

Iowa-Grant School District

2015 - 2020

Strategic Plan

Year 1: 2015-16

Vision

Schools and Community Preparing Students for a Changing World

School District Mission

The Mission of the Iowa-Grant School District is to work in partnership with the community to empower all students to reach their full potential as responsible individuals who strive for life-long learning to successfully compete in an ever-changing global society.

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D1.0

STUDENT ACHIEVEMENT - The school district will create an exceptional learning environment that engages, challenges, and supports students, preparing them to be ethical responsible citizens in a connected world and to successfully pursue further learning and other post-secondary opportunities.

School Board Commitments

1. Provide support of student achievement efforts by holding school personnel accountable for student learning results, reviewing district and building goals, and providing necessary materials and resources for student learning
2. Provide support by employing highly trained and innovative instructors
3. Provide support by supplying resources for professional development

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Align Core Curriculum with standards: Common Core Initiative	Implement McGraw-Hill Wonders reading program in K-6 Implement HMH Collections Program for 6-10 Language Arts Follow-up implementation of Math Expressions		Teachers, principal, superintendent, McGraw-Hill, Houghton Harcourt	
Align Core Curriculum with standards: National Science Standards	Provide teacher training on Science Standards Investigate materials as needed for implementation	2015-17	CESA #3, teachers, principal	
	Purchase materials as needed to implement National Science Standards	2016-18	Teachers, principal, superintendent	
Align Core Curriculum with standards: National History/Geography/ Civics Standards	Provide teacher training on Social Studies Standards Investigate and implement materials as needed for implementation	2015-17	CESA #3, Soc Studies Council, Superintendent	
	Replace 7-8 Social Studies books	2015-16	7-8 SS Teachers, Principal, Superintendent	
Assess Civics Education	Implement required Civics Exam to HS students	2016-17	HS Principal, SS Teachers	
Implement PLC format and function	Require student-need driven conversations among teams and across grade levels using time allocated during the year and summer work	2015-2020	Teachers, principals, superintendent	
	Provide teacher training in data analysis and formative assessments	2015-17	Superintendent, principals, CESA #3, MAP trainer	
Align Assessment programs with district/student needs	Implement Forward Exams in grades 3-8 & 10 and ACT Suite testing in grades 9-11	2015-16	Teachers, principals, superintendent	
	Determine use and frequency of MAP testing	2015-17	Teachers, principals, superintendent	

	Determine use and frequency of Benchmark and PALS testing	2015-17	Teachers, principals, superintendent	
	Determine instrument for required reading readiness test for primary grades	2015-17	Teachers, principals, superintendent	
Refine Rtl Process and Progress Monitoring	Determine progress monitoring tools for math for Tiers 2 and 3	2015-16	Teachers, principals, superintendent	
	Investigate and implement instructional materials and strategies for Tier 3 math intervention	2015-16	Teachers, principal, school psychologist	
Implement Teacher Effectiveness Model	Transition to monitoring tool as required by DPI	2015-17	Principals, superintendent	
	Implement PPG and SLO process for all teachers	2015-20	Principals, superintendent	
	Provide staff development training as needed for EE implementation	2015-20	DPI, CESA #3, Principals, Superintendent	
Increase Rigor and Relevance of teaching and learning	Provide more connections of learning to real world situations and problem solving	2015-20	Teachers, principals	
	Provide collaborative teaching/learning models for all grades	2015-20	Teachers, principals	
	Provide hands-on learning experiences when possible and productive	2015-16	Teachers, principals	
Provide for differentiated learning paths	Reformulate use of library spaces to reflect 21st Century learning needs	2015-20	Librarian, Principal, Superintendent	
	Provide alternative pathways for credit attainment	2015-16	Guidance, principal, superintendent	
	Provide teacher training on differentiation	2015-20	Teachers, Principal, Superintendent	
	Define and implement GT Identification model and instructional strategies	2015-20	GT Coordinator, Superintendent, Principals	
Implement standards-based report cards	Monitor K-4 report card model and adjust as needed	2015-17	Teachers, Principal	
	Design and implement 5-8 standards-based report cards	2017-18	Teachers, Principal	
	Investigate feasibility of high school standards based report cards	2017-18	Teachers, Principal	
Commit district curricula to documentation format	Investigate state of the art software models for using UBD as curriculum description and documentation	2016-20	Principals, superintendent, CESA #3	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D2.0

TECHNOLOGY - The school district will provide technology infrastructure, tools, and instruction to create learning and teaching opportunities, provide for innovation and creativity, provide for application of learning, provide teacher training, connect to the broader learning community, provide for parent and community connections, and ensure ethical and responsible use.

School Board Commitments

1. Provide support for technology by providing resources to ensure the district does not fall behind in this area
2. Provide support for technology by reviewing and endorsing the district technology plan
3. Provide support for technology by encouraging digital learning opportunities for students, staff, and community

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Update Infrastructure Capacity	Continue to update wiring closets and connectivity between the closets.	2016-2020		
Increase bandwidth	Contact TEACH about purchasing additional bandwidth with the hope that the increased connectivity will be subsidized by e-Rate/state funding.	Spring 2016	Technology Coordinator, Superintendent	
Implement 1-1 learning environments	Purchase devices for upcoming freshmen. Continually look for the best device to fit the needs of the students.			
Update Wireless Network	Controller(s) Replacement and AP replacement. Possible increase in coverage to include outdoor areas.	Summer 2017	Technology Coordinator	
Teach students the appropriate and ethical use of technology	Implement ethical use instruction throughout the disciplines and on a continuing basis	2016-2020	Technology Coordinator, Superintendent, Principals, Guidance, Library-Media Specialist, Teachers	
Train staff in the use of technology for educational purposes	Provide opportunities for staff to update curriculum and teaching techniques using technology. Provide the staff development to support the changes	2016-2020	Technology Coordinator, Superintendent, Principals, Library-Media Specialist	
Update staff devices	Explore/Price a mobile device that would be used at school and be able to be taken home along with pricing a replacement PC.	Summer 2017	Technology Coordinator	
Update middle school/high school classroom technology	Replace defunct projectors with higher lumen projectors which include HDMI technology or LED TVs. Update classroom audio systems. Update/replace document viewers. Replace Chromebooks/Apple TVs.	2016-2020	Technology Coordinator, Tech Support, Superintendent, Business Office	

Monitor age of elementary classroom technology	Replace iPad 2 devices in elementary classrooms. Replace defunct projectors with higher lumen projectors which include HDMI technology. Update classroom audio systems. Update/replace document viewers.	2016-2020	Technology Coordinator, Tech Support, Superintendent, Business Office	
Monitor Life of Servers and other service devices	Update video surveillance servers Update/Replace Host Server and SAN Update/Replace Disaster Recovery Device Purchase and replace legacy drives in computer labs with solid state drives	2018 2016-2017 2018 Summer 2016 & 2017	Technology Coordinator, Tech Support, Superintendent, Business Office Technology Coordinator, Tech Support, Superintendent, Business Office Technology Coordinator, Tech Support, Superintendent, Business Office Technology Coordinator	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D3.0

SCHOOL ENVIRONMENT - The school district will strive to create a safe, supportive, respectful, and encouraging environment for all students, staff, and community members that fosters strong relationships.

School Board Commitments

1. Provide support for school environment by providing policies of equity and appropriate disciplinary measures
2. Provide support for school environment by employing highly trained and caring individuals

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Increase awareness and strategies for dealing with difficult students, parents, situations	Provide training for teachers and staff in trauma-induced behavior Provide training for teachers and staff in identifying abuse and potential abuse situations	2015-20	Principals, Guidance Counselors, Teachers	
Maintain positive employee-employer relations during changing times	Continue to create collaborative work atmosphere through leadership teams, PBIS, faculty activities, communications, negotiations, faculty meetings	2015-20	Superintendent, Principals, Teachers, Business Office, Attorney	
Improve student social skills	Identify character building activities Building level training provided system Collect data and monitor program	2015-20	Principals, Director of Special Education, Guidance Counselors, Teachers	
Involve parents and families in positive parenting and behavioral management	Parent meetings with teachers Parent meetings with counselor Parent meetings with principal	2015-20	Counselors, Teachers, Principals	
Improve building response to student behavior/needs	Utilize PBIS monitoring and data collection system Provide training to teachers/staff Provide prevention and awareness for students Deliver discipline and agency intervention as needed	2015-20	Superintendent, Principals, Psychologist, Counselors, Speakers, Police Department, Social Services	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D4.0

COMMUNITY PARTNERSHIPS - The school district will seek to strengthen community partnerships and teach students responsible citizenship through parent and community involvement, volunteerism, community service, and service learning.

School Board Commitments

1. Provide support by encouraging new opportunities in community partnerships

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Grow Current Partnerships	Review existing partnerships Look for opportunities for growth Continue to work with Education Foundation Continue to work with employers to expand school to work opportunities Continue to work with PTA and booster organizations Continue to work with library boards	2015-20	Teachers, Parents, Principals, Superintendent, Counselors, School Board Counselors, Teachers, Principals, CESA #3 Teachers, Parents, Principals Teachers, Superintendent	
Foster New Opportunities	Involve parents in strategic plan process Use website and other technology for increasing parent communication Continue as needed "push" communications with parents	2015-16 2015-20 2015-20	Superintendent, Principals, School Board Teachers, Principals, Superintendent, Technology Coordinator Principals, Technology Coordinator	
Investigate flexible scheduling opportunities for home school students	Limited academic course registration available Wisconsin Virtual School Wisconsin Rural Academy	2015-20	Superintendent, Guidance Counselors, Technology Coordinator	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D5.0

FISCAL RESPONSIBILITY - The school district will be prudent stewards of resources through rigorous planning and budgeting and will build further resources by enhancing public and private support for public education.

School Board Commitments

1. Provide support by evaluating the budget and implementing cost saving measures to deal with reductions in state support of education
2. Provide support by encouraging business partnerships and pursuing grant opportunities
3. Provide support by encouraging innovative strategies for service delivery and instructional delivery

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Prepare Annual Budgets	Identify possible savings a. Budget-conscious negotiations b. Consider any possible preliminary layoffs or program reductions c. Consider savings as offered for health benefit coverage	2015-20	Superintendent, Business Office	
Reduce Annual Budgets	Operational Expenses a. Freeze or reduce budgets b. Control energy usage	2015-20	Superintendent, Business Office	
Program Savings	a. Identify low priority programs for cuts b. Communicate Reductions with Board, Staff and Community c. Consider reductions of co-curricular programs	2015-20	Superintendent, Business Office	
Increase Revenue	a. Prepare for operational referendum b. Seek out grant opportunities c. increase student population	2015-20	Superintendent, Business Office, School Board	
Provide online instructional opportunities	Wisconsin Virtual School Wisconsin Rural Academy OdysseyWare Study Island	2015-20	Superintendent, Guidance Counselors, Technology Coordinator	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue D6.0

FACILITIES: The school district will use environmentally-conscious planning to continue to maintain and update facilities to serve as a resource for the communities and to ensure a quality education for students.

School Board Commitments

1. Provide support by providing resources to maintain and enhance school facilities
2. Provide support by encouraging energy-efficiency measures

District Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Improve building safety	Remodel HS Office Area	As determined	School Board Maintenance Director Business Manager Superintendent	
	Asphalt parking lot resurfacing	2017-18		
	Fire alarm system 911 calling	2015-16		
	Wavy carpet replacement	2015-2018		
	Fence-in IGEMS playground area-	As determined		
Reduce energy use	Replace roofs of both buildings	2016-18	School Board, Maintenance Director, Business Manager, Superintendent	
	Install Low Energy Lighting in HS Cafetera/ Mall area	2015-16		
	Install Pneumatic Controls	As needed		
	Replace phone and paging systems at both buildings	2015-16		
Improve instructional use opportunities at IGHS	Install air conditioning in lower and upper mall areas of HS	2016-18	School Board, Maintenance Director, Business Manager, Superintendent	
Improve instructional use opportunities at IGEMS	Reorganize middle school library for 21st Century applications	2015-17	Maintenance Director, Principal, Librarian, Superintendent	
Improve functionality/appearance of buildings	Refurbish 4 HS bathrooms	2016-18	School Board, Maintenance Director, Business Manager, Superintendent	
Continue annual maintenance of district facilities	Asbestos Removal	2015-17	School Board, Maintenance Director, Business Manager, Superintendent	
	Epoxy flooring installations	2015-17	School Board, Maintenance Director, Business Manager, Superintendent	
	Replace some carpet in room 100 and repaper outside 100 and hallway to cafeteria	2016-17	School Board, Maintenance Director, Business Manager, Superintendent	

Iowa-Grant School District 2015-2020 Action Plan Grid

Board Commitments D7.0

Board Overview

Board Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Finance	Prepare for annual budgets by considering reductions in personnel savings, operational expenses, and program savings	2015-20	Administration, Business Manager, School Board	
Student Achievement	Review and monitor student achievement goals	November 2016 Board Preview of Action Plan June 2017 Board Review of Goal Accomplishments	Board Members	
Student Achievement	Provide necessary resources for student learning programs and materials Recognize student accomplishments at Board Meetings	2015-20	Board Members, Superintendent, Principals	
Community Partnerships	Continue Partnerships with civic leaders and community organizations Identify additional ways to draw more people into the schools	2015-20	School Board - Administration School Board - Administration	
Facilities	Identify long-range projects that need to be accomplished and analyze funding mechanisms	2015-20	School Board-Administration, Director of Building/Grounds	
Technology	Identify funding to support technology infrastructure and instructional tools	2015-20	School Board-Administration, Business Office	

Iowa-Grant School District 2015-2020 Action Plan Grid

"Strategic Issue E1.0

STUDENT ACHIEVEMENT - The school district will create an exceptional learning environment that engages, challenges, and supports students, preparing them to be ethical responsible citizens in a connected world and to successfully pursue further learning and other post-secondary opportunities.

School Board Commitments

1. Provide support of student achievement efforts by holding school personnel accountable for student learning results, reviewing district and building goals, and providing necessary materials and resources for student learning
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Building Goals	Steps / Action	Timelines	Responsible	
Continue Response to Intervention in Grades PK-8	Identify students in need of intervention. Meet to address needs of students. Select and use appropriate intervention strategies to use with students. Continue to develop Tier 2 progress monitoring. Use RTI Log to record progress. Implement Special Education Identification Requirements.	2015-2020	Teachers, Reading Specialist, Director of Special Education, Counselor	
Ensure IGEMS has highly effective teachers and paraprofessionals	Continue new teacher mentoring program. Provide opportunities for co-teachers to plan together. Develop checklist of information to share with new employees. Provide training for teachers on <i>Wonders</i> reading curriculum.	2015-2020	Superintendent, Principal, Director of Special Education, Reading Specialist	
Implement standards-based report cards.	Align 4K report card with WI Early Learning Standards and IGEMS elementary report cards Update 5-8 report cards to align with Common Core Standards.	2016-2020	Teachers, Principal Teachers, Principal	
Reading Readiness	Provide staff training on reading readiness assessments. Analyze and use assessment results.	2016-2020	4K-2nd Grade Teachers, Principal, Reading Specialist	
Educator Effectiveness	Attend CESA trainings on Educator Effectiveness. Design SLO (Student Learning Objectives) as required by DPI. Set individual teacher goals for professional progress.	2015-2020	Teachers, Principal	

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Strategic Issue E2.0

TECHNOLOGY - The school district will provide technology infrastructure, tools, and instruction to create learning and teaching opportunities, provide for innovation and creativity, provide for application of learning, provide teacher training, connect to the broader learning community, provide for parent and community connections, and ensure ethical and responsible use.

School Board Commitments

1. Provide support for technology by providing resources to ensure the district does not fall behind in this area
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Building Goals	Steps / Action	Timelines	Responsible
Ensure that all students are technologically proficient	Develop a scope and sequence aligned to ISTE standards for technology instruction in grades 4K-8.	2016-2020	Teachers, Technology Coordinator, Library Media Specialist
	Explore the idea of a "Tech Squad," possibly 7th & 8th grade students, to assist students and staff with technology use.		
Integrate technology into classroom instruction	Provide opportunities for staff to update curriculum and teaching techniques using technology. Provide Smart Board, iPad and other technology training for staff. Provide teachers with user-friendly instructions on technical skills. Provide staff with on-site & off-site technology workshops or conference attendance.	2015-2020	Technology Coordinator, Principal, Library Media Specialist, Teachers
Increase access to technology	1:1 Mini-iPads at 5th-8th Grade Levels. Increase the number of iPads available at other grade levels. Increase number of keyboards for student use.	2015-2020	Technology Coordinator, Principal, Superintendent
Provide learning opportunities for community members	Encourage use of technology and the school's resources for community members.	2016-2020	Technology Coordinator, Principal, Library Media Specialist, Students, Teachers
	Share student-created videos with families to keep them informed about what is happening at school.	2016-2020	
	Technology Evening for Parents.	2016-2020	

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Strategic Issue E3.0

SCHOOL ENVIRONMENT - The school district will strive to create a safe, supportive, respectful, and encouraging environment for all students, staff, and community members that fosters strong relationships.

School Board Commitments

1. Provide support for school environment by providing policies of equity and appropriate disciplinary measures
2. Provide support for school environment by employing highly trained and caring individuals

Building Goals	Steps / Action	Timelines	Responsible
Expand PBIS in Grades PK-6	Train staff in PBIS and in the use of minor misbehavior slips.	2015-2020	PBIS Team, Principal, Counselor
	Use SWIS to track building behaviors and create a plan for reteaching appropriate behaviors to students. Involve teachers in the planning and presentation of PBIS assemblies. Model and teach PBIS behavior expectations with each class. Create a video to introduce recess supervisors & playground rules to students at the start of the school year.	2016-2020	PBIS Team, Principal, Counselor Principal, Teachers, Recess Supervisors
Expand PBIS to Buses	Teach "cool tools" using bus routes instead of homeroom classes. Explore "Bus of the Month" recognition for drivers and students. Implement "Books on the Bus."	2015-2020	PBIS Team, Counselor, Principal, Teachers Bus Drivers & T. Hoffman,, Reading Specialist & M. Divine
Implement Second Step Social/Emotional Curriculum in Grades Kindergarten- 5th	Provide Teachers with time to prepare materials and plan for classroom use. Use a pre and post test to monitor success with the social-emotional program.	2015-2020	Principal, Counselor, K-5 Teachers
Explore "Steps to Respect" or other Social/Emotional Curriculum in Grades 6-8	Study curriculum guides appropriate for grades 6-8 for a social/emotional curriculum appropriate for our needs.	2015-2016	Counselor, Principal, Teachers
	Implement curriculum in Grades 6-8.	2016-2020	
Reorganize and update the IGEMS Library for students and staff.	Discard outdated materials. Move resources for teachers to a different location. Rearrange furniture to provide room for small group activities in the library.	2015-2020	Superintendent, Librarian, Assistants
Update playground equipment and provide a physically and emotionally safe environment for students at recess.	Train older students to be Playground Leaders for younger students at lunch recess.	2016-2020	PBIS Team, Principal, Counselor, Playground Supervisors, Teachers

	Secure necessary funds through donations, fund-raisers, and grants to install new playground equipment.	2015-2017	PTC, Staff Members, Principal, Superintendent, Community Members	
	Explore the idea of placing a "Buddy Bench" for students on the playground.	2015-2027	PTC, Staff Members, Principal, Counselor	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue E4.0

COMMUNITY PARTNERSHIPS - The school district will seek to strengthen community partnerships and teach students responsible citizenship through parent and community involvement, volunteerism, community service, and service learning.

School Board Commitments

1. Provide support by encouraging new opportunities in community partnerships

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Promote Family Involvement	Family Reading Fest Promote PTC Membership Livingston/Montfort Family Preservation Committee Grandparents' Day Family Events (school day and evening) 4-K & 8th Grade Team Home Visits Provide Free Babysitting at Parent/Teacher Conferences Music Concerts & Holiday Programs	2015-2020	Teachers, Principal, Reading Specialist, Library Media Specialist, Assistants PTC Liason, Teachers, and PTC Members J. Slack & Committee 2nd Grade Teachers IGEMS Staff, Principal 4-K & 8th Grade Teachers Student Council Members and Advisors Music Teachers, Principal, Classroom Teachers	
Promote Community Services & Partnerships	Survey parents on topics of program interest: parenting classes, internet safety, etc. and preferred time for parent programs. Fine Arts Night (K-12) "Secret Santa" Golf Outing Host UW-Platteville Pre-Student & Student Teachers and SW-Tech Field Study Students Roadside Clean-Up Promote Community Public Libraries & Reading Programs Jump Rope for Heart Staff Silent Auction (to Charity of Choice) Veterans' Day Program Memorial Day Program	2015-2020	Principal Fine Arts Teachers J. Schulting & Staff Members 4K-8 Teachers 7-8 Students & Teachers Reading Specialist & Teachers PE Teachers H. Allen & M. Lenzendorf (Organizers) and Staff Members IGEMS Music Staff & Students, B. Boland, Superintendent Music Teachers & Band Students	

	<p>Community Festival Parades</p> <p>Thematic Day (Careers, Environment, etc.) Involving Community Members as Presenters</p> <p>Penny War and Caps for a Cure (Relay for Life)</p> <p>Food Drive</p> <p>Explore the idea of a Community Involvement Team for Staff Members</p> <p>Toy Drive</p>	<p>2016-2020</p> <p>2015-2020</p>	<p>Music Teachers & Band Students</p> <p>Teachers, Principal</p> <p>Student Council Students & Advisor</p> <p>Above the Influence Students & Advisor</p> <p>Principal, Leadership Team, Staff Members</p> <p>D.Breuer, A. Belken, Local Members of Community, Teachers</p>	
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Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue E5.0

FISCAL RESPONSIBILITY - The school district will be prudent stewards of resources through rigorous planning and budgeting and will build further resources by enhancing public and private support for public education.

School Board Commitments

1. Provide support by evaluating the budget and implementing cost saving measures to deal with reductions in state support of education
2. Provide support by encouraging business partnerships and pursuing grant opportunities
3. Provide support by encouraging innovative strategies for service delivery and instructional delivery

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Manage Building Funds efficiently and for maximum benefit	Analyze building budgets annually for areas of savings.	2015-2020	Principal, Teachers, Coaches	
	Explore option of developing a Grant Writing Team.	2015-2020	Principal, Leadership Team, Superintendent	

Iowa-Grant School District 2015-2020 Action Plan Grid

Strategic Issue H1.0

STUDENT ACHIEVEMENT - The school district will create an exceptional learning environment that engages, challenges and supports all students, successfully prepares students to pursue further learning and other post-secondary opportunities, and prepares them to be responsible global citizens.

School Board Commitments

1. Provide support of student achievement efforts by holding school personnel accountable for student learning results, reviewing district and building goals, and providing necessary materials and resources for student learning
2. Provide support by employing highly trained and innovative instructors
3. Provide support by supplying resources for professional development

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Adopt and align Math Common Core Standards	1) Implement/increase literacy & mathematical rationalization in curriculum, 2) Implement critical thinking skills so students can rationalize & explain answers, 3) Use a variety of problem-solving techniques 4) Implement new text books into curriculum. 5) Implement math specific study hall time that follows class time. 6) Align curriculums across building and district.	2015-2020	Teachers and Principal	
Adopt and align English Common Core Standards	1) Utilize Six Traits grading system for writing projects, 2) Standardize analysis strategies for vocabulary, 3) Improve questioning techniques for more critical thinking, 4) implement core standards into curriculum. 5) Implement new Reflection series into curriculum. 6) Align curriculums across building and district.	2015-2020	Teachers and Principal	
Adopt and align Science Common Core Standards	1) Attend trainings on Science standards. 2) Purchase materials(books, curriculum) as needed for implementation. 3) Align curriculums across building and district.	2015-2020	Teachers and Principal	
Adopt and align Social Studies Next Generations Standards	1) Implement new Civics curriculum and exam into curriculum. Attend future trainings on Social Studies Standards. 2) Implement new materials as needed for implementation 3) Align curriculums across building and district.	2015-2020	Teachers and Principal	

Improve instructor efficiency.	1) Inform/communicate with staff on professional development opportunities, 2) Obtain input from staff on staff development, 3) Explore outside opportunities for professional development (UWP, Viterbo, etc.) 4) Attend differentiated training, 5) Present ideas & options at in-service, 6) Attend UBD training, 7) Implement UBD units, using new software, 8) Continue with our Mentor program. 9) Explore visits to outside businesses to gain insight to what skills they need from our students as they enter the work force. 10) Attend small group training on Technology in the classroom.	2015-2020	Principal	
Implement Wisconsin Academic and Career Planning model.	1) Investigate and implement materials/curriculum s needed for implementation. 2) Attend trainings as model is presented to us from DPI.	2017-2018	Principal, Guidance Department and Teachers	
Communicate curriculum to students and parents.	1) Submit any parent guide information to principal for inclusion in overall guide. 2) Keep guide up to date yearly	2015-2020	Teachers	
Further promote PLC structure.	1) Meet 1 to two times a month to talk about academic growth, curriculum needs, student behavior, and how to better serve our at-risk students. 2) Implement grade level teams that meet one time a month that monitor academic growth, curriculum needs, student behavior, and how to better serve our at-risk students	2015-2020	Teachers and Principal	
Standard based report cards	1) Investigate feasibility of high school standards based report cards. 2) Research other schools if it seems possible.	2016-2020		

Strategies to improve student performance.	1) Continue Resource at the middle of the school day, 2) Attend Rtl training, 3) Organize Rtl team, 4) Write Rtl remedial plan, 5) Train teachers on IGHS Rtl process, 6) Implement Mrs. Erickson's GT/ELL plan, 7) Hold staff meeting at the end of the year to see what changes need to be made, 8) Add enrichment offerings during resource so that students have other outlets during this time. 9) Continue to prepare students for State Testing. 10) Implement silent reading into the day. 11) Expose students via class trips to surrounding businesses to gain exposure to those jobs that are available and the requirements of those jobs-hands on and real world experiences. 12) Continue to provide and expand on collaborative teaching. 13) Push students to take AP/Transcribed and advance standing courses. 14) Look at alternative means of earning credit	2015-2020	Teachers and Principal	
High school curriculum to documentation format	Implement software model that uses UBD format for curriculum description and documentation.	2015-2020	Principal, Superintendent, CESA 3	
Make connections to improve global citizenship.	1) Continue LNP unit every other year, 2) Contact speakers to make classroom presentations (ex. Amish, Mexican-Americans), 3) Research and implement additional cross-cultural activities into English, science, and social studies curriculum. 4) Research and implement Empathy Awareness in the building- Promote minority awareness and gender awareness		Teachers and Principal	
Align Assessments	1) Continue to implement and support ACT suite testing in grades 9-11 2) Continue to look at data this testing provides to see where we can improve. Determine instrument for required reading readiness test for primary grades.	2015-17	Teachers, Principal and Superintendent	

Implement and further understand Teacher evaluation model	1) Attend CESA trainings. 2) Continue to use Danielson model. 3) Continue to do self-evaluations and set professional goals to demonstrate professional growth. 4) Continue to design SLO's to improve student growth	2015-2020		
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Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue H2.0

TECHNOLOGY - The school district will provide technology infrastructure, tools, and instruction to create learning and teaching opportunities, provide for innovation and creativity, provide for application of learning, provide teacher training, connect to the broader learning community, provide for parent and community connections, and ensure ethical and responsible use.

School Board Commitments

1. Provide support for technology by providing resources to ensure the district does not fall behind in this area
2. Provide support for technology by reviewing and endorsing the district technology plan
3. Provide support for technology by encouraging digital learning opportunities for students, staff, and community

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Update Infrastructure Capacity	1) Continue to update wiring closets. 2) Make sure classrooms have consistent access to wireless network. 3) Make sure one to one technology is functioning appropriately.	2015-2020	IT Department	
Implement 1 to 1 learning environment	1) Purchase devices for incoming freshman and seniors. 2) Continue to look at devices we are using at high and find best fit. 3) Send staff to trainings so that they appropriately integrate the technology into their curriculum.	2016-2018	IT Department/ Administration	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue H3.0

SCHOOL ENVIRONMENT - The school district will strive to create a safe, supportive, respectful, and encouraging environment for all students, staff, and community members that fosters strong relationships.

School Board Commitments

1. Provide support for school environment by providing policies of equity and appropriate disciplinary measures
2. Improve student behavior and social skills

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Increase awareness and strategies for dealing with difficult students and parents and improve building response to the students behavior and needs.	1) Utilize character building activities 2) Provide training for teachers/staff 3) Deliver discipline and agency intervention as needed. 4) Provide staff training in trauma induced behavior.	2015-2020	Administration/Teachers	
Maintain positive staff atmosphere.	1) Conture to create collaborative work atmosphere through: building pot lucks, staff meetings, PLC meetings, leadership and district leadership teams, district luncheons.	2015-2020	Administration/Teachers	
Introduce, train, use district plan for bullying & harassment.	1) Increase awareness of positive behavior, 2) Promote staff consistency on enforcing school rules, 3) Implement board-approved bullying & harassment policies, 4) Monitor student behavior on campus: classrooms, halls, cafeteria, bathrooms, etc., 5) Promote more positive student interactions through character program, 6) Increase awareness of academics	2015-2020	Teachers and Principal	

<p>Grow the high school character program</p>	<p>1) Continue current end-of-year activity with community service, 2) Implement additional character actives that promote more positive student interactions--pep rallies, 3) Collect feedback from both students and community on activities, 4) Use feedback to monitor & improve program, 5) Attend "Group" staff/facilitator training on mentoring and character building 6) Increase students awareness with more opportunities for community service. 7) Add "mentoring course" for freshman. 8) Bring in outside resources to assist with students who have needs-- Family Advocates. 9) Continue to bring in outside programs that talk about good choices, character. 10) Promote school activity organations that hold activities in the building that promote a positive school atmosphere</p>	<p>2015-2020</p>	<p>Teachers and Principal</p>	
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Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue H4.0

COMMUNITY PARTNERSHIPS - The school district will seek to strengthen community partnerships and teach students responsible citizenship through parent and community involvement, volunteerism, community service, and service learning.

School Board Commitments

1. Provide support by encouraging new opportunities in community partnerships

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Grow current partnerships	1) Continue end-of-year clean-up activity, 2) Through use of defined school calendar, encourage more public to attend school events, 3) Continue work with booster clubs and organizations that support the high school, 4) Continue community fitness center, 5) Open the high school facilities (gym, weight room) so that students and community have access to facilities, 6) Increase positive communication with parents (ex. teacher notes, administration notes, awards, honors, etc.), 7) Continue with Seasonal Concerts, 8) Increase reporting positive things in local papers, 9) Continue the promotion of greenhouse sales, 10) Continue Veterans Day Program, 11) Continue Community Festival and parades, 12) Continue Freshman Orientation, 13) Continue Junior Conferences, 14) Continue and foster school to work opportunities 15) Continue parent-teacher conferences. 16) Continue sending art projects out to libraries, 17) Continue FFA involvement in Iowa-County cattlemen steak feed, 18) Continue Band marching during summer, 19) Continue FFA activities at school-Petting Zoo	2015-2020	Teachers and Principal	
Foster new opportunities	1) Implement additional activities where students participate in community, 2) Consistently keep community aware of school events via yearly calendar, Website, e-mail, etc. 3) Add field trips to surrounding local businesses and colleges to promote academic and career readiness with both the teacher and students. 4) Bring in local business leaders to talk to students and staff to promote academic and career readiness. 5) Foster new ways to communicate with our parents	2015-2020	Teacher, Principal and Tech Coordinator	

Iowa-Grant School District 2012-2015 Action Plan Grid

Strategic Issue H5.0

FISCAL RESPONSIBILITY - The school district will be prudent stewards of resources through rigorous planning and budgeting and will build further resources by enhancing public and private support for public education.

School Board Commitments

1. Provide support by evaluating the budget and implementing cost saving measures to deal with reductions in state support of education
2. Provide support by encouraging business partnerships and pursuing grant opportunities
3. Provide support by encouraging innovative strategies for service delivery and instructional delivery

Building Goals	Steps / Action	Timelines	Responsible	Status/Revisions
Manage building funds efficiently and for maximum benefit	1) Analyze building budgets annually for areas of savings. 2) Explore options like grant writing and sites like "Go fund me" to help offset growing costs.	2015-2020	Principal/Teachers/Administration	