



SPOONER AREA SCHOOL DISTRICT

Conducting Excellence - Engineering Opportunities

STRATEGIC PLAN 2019-2023

Advance Student Achievement

SMART Goal

Reduce semester failing grades for all students 9-12 by 10% from the previous year (2018-19).

Strategies	Measures
<ul style="list-style-type: none">• PLCs, Curriculum Development, Unpacking Standards, Focused Learning Targets• Effectiveness Project• LINK Crew training; Freshman transition program• Focus on RESPECT• Reduction of absences• Reduction of disciplinary referrals• Reduction of tardies• Clearly defined student expectations• Restructuring Rails Time• PBIS: Reinforcing positive behavior	<ul style="list-style-type: none">• 211 Fs in 2018-19• Data comparison using semester report cards• Skyward disciplinary referrals (Quarterly)• Skyward attendance (Quarterly)

Stabilize District Operations & Infrastructure

SMART Goal

Retain 90% of our current educational staff by continuing to strengthen our school culture.

Strategies	Measures
<ul style="list-style-type: none">• Opportunities to complete professional activities and obligations• Find ways for the District to support teachers in professional development.• Continue to work at involving all stakeholders in the process of change.• Organize opportunities for staff to get to know each other outside of school• Continue to develop our PLC process	<ul style="list-style-type: none">• School Perceptions Survey<ul style="list-style-type: none">◦ Objective 1: Increase “I enjoy being involved in District affiliated activities outside of the normal school day.”◦ Objective 2: Increase “It would take a lot to get me to leave this District.”• Maintain 90% or above for both objectives.

Expand Communication Avenues (Students, Parents, Staff & Community)

SMART Goal

Increase communication with stakeholders at the high school by utilizing the following strategies.

Strategies	Measures
<ul style="list-style-type: none">• Quarterly mailed newsletter to families (emailed to staff)• Biannual district newsletter (community mailing)• Weekly principal updates to staff• Consistent social media postings• Sharing minutes from Leadership Team Meetings• PBIS success cards	<ul style="list-style-type: none">• School Survey<ul style="list-style-type: none">◦ Objective 1: Increase “School/department information is communicated effectively to me”◦ Objective 2: Increase “Principal/building administration communicates effectively”• Maintain 90% or above for both objectives