



2018-2023 Strategic Plan

Our Vision: Prepare. Learn. Lead

Mission Statement

The Mount Horeb Area School District, in partnership with the community, is dedicated to nurturing, educating and challenging our students; preparing and empowering them to be productive, responsible and self-fulfilled members of society. □

Strategic Goals for Continuous Improvement borne from June 2017 Community Survey

MHASD will:

- ➔ graduate lifelong learners ("Learning and Growth")
- ➔ provide support systems for students and staff ("Well-Being")
- ➔ ensure the long-range viability of the District ("Facilities and Finances")
- ➔ partner with our community ("Community Engagement")

Beliefs

Children are the reason we are here.

We believe in fostering communication through school and community partnerships.

Everyone has a right to a safe and healthy environment –physical, social, and emotional.

Everyone has the right to be treated with dignity.

We believe in being respectful, responsible, and ready.

All individuals are capable of growing and learning throughout their lifetime.

We value team work and individual success.

The school district, families, and community play a role in creating a positive culture of continuous learning.

All individuals have the right to learn and be challenged.

We believe in a purposeful, innovative approach that keeps pace with an ever-changing world.

Students share in the accountability for their learning.



I. Learning and Growth ****DRAFT****

Board of Education Strategic Goals	Objective	Indicators	Person(s) Responsible	Measure Progress (Evidence Sources)	Reporting Timeline	Correlation (Survey, Board, Sup's Vision)
I. Learning and Growth - We will graduate a citizenry ready for a lifetime of personal and professional fulfillment.	A. Identify evolving demographic trends in the Mount Horeb community	1. School demographics	Administration and Board	Data retreat reports, school report cards, medical and nursing report, and pupil non-discrimination report, free and reduced lunch rates	December	Vision
		2. Student Service teams' anecdotal and empirical data	Administration and Board	Data retreat reports, school report cards, and medical and nursing report	December	Q 12, C
		3. Individual academic, social and emotional readiness levels	Administration and Board	Individual education plans and personalized learning plans as developed by Problem Solving Team	March	Dani ("Forgotten Middle"); Vision; Q11, #4; Q12,#2
		1.Percent of students <i>growing</i> from their previous results	Administration	Wisconsin Forward Exam, Dynamic Learning Maps, ACT Aspire, Measure of Academic Progress, PALS, Common Assessments	November	Damon; Vision; Q9; Q12,A
	B. Increase percent of students "on grade level or higher" on state and local assessments among measured content areas	2. Percent of students <i>achieving</i> in comparison to grade level peers	Administration	Wisconsin Forward Exam, Dynamic Learning Maps, ACT Aspire, Measure of Academic Progress, PALS, Common Assessments	November	Vision; Q9; Q12,A
		3. Opportunities for progress-based grouping and advanced learning	Administration	WACTY offerings & participation, differentiated lessons and Camp Invention	September	Vision

I. Learning and Growth ****DRAFT****

	1. Number of students taking at least one AP course in their high school career	Administration	Advanced Placement Report	September	Q11, #12
C. Maintain our high level of student participation in college preparatory coursework	2. Number of students taking an AP test during their high school career	Administration	Advanced Placement Report	September	Q11, #12
	3. Percent of students scoring a "3 or better" on AP tests	Administration	Advanced Placement Report	September	Q11, #12
	4. Number of seniors meeting college board recommendations for course of study	Administration	University of Wisconsin Report	April	Q9, #5; Q11, #13
	5. Number of students receiving dual credit	Administration	Early College Credit Program (formerly Youth Options and Course Options), Advanced Placement Report, Part-time Open Enrollment, Course Options Report, monitor the number of staff members with advanced degrees.	September	Q9, #5
	6. Percent of students who persist beyond first year and graduate college within six years.	Administration	National Student Clearinghouse	April	Q9, #5

I. Learning and Growth ****DRAFT****

		1. Number of students receiving professional certificates	Administration	CTEERS	October	Q9, #5; Q9, #8
	D. Evaluate the number of students who complete professional certifications, internships, and/or mentoring.	2. Number of students completing workplace experiences	Administration	Internship report, Apprenticeship report, Business Occupation Placement report, transitional workplace experiences	October	Q9, #5; Q9, #8
		1. Integrate technology in instructional and learning practices	Administration and Board	Technology Plan, Future Ready Survey results, Brightbytes Survey results, professional development	June	Q11, #3; Q11, #9; Vision
	E. Implement cutting edge and innovative learning practices	2. Incorporate research-based and innovative instructional practices	Administration and Board	Survey results (e.g. Brightbytes)	June	Q11, #9; Q11, #10; Vision

II. Well-Being **DRAFT**

Board of Education Strategic Goals	Objective	Indicators	Person(s) Responsible	Measure Progress (Evidence Sources)	Reporting Timeline	Correlation (Survey, Board, Sup's Vision)
II. Well-Being - We will nurture wrap-around support systems for all entrusted to our care.	Students					
	A. Make connections in support of the whole child	1. Mental/ behavioral health /ATODA awareness and support	Administration and Board	Mental Health Action Team, Mount Horeb Cares Coalition, Advancing School Based Mental Health in Dane County, Mindfulness, Children's Mental Health Collaborative, Youth Risk Behavior Survey results, Dane County Youth Survey results, Building Bridges, Functional Behavioral Assessments, abeyance hearings (where appropriate), incidences of bullying, check-in/check-out data, expulsion data	April/December	Q 11, #4; Q11, #7; Q 12, C; Q18 B; Q19, A/B; Leah; Kimberly; Jeff; Vision Q 11, #7; Q11, #11; Q11, #16; Q 11, 18; Q12, C; Q 18, C/D; Q19, A/B; Kimberly; Vision
		2. Life-Ready indicators	Administration	Percent of students receiving Silver Cord, ACP Goal Setting Conferences/ Perseverance Skills, financial literacy, and employability skills, pupil non-discrimination study, graduation rate, attendance rate	July	Q9, #13; Q11, #2
Staff						

II. Well-Being **DRAFT**

B. Support and retain faculty and staff	1. Engagement of employees	Administration	Superintendent's Advisory Team meeting minutes, employee recognition events, Wellness Survey results, staff participation in wellness activities, staff participation on Board committees, listening sessions	February	Q11, #7; Dani; Vision
	2. Quality of applicant pool	Administration	Human Resources report-exit interview (e.g. Net Promoter Score)	February	Q11, #1
	3. Professional development of staff	Administration	Curriculum and Instruction report	January	Q11, #7; Q11, #10; Dani; Vision
	4. Employee retention rate	Administration	Human Resources report	February	Q11, #1
	5. Regionally competitive compensation and benefits package	Administration and Board	Human Resources report	January (Closed Session)	Q11, #1
Students and Staff					
C. All Vikings will be physically safe on campus and attending school activities		Administration and Board	Secluded and restrained; feedback from Village officials during drills; staff and student survey results; Critical Incident drill reflection documents	August	

III. Facilities and Finances **DRAFT**

Board of Education Strategic Goals	Objective	Indicators	Person(s) Responsible	Measure Progress (Evidence Sources)	Reporting Timeline	Correlation (Survey, Board, Sup Vision)
III. Facilities and Finances: We will ensure the long-range viability of the District.	Facilities					
	A. Improve and maintain facilities to better support the District's mission.	1. Progress on referendum capital improvement projects	Administration and Board	Reports to the Board & Board action	Monthly	
		2. Progress on long-range facilities plan	Administration and Board	Reports to the Board & Board action	April	Q20, C; Michelle; Dani
		3. Annual capital improvement and maintenance report	Administration and Board	Reports to the Board & Board action	April	Q11, #6; Q20 B; Q20, C; Diana; Dani; Michelle; Jeff
		4. Facilities visioning	Administration and Board	Long-range Facilities Plan and Facilities Steering Committee	As warranted	Q11, #6, Q22, A; Q20, B; Vision
	Finance					
	B. Preserve and seek methods for ensuring the long-range financial viability of the District	1. Advocate for fair funding from State of Wisconsin	Administration and Board	Community and Legislative Engagement Committee meeting minutes, advocacy letters to leaders/ community, and meeting with legislators	August	Q22 A; Dani
		2. Enhance the community's understanding of 4K-12 funding and District stewardship of expenditures	Administration and Board	Board meeting updates, Community and Legislative Engagement Committee, and Finance Committee	August	Q22 A; Dani
		3. Maintain a stable fund balance	Board	Audit	August	Q22 A

IV. Community Engagement **DRAFT**

Board of Education Strategic Goals	Objective	Indicators	Person(s) Responsible	Measure Progress (Evidence Sources)	Reporting Timeline	Correlation (Survey, Board, Sup's Vision)
IV. Community Engagement - We will partner with our community.	A. Honor existing and create new relationships within our community.	1. Maintain ongoing relationships with elected and community leaders	Administration and Board	Board Liaison to Village Board, Economic Development Committee, Mount Horeb Chamber of Commerce, and Representation on Tax Incremental Finance Committee	As warranted	Vision
		2. Public Engagement Sessions	Administration and Board	Community and Legislative Engagement Committee Senior Leadership Team Listening Sessions Annual Meeting	As warranted	Q11, #1; Q16, #3; Q 19, C
		3. Explore joint ventures for adult learning in our schools	Administration	MHAEDC and higher education courses for adult learning within the District;	May	Q 10, #5; Q10, #8; Q 19, C: Vision
		4. Encourage public participation to assist with key decisions	Administration and Board	Parent volunteerism, community nutrition efforts (e.g. healthy cooking courses, weekend backpacks, Healthy Schools Inventory, etc.) ; Wellness Committee; Strategic Planning; calendar survey	As warranted	Q 16, #1/4; Q 19 C; Dani

IV. Community Engagement **DRAFT**

B. Promote the District's accomplishments	1. Board meeting communications	Administration	\	Ongoing	Q16; Board; Vision
	2. Recognitions (Board, staff, and students)	Administration and Board	Board minutes	Monthly	Q11, #1; Q11, #17
	3. Social media presence	Administration	Facebook updates	Ongoing	Q11, #17
	4. Referendum progress report newsletters	Administration	Reports to the community	Monthly	Q11, #17
C. The continuation of an engaged and committed Board of Education.	1. Periodic training on governance (boardsmanship, roles, leading with vision, community trends)	Board	Workshops	Ongoing	Q11, #10
	2. Participation in CESA 2 governance and events	Board	Report to the Board	Monthly	
	3. Participation in WASB educational events	Administration and Board	Report to the Board WASB Certification	As warranted	
	4. Orientation for prospective or new Board members	Administration and Board	Workshops	As warranted	

