaining additional revenues and resources to support the operation of the district.

Objective 1: Develop a budget for the following school year that puts the needs of students first while considering the appropriate level of Fund Balance. Despite the challenges of the state budget cuts we appear to be holding our own. Class sizes may rise slightly in K-2 and grade 5. Still uncertain if .5 elementary guidance can be recalled from lay-off.

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Set building/program/Fund Balance budget targets for the program based budget process based on enrollment projections, state budget, and facility needs.	Board with A team input	Budget and enrollment projections	Part of District office	November 2 nd Board mtg- Jan reg board	None	Completed parameters
Develop budget proposal through Program Based Budget process	A-team cluster committees and board	Completed cluster data sheets	Part of District office	January-February	None	Completed 4% add and cut lists
Ranked list of items to add and cut as budget allows	Board with A-team input	Recommendations from A-team	Part of District office	March	None	Board approved list, lay-off notices by April deadline as needed.
Implement budget as union contracts, state budget and enrollment information becomes known	Board, A-team	Ranked list of items	Part of District office	9/1/2011	None	Contracts settled with all unions within two weeks between February and March. Major concessions obtained.

Objective 2: Aggressively seek additional resources through an Excellence in Education Foundation, grants and donations to preserve and expand opportunities for our students. **The Education Fund is up and running. Bylaws created, 501 (c) 3 status in works. Fundraiser held, major donations received from memorials to Deb Olsen.**

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Convene planning group	Board Ad hoc Committee	Meeting space, secretarial support	Part of District office	November 2010		Completed
Design elements including: Endowment fund, discretionary fund, publicity, simple vehicle to match needs and donors.	Board Ad hoc Committee	Support of CFSW	Part of District office	February 2011		Completed
Establish bylaws and board composition	Board Ad hoc Committee	Support of CFSW	Part of District office	March 2011	TBD	Completed
Establish initial Excellence in Education Fund Board membership and terms	Board Ad hoc Committee	Support of CFSW	Part of District office	March 2011		Completed
Publicize to staff	Excellence in Education Board			May 2011		Wish list presentations given to all buildings.

Need Statement
Build and cultivate consistent and respectful partnerships among students and their families, the community, and District employees.

Goal: Facilities: Develop and implement a comprehensive plan to maintain and improve the physical facilities

Objective 1: Update the capital projects plan to meet current needs and a five year horizon for projected needs						
Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Complete projects for current year	Joe Francis B&G Director	B&G Report	\$89,512	September Board Committee meeting		Successful
Update 5 year plan	Joe Francis, building principals, Deb Olsen	Estimates	\$0	January Board Committee meeting		Successful-presented to board on May 23
Revise projects needed for next year	Joe Francis B&G Director		To be set through Program Based budget committee process	May Board committee meeting		Successful-Presented May 23

Objective 2: Consider needs and options for land purchase. *A new Enrollment Projection was completed. Remaining activities should evolve from Strategic Plan.*

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline**	Policy Changes	June 30 Final Report
Update enrollment projection using 2010 US Census data	Applied Population		\$3500	June 2011	None	Completed
Re-evaluate building capacity and revise if needed.	Board with information from A-team. Consider walk throughs	Time	\$0	Summer 2011	None	2011-12-include as part of strategic plan
Determine if land purchase study committee is needed	Board, Business Manager, Carvin			February-March 2011		2011-12-include as part of strategic plan
*Review debt service schedule and funding options	Board, Business Manager, Carvin	Data	\$0	Spring/Summer 2011	None	2011-12-include as part of strategic plan
*Determine location priorities and land characteristics and availability	Board	Possible engineering services	TBD	Summer/Fall 2011	None	2011-12-include as part of strategic plan

* If study committee is formed. Committee may establish other goals and timeline

** Dates revised mid year based on less urgent timeline

Need Statement
 Facilitate the development of character traits that promote respect, tolerance, compassion, and understanding so that students will respond by doing the right thing.

Goal : Safety and Security- Create and maintain an environment that develops student character, models respect, and protects students, staff, visitors and facilities

Objective 1: Create positive building climates that develop strong relationships between staff, students, parents and the community
 TRIS: 100% of our students will report they feel safe in our school. **94% reported feeling safe.**
 JC M: Improve school climate by developing a vision, improve communication and create team-building activities between grade levels.
Completed

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
District: Monitor attendance, behavior and expulsion data.	A-team			Monthly Annually		Attendance continues strong. No expulsion hearings in 2010-11
TRIS: 1) HEROES (Helping Everyone Respect Others Everyday at School) groups will meet once a month to discuss/participate in building good character traits 2) Students will be taught the various forms of bullying (physical, verbal, social) and the roles of bully, victim, and bystander. 3) Every classroom will dedicate 30 minutes weekly to activities that support our character education program.	Building staff and planning team					Implemented, but not all classrooms on board with weekly activities.

JCM: Improve school climate by developing a vision, improve communication and create team-building activities between grade levels.						Completed, the vision is more of a list of steps needed.
Objective 2: Update/develop a comprehensive security plan that considers options for student transportation, building security, and response to emergency situations						
Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Form committee to Update Plan	Joe Francis/Board			2010-12		Not completed in 2010-11 Priority for 2011-12
Present budget needs			TBD	2011-12 PBB		February 2012
Implement plan					TBD	On-going

Need Statement
Build and cultivate consistent and respectful partnerships among students and their families, the community, and District employees.

Goal: Communication- Improve communication with the community regarding key issues facing our schools

Objective 1: Analyze our current communication vehicles and methods and complete a communication plan for regular communication with staff, families and the community to keep them involved in the day to day news, events, and needs of the district.

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Administrative team will summarize current communication vehicles, and frequency	Heidi Carvin	None	None	Ready for February 21 board meeting		Summary document to board
Establish board communication committee	Board			January 24, 2011		Done
Determine how else we would like to communicate with staff, school families and our community	Board committee			June 1, 2011		Continuing
Implement changes				July 1, 2011	??	First listening session slated for 8/15

Objective 2: Develop a 5 year communication plan anticipating key issues that need community education, input and information

Activities	Person(s) Responsible	Resources Needed	Projected Budget	Timeline	Policy Changes	June 30 Final Report
Develop a list of key issues on the 5 year horizon that require community input				To be developed after strategic planning		Priority for 2011-12

Determine how to set priorities and select items to guide the work of future board						Priority for 2011-12
Create a communication plan around each priority						Priority for 2011-12