



Cochrane-Fountain City School District

The Pirate Code: Respectful, Responsible, Ready to Learn

Strategic Plan Actions

Student Achievement and Success:

- Utilize Professional Learning Communities (PLCs) to allow teachers to meet, share expertise and work together to raise schoolwide expectations and increase student achievement that is focused on:
 - Determining the essential learning outcomes (ELO) students must know or be able to do.
 - Establish assessments that measure how we know students have learned the ELO's.
 - Formulating responses to students who don't learn and expanding the learning for student who are proficient.
- Provide staff development time weekly on Wednesdays for PLC and action teams to collaborate
- Provide structured staff development trainings and activities to promote professional development.
- Provide a 1:1 technology environment for students which includes technology upgrades and support.
- Utilize *XELLO* software for career and college readiness and *On to College* for ACT Prep.
- Utilize a teacher-driven seven-year curriculum cycle which includes evaluating, selecting and purchasing instructional materials, implementing, assessing, monitoring and adjusting.
- Conduct data reviews of standardized testing to determine areas of strengths and weaknesses and develop strategies to increase student achievement.
- Provide "What I Need Time" (WIN Time) to promote a timely, increasingly directive, systematic approach to student achievement. WIN time:
 - Ensures additional instruction for struggling students from their teachers or case managers.
 - Allows absent students to complete make-up work, tests, and receive missed instruction time.
 - Minimizes the instruction time missed for students who leave school early.
 - Grants opportunities to students who are succeeding academically and have demonstrated a high level of maturity and personal responsibility to be rewarded for their diligence and behavioral maturity.
- Employ an elementary interventionist to facilitate acceleration of learning opportunities in math and reading.
- Provide increased course options for students through the Wisconsin Rural Virtual Academy.

School Culture:

- Operate under a revised Ready to Learn Plan which emphasizes in-person learning.
- Adhere to a School Wellness Plan which promotes physical, emotional, and social well-being for all staff and students.
- Participate in regular school board retreats to maximize cohesion in school leadership by establishing meeting ground rules (collective agreements), reviewing board operational policies, creating board goals and solidifying the board-superintendent relationship.
- Support teacher-led action teams that are empowered to achieve the objectives identified on the district's strategic plan which directly impacts their day-to-day work. Current action teams are focused on enhancing our positive behavior intervention system, creating a profile of a "Pirate", strengthening our "What I Need Time" and defining a multi-tiered system of supports to identify and assist struggling learners.
- Collaborate through a School Achievement Team (SAT) comprised of representatives from teachers, support staff, administration, and the school board to consider and make recommendations for continued school improvement.
- Partner with Head Start to provide 3-year-old programming to district students as well as birth to 3-year-old childcare within the school.

Staff & Personnel:

- Offer a sick leave bank which can be accessed by both support and teaching staff.
- Handle human resources issues pursuant to a legally compliant employee handbook which incorporates the policies and procedures of the district.
- Provide monetary support for teacher curriculum writing and training.
- Honor staff with appreciation gifts and food on in-service days, birthdays, and major life celebrations.
- Offer a teacher compensation plan with a competitive base salary and opportunities for salary increases based upon yearly professional growth and professional enhancements.
- Provide increasingly competitive and equitable pay for support staff, custodians, and transportation staff.
- Utilize a mentor program to support new teachers and support staff to the district.
- Prioritize small class sizes to provide one-on-one attention and relationship building to help students learn and perform to their potential.
- Provide feedback to all employees with an adopted evaluation schedule.
- Clearly define roles, responsibilities and expectations through written position descriptions for administrative, district staff, and other employees.
- Incorporate inclement weather days into the school schedule to be used for teacher planning.
- Deliver substitute teacher training to interested individuals.

Financial Responsibility:

- Maintain a healthy fund balance and balanced budget while keeping the mill rate stable.
- Designate federal funding towards legally authorized uses to benefit students and staff.
- Provide additional programs and activities for students and staff through funding from Treasure Trove donor-advised fund.
- Regularly pursue grant funding in multiple areas including a TEACH grant for technology upgrades, Emergency Connectivity Fund grant for device replacement, and School Health Service Workforce.
- Endorse a strategy of defeasance for tax levy and referendum debt to pay off district debt.
- Operate with a Committee of the Whole structure to increase school board effectiveness and efficiency.
- Utilize ESSER financing to address social/emotional issues, learning loss, technology and teacher absences including a full-time substitute teacher, a second guidance counselor, and a reading interventionist.
- Contract with the information technology company (Itechra) to evaluate, upgrade and manage information technology needs; maintain a sustainability plan for all hardware; and upgrade infrastructure including network, server, storage, and wireless access points.
- Strategically allocate funding to Fund 46 for future building improvements

Communication & Community Engagement:

- Maintain a comprehensive, well-organized school website which offers easy access to district information.
- Honor local businesses for extraordinary contributions to the district through nominations to the Wisconsin Association of School Board's Business Honor Roll.
- Celebrate outstanding accomplishments and donations through regular reports at each monthly board meeting.
- Seek input from staff and community via surveys and focus groups to gain insight on and input on various issues including school culture and climate, school offerings, school calendar communication preferences, and the strategic plan for the district.
- Provide regular, timely updates on district happenings through superintendent created weekly reports to the board, monthly staff updates on board activity, quarterly newsletter to parents, and ongoing newspaper articles highlighting district activities to the community.
- Maintain strong affiliations with school support groups (PTO, PYAA, Booster Clubs, Treasure Trove, Head Start and 4-H After School).
- Strengthen legislative advocacy at the local, state and federal level through a partnership with Wisconsin Rural Schools Alliance.