



# SPOONER AREA SCHOOL DISTRICT

*Conducting Excellence - Engineering Opportunities*

## STRATEGIC PLAN 2019-2023

### *Strategic Priority: Advance Student Achievement*

Building	SMART Goal(s)	Strategies	Measures
SMS	<p>During the 2022-2023 school year SMS will reduce major behavior incidents by 10%.</p> <p>Student achievement goal?</p>	<ul style="list-style-type: none"> <li>• Teach / Re-teach of Rails Way (PBIS)</li> <li>• Semester building reward activity for meeting initial benchmark</li> <li>• Focus on RESPECT</li> <li>• Student of the Week Program</li> <li>• Increased supervision and visibility by staff</li> <li>• Administrative presence during lunch/rec time</li> <li>• PLC Process</li> <li>• WIN</li> <li>• Educator Effectiveness - SLO and PPG focused on standard 3 and 5. Building PPG on <i>The Power of Our Words</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• EduClimber Data</li> <li>• Youth Risk Behavior Survey</li> <li>•</li> </ul>

### *Strategic Priority: Stabilize District Operations & Infrastructure*

Building	SMART Goal(s)	Strategies	Measures
SMS	<p>Retainment of staff /</p>	<ul style="list-style-type: none"> <li>• Provide quality professional development opportunities and time to accomplish necessary responsibilities.</li> <li>• Recognition of staff at COW Meeting and on Social Media.</li> <li>• Involvement of staff stakeholders in building level change.</li> <li>• Monthly staff lunch</li> <li>• Provide opportunities for staff to get together outside of school.</li> </ul>	<ul style="list-style-type: none"> <li>• 2021-2022 SP Survey: 63% look forward to coming to work each day. Increase to 70%.</li> <li>• 2021-2022 SP Survey: 60% felt their input was valued. Increase to 70%</li> <li>• 2021-2022 SP Survey: 60% felt PD provided opportunities to improve.</li> <li>• 2021-2022 SP Survey: 49% felt recognized for doing a good job. Increase to 60%.</li> </ul>

***Strategic Priority: Expand Communication Avenues (Students, Parents, Staff & Community)***

<b>Building</b>	<b>SMART Goal(s)</b>	<b>Strategies</b>	<b>Measures</b>
SMS	Increase communication at SMS by using the following strategies	<ul style="list-style-type: none"><li>• Weekly newsletter emailed to staff</li><li>• Sharing of building leadership team minutes</li><li>• Monthly newsletter emailed to families</li><li>• Social media posts</li><li>• Utilize Skyward Message Center to inform families of important building information</li><li>• 4 office communications to families prior to first PT Conference regarding SBG practices</li><li>• 100 positive phone calls by 100th day (Mr. Fizel)</li></ul>	<ul style="list-style-type: none"><li>• 2021-2022 SP Survey: 63% agreed that information is shared in a timely manner. Increase to 75%.</li></ul>