

Three Lakes School District

Long Range Plan 2023-2028



Approved:

10.26.2022

District Administrator’s Message

Three Lakes School District has a long tradition of providing educational excellence. Our mission is to teach students to be productive citizens, and we believe the best way to accomplish this is to provide each student with a personalized education that will inspire him or her to become lifelong learners. Our motto, “personal education, lifetime inspiration” captures the spirit of who we are. Education can be measured by academic success, yet we know it includes so much more. Our students demonstrate their well-roundedness in many ways, whether it be preparation for college or technical school, proficiency in workforce readiness skills or the ignited entrepreneurial spark that leads each one to follow his or her own unique path. This success can be directly attributed to generations of community members, educators, families and supporters who have given our students the richest of learning and living experiences.

Long Range Planning Purpose

The Long Range Planning process has been in place for several years. The Board of Education planning retreat team began the process of creating the new Long Range Plan for 2023-2028. Representatives from our stakeholder groups are invited to the table to review the past successes and challenges while focusing on the future. Prior to the meeting, community members had the opportunity to participate in a survey designed to gather information based on demographics, district perceptions, and facilities. Our attention focused on the community survey and we found that the results gave us a better understanding of the perceptions of our respondents. The group reviewed the past five-year plan and discussed goals that were accomplished, ongoing, or no longer pertinent to our future planning. This conversation was deep and rich and helped us identify some key areas to be considered in the long range planning process. This event called for analysis, reflection, discussion and brainstorming all in effort to improve our district in the identified areas. Three areas were identified as our priority long range goals. These included Teaching and Learning, Positive School Culture, and Innovative Communication Connections.

The Long Range Plan is to be considered a living document. As we continually review and analyze our process, the LRP may see some revisions or additions as we chart our course.

Mission Statement

The mission of the School District of Three Lakes is to teach students to be productive citizens. The Board believes the best way to accomplish this is to provide each student with a personalized education that will inspire him or her to become lifelong learners.

A. Teaching and Learning

Formerly referred to as curriculum and instruction, teaching and learning for the outcome of student success is at the heart of what we do and why we are here. Under this we will prioritize the following goals which will be measurable. We believe that every student should engage in rigorous and relevant educational experiences. We will meet our students at their current academic level and provide individualized instruction and learning support. Students and staff will become experts at learning. It is our goal that all students will be engaged in their learning, grow and achieve at their highest level, and upon graduation be college and career ready.

Goal: Students and staff will become expert learners

Objective 1: Provide professional learning opportunities for educational staff.

Objective 2: Develop and implement multiple methods of authentic assessment for students to demonstrate learning.

Objective 3: Embrace and develop individualized learning and teaching options for all students and educators.

Objective 4: Integrate engineering and design process in K-12 programming.

Objective 5: Continue to advance partnership opportunities by growing connections with local businesses.

B. Positive School Culture

A strong and positive school culture is characterized by a clear sense of direction and shared accountability to advance a vision for success, which shapes how teachers and leaders do their jobs. It is built on mutual respect and trust, which are the foundation of learning communities. We recognize positive school culture as the mood of the school. This extends beyond our school programming into our interaction with our community.

Goal: Ensure a safe and welcoming school environment that encourages stakeholder involvement

Objective 1: Embrace our common Three Lakes School District Bluejay culture.

Objective 2: Acknowledge and value the individuality of each community school, Sugar Camp and Three Lakes.

Objective 3: Increase school spirit and pride through student and staff involvement.

Objective 4: Develop a mentorship program between upper and lower grade levels.

Objective 5: Consider the physical environment to enhance health and safety of all.

C. Community Connections

Meaningful communication, engagement and opportunities to connect with our stakeholders lead to stronger relationships and trust across the school community. This includes developing consistent and purposeful messaging in school related matters including co-curricular communications. Nurturing stakeholder relationships through systematic, accurate and timely messaging are very important to the Three Lakes School District. In addition, it is our desire to expand our outreach to a larger audience and feature the many opportunities our school district can offer in educational programming, innovative experiences and the quality of life in the Northwoods.

Goal: Increase engagement and confidence of internal and external stakeholders.

Objective 1: Review and refresh school related communication procedures

Objective 2: Establish districtwide co-curricular communication procedures

Objective 3: Develop a wide-reaching marketing campaign to inform, invite and recruit potential new families and students into our destination district.

Objective 4: Explore expansion of birth-to-four early connections/opportunities

Teaching and Learning Action Plan

<p>Goal: Students will become expert learners through rigorous, relevant and individualized instruction.</p>		
Objective	Action	Responsible/Lead
<p>Objective 1: Provide professional learning opportunities for educational staff.</p>	<ul style="list-style-type: none"> ● Educational staff will actively participate in professional learning opportunities and best instructional practices. Professional development coursework is aligned to the district identified areas of need. ● Instructional coaching will provide a safe and risk-free environment to develop our expertise as educators. 	<ul style="list-style-type: none"> ● Admin.Team ● CESA 9 ● Amy Johnson

	<ul style="list-style-type: none"> ● Top Ten Tools ● Keys to Literacy ● Co-teaching ● Inclusive Learning Communities for Special Education staff ● District Leadership Team Development ● Common Professional Development Day CESA 9 October 10 Event (annual) 	<ul style="list-style-type: none"> ● Amy Johnson ● TTT /video ● Amy Johnson ● KtL/video ● Casey G. CESA Kari Volk ● Casey G. CESA Kari Volk ● Karie Jo B./CESA ● All instructional staff and administrators
<p>Objective 2: Develop and implement multiple methods of authentic assessment for students to demonstrate learning.</p>	<ul style="list-style-type: none"> ● Educators will acknowledge and encourage implementation of multiple measures for students to demonstrate learning, growth, knowledge and discovery of explored concepts. ● Grade level common meeting time with data focus on universal screener results to adjust instructional plan and incorporate additional assessment choices. 	<ul style="list-style-type: none"> ● Teachers, principals, interventionists ● Teachers, principals, interventionists
<p>Objective 3: Embrace and develop individualized learning options for all students and educators.</p>	<ul style="list-style-type: none"> ● WIN-What I need: Students and educators will honor and preserve time designated for students to access support as well as participate in enrichment activities to expand their interests and passion for learning. 	<ul style="list-style-type: none"> ● Principals, teachers, students
<p>Objective 4: Integrate engineering and design process K-12</p>	<ul style="list-style-type: none"> ● Provide STEAM experience through expanded art/tech programming at K-6 grade levels. 	<ul style="list-style-type: none"> ● Steve G. ● Erin Wallschlaeger ● K-6 Teachers

<p>Objective 5: Continue to advance partnership opportunities by growing connections with local businesses</p>	<ul style="list-style-type: none"> ● Further expansion of the School Business Directory. ● Onboard new businesses for expanded partnership and STW experiences. ● Career Readiness Community of Practice: Careers in the Classroom-DPI program, schools meet with other state schools, staff informed, once a month. ● Academic Career Plan District Team TBD. ● Re-establish Career Fair. 	<ul style="list-style-type: none"> ● Ryan Bock, HS Business Teacher ● Ryan Bock and businesses ● Ryan Bock, Sara Stieve, Marc Busko, Luke Statz, David Ditzler ● District Team ● District staff, representatives from content areas, school counselors, community and state partners
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Positive School Culture Action Plan

<p>Goal 1: Ensure a safe and welcoming school environment that encourages student involvement.</p>		
Objective	Action	Responsible/Lead
<p>Objective 1: Embrace our common Three Lakes School District Bluejay culture</p>	<ul style="list-style-type: none"> ● Review discussion from LRP meeting ● Identify strengths and concerns 	<ul style="list-style-type: none"> ● Admin and Cabinet team ● Admin, Cabinet and staff team
<p>Objective 2: Acknowledge and value the individuality of each community school, Sugar Camp and Three Lakes</p>	<ul style="list-style-type: none"> ● Highlight programs and events specific to each school building. 	<ul style="list-style-type: none"> ● Principals, Teachers, PTO, SCO, Social media platforms
<p>Objective 3: Increase school spirit and pride through student and staff involvement</p>	<ul style="list-style-type: none"> ● Review current participation of students and staff in activities to 	<ul style="list-style-type: none"> ● Admin, cabinet and staff team.

	<ul style="list-style-type: none"> form a data baseline ● Review current Fall and Winter Homecoming participation, activities and involvement ● Identify primary leaders/participants in group events such as Homecoming, NHS, Athletic Banquets, 4th of July Parade, etc. 	
Objective 4: Develop a mentorship program between upper and lower grade levels	<ul style="list-style-type: none"> ● Seek information from students and staff; develop a program where mentorships begin at early grade levels and continue into upper level years. Upper levels connect with lower levels for social and emotional, academic and school spirit engagement and support. 	<ul style="list-style-type: none"> ● Counselors, Principals, teachers, and driven by student interest and feedback.
Objective 5: Consider the physical environment to enhance health and safety of all.	<ul style="list-style-type: none"> ● Facilities assessment prioritizing operational, maintenance and learning space. ● Sugar Camp Building- Common and 4K learning space improvements ● Outdoor/athletic facilities priorities. 	<ul style="list-style-type: none"> ● Admin, Buildings and Grounds ● Admin, Buildings and Grounds ● Admin, Buildings and Grounds, Athletic Director, coaches

INNOVATIVE COMMUNICATION & CONNECTIONS ACTION PLAN

Goal 1: Increase engagement and confidence of internal and external stakeholders.

Objective	Action	Responsible/Lead
Objective 1: Review and refresh school related communication procedures	<ul style="list-style-type: none"> ● Review current communication procedures and protocols. ● Develop a work flow of procedures, already in place, put into documentation. 	<ul style="list-style-type: none"> ● Jen West/Teri Maney
Objective 2: Establish districtwide co-curricular communication procedures	<ul style="list-style-type: none"> ● Enhance the communications and programming between traditional co-curricular programs and community recreation programs. 	<ul style="list-style-type: none"> ● AD/Principal/Jen West
Objective 3: Develop a wide-reaching marketing campaign to inform, invite and recruit potential new families and students into our destination district.	<ul style="list-style-type: none"> ● Develop an updated yearly marketing brochure and digital/video. ● Timely updates of the website, Board Docs, and Youtube. ● Explore other platforms for reaching a broader audience. 	<ul style="list-style-type: none"> ● Jen West/Teri Maney ● Jen West/Teri Maney ● Jen West/Teri Maney
Objective 4: Explore expansion of birth-to-four early connections/opportunities	<ul style="list-style-type: none"> ● Build family-school connections through outreach programming with new parents. ● Full day 4K review. ● Expansion of Story Hour Program, joint District/Demmer collaboration 	<ul style="list-style-type: none"> ● Kari Volk/Teri Maney ● Kari Volk/Teri Maney/Principals ● 4K Teachers, Amy Johnson, Kari Volk ● Teri Maney

	<ul style="list-style-type: none">• Forming a PAC group through CESA 9 to work with our WI legislature to fully fund all day 4K programming.	
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Note: This is a living document and will be reviewed, revised and updated as determined by the completion of current and identification of additional objectives. The Board of Education will be kept informed of the process.