

# **District Completes Long-Range Planning And Selects Goals for the 2017-2018 School Year**

**By Dr. George J. Karling, District Administrator**

The district has completed another five-year plan to chart our course into the future. This is the third time the district has developed a five-year plan utilizing this process. The purpose of the long-range plan is to synthesize information gathered from all constituents, employees, students, and the Board of Education. This process serves to align district priorities with those of the community for the continued improvement of instructional delivery and program options for students and the community. In the past, our survey results have typically demonstrated that the perceptions of district staff, and those of the community, that point to their aspiration for the future, have been closely aligned. This latest planning process has been no exception, and that is why the district-wide survey is an important first step in our planning process.

We recently began our planning process by conducting another district-wide survey, professionally facilitated by School Perceptions, Inc. Notification of the survey went out by postcard to all district residents, and all district staff and parents also received an e-mail notification of the survey. A total of 2,250 postcards went out to residents throughout the district. Recipients had the option of completing the survey online or requesting a paper copy from the district to be completed at their convenience. The surveys were tabulated by School Perceptions, and the results were returned to the district.

A planning team made up of members of the Board of Education, administration, staff, and students utilized the survey results to develop the next long-range plan for the district. The plan will be implemented beginning with the 2017-2018 school year and continuing through 2021-2022. The results of the community survey, along with the perceptions and past experiences of the planning team members were considered in developing the long-range plan. Once the long-range plan was developed, the team selected goals from the long-range plan to be implemented for the 2017-2018 school year. At our Board meeting held on April 19, the Board of Education formally approved the long-range plan and annual goals. The administration and staff will now begin to develop action plans that will lead to accomplishing the goals.

The importance of our survey process for gathering information from all stakeholders cannot be overstated. On behalf of the Board of Education, administration, staff, and students, I want to thank all of you who assisted us in this process by filling out our survey. Now that the Board has approved our long-range plan and goals, they have become living documents. What this means is, although we will not delete goals from the plan, additional goals may be added annually in response to state mandates or

unforeseen opportunities, such as the development of a Fab Lab or the construction of the district's electronic sign on the main street.

On behalf of the Board of Education and administration, I also want to compliment the members of our planning team who were very enthusiastic and committed to this process. We are hereby posting our long-range plan and goals, along with a summary of our community survey on our website for your review. You can see that our long-range plan and goals for the 2017-2018 school year are quite comprehensive and ambitious. If you have any questions regarding the long-range plan and goals, please feel free to contact me at the district office.

**School District of Three Lakes**  
**“Personal Education, Lifetime Inspiration”**  
**Long Range Plan 2017-2022**

**A. Create a communication plan**

1. **Develop and implement a uniform learning management platform for communicating with parents and students.**
  - a. Research and select an appropriate software program.
  - b. Develop expectations with staff to be included in the uniform learning management platform.
  - c. Provide training and support to staff for implementing the new uniform learning management platform.
2. **Enhance our communication with parents regarding the following:**
  - a. Enhance communication with parents regarding events, schedule changes, and emergencies.
  - b. Increase information to parents regarding special academic programs and extracurricular offerings.
  - c. Create a standardized format for advisors and coaches to communicate with parents prior to the start of their activity, and throughout the program or season.
3. **Develop a marketing strategy for disseminating information within and outside the district.**
  - a. Update the district brochure and review the mission and vision statements.
  - b. Collaborate with the Three Lakes Chamber and area businesses to assist with disseminating information about the district.
  - c. Investigate and develop appropriate uses of social media for the district.
4. **Continue to work with our communities and constituents to create a powerful economic development strategy.**
  - a. Partner with Wisconsin Economic Development Corporation, Wisconsin Economic Development Association, Oneida County Economic Development, and other regional economic development associations to assist us in developing and implementing our economic strategy.
    - i. Work with town and community leaders to attract developers to our district to bring affordable housing options and employment opportunities to our communities.
    - ii. Work with community leaders to increase broadband accessibility for all students.
5. **Work with interagency groups, as advocates, for appropriate services for students in need.**

**B. Curriculum/Instruction**

1. **Utilize real world applications for hand-on experiences.**
  - a. Increase opportunities for inquiry-based and authentic learning.
    - i. Investigate the possibility of implementing capstone projects in various courses.
  - b. Continue to reinforce rigor, relevance, and relationships to challenge all students.
2. **Prepare students for all post-secondary options.**
  - a. Apprenticeships, internships, mentorships, and job shadowing.
3. **Increase academic offerings.**

- a. Continue to seek additional instructional options from our education partners.
- b. Conduct a curriculum review to ensure that Wisconsin Standards are implemented with the appropriate scope & sequence throughout the district.
- c. Introduce staff to standards-based grading.
- d. Continue to develop opportunities for our students with independent studies and on-line coursework to augment their academic career plans.
4. **Ensure that relevant skills (collaboration/communication, creativity/imagination, critical thinking, problem solving) and authentic assessment are integrated throughout our curriculum.**
5. **Investigate the possibility for the development of a high quality early childhood engagement strategy**

#### C. **Staff/Student Engagement**

1. **Expand our cultural change program, throughout the district, for extracurricular activities.**
  - a. Inservice the entire staff in the revised cultural change model geared toward our extracurricular programs, and implement the same.
  - b. Integrate the extracurricular cultural change into our academic cultural change initiative.
2. **Develop a mentor program for staff and community members to mentor students.**
3. **Continue to research and develop additional staff wellness activities.**
4. **Enhance internal communication within the district.**
  - a. Staff to staff PK-12.
  - b. Administration to staff PK-12.
  - c. Staff to administration PK-12.

#### D. **Technology**

1. **Develop a long-range technology plan for infrastructure and process skills.**
  - a. Review our network infrastructure, instructional devices, and project any immediate and future needs.
    - i. Annually evaluate the need for changes or updates to the network infrastructure.
    - ii. Annually evaluate the need for instructional devices.
  - b. Develop an ongoing professional development plan that incorporates technology to enhance educational outcomes.
    - i. Develop a baseline of technology proficiency for staff.
    - ii. Utilize the baseline assessment to set professional development goals for staff members.
    - iii. Develop individual professional development training plans to meet the professional development goals.
  - c. Establish a scope & sequence for the use of technology in relation to our curriculum, including research and information skills.
  - d. Develop and implement an internet safety scope & sequence across all grade levels.
  - e. Research and select an appropriate student monitoring program for one-to-one devices
2. **Explore and develop concepts that support the engineering and design process at the elementary level to enhance instructional outcomes.**
3. **Explore information management structure**