



BDUSD Mission Statement

Guiding students. Empowering futures.

BDUSD Vision Statement

Leading the way in student growth and achievement

BDUSD Belief Statements

- We believe that quality instruction is best supported through a relevant, challenging, innovative, and articulated curriculum.
- We believe that all members of the learning community have the responsibility of promoting student well-being.
- We believe that accomplishing personally set goals can promote personal excellence and a healthy sense of self.
- We believe that individuals learn in different ways and at different rates. Therefore, we need to be flexible, open-minded, and creative.
- We believe that meeting and engaging the diverse needs of students ultimately empowers them to find their true potential and be productive in the life and career paths of their choosing.
- We believe that students need tools for thriving in a changing world. These tools include opportunities to develop skills (such as adapting, adjusting, seeking, and accepting change).
- We believe in opportunities for growth and support provided through relevant partnerships in the community.
- We believe that students, families, school staff, and community members share responsibility for developing academically, socially, and behaviorally responsible citizens. We further believe that all members of our learning community should take pride in their roles; commit to excellence; and demonstrate compassion, empathy, and respect.
- We believe that collaboration skills are important to foster in adults and students alike.
- We believe in making today's decisions with an eye to the future so that the school district may deliver exceptional results over a sustained period of time.



Core Strategic Plan: 2014-2018

Core Strategies

The following four core strategies organize our continuous improvement work at the district and at the school level. We will focus on key performance objectives each year within these core strategies in order to meet our mission and vision for student learning.

Student Growth and Achievement

- Improve growth and achievement for each student, each year through personalized learning, continual data reflection, fluid delivery of services/supports, and leadership development.

Staff Effectiveness and Development

- Support all staff in attaining levels of professional effectiveness through an investment in measurable staff development and expanded opportunities for leadership.

Facilities and Operations

- Analyze facilities and operations to address needs with an eye to the future.

District and Community Engagement

- Improve collaboration, strengthen relationships, and build partnerships among all, whether internal or external to the school district.



Key Performance Objectives and Milestones 2016-17

Student Growth and Achievement

<i>Milestones</i>		<i>Primary Responsibility</i>	<i>Deadline Check-In</i>
Develop, implement, and utilize common assessments K-12 in all curricular areas to enhance the tiered model of academic supports (RtI) and to increase student academic achievement.			
1	Create an inventory and a resource map of formal assessments (Elementary, Middle School, High School)	Sandra	10/1/16
2	Analyze content area assessments for alignment to the standards (identify gaps and holes, and standards not assessed)	Sandra	4/1/17
3	Create a framework of alignment with curriculum, assessment, instruction, and reporting	Sandra	6/1/17
Create a structure to the elementary day to best support the academic achievement of all elementary students.			
1	Determine the impact of 30 / 60 minute Art - Music - Phy Ed courses on the daily schedule and staffing for grades K-5	Jesse	1/2017
2	Examine the impact of standardizing the current 100 flexible minutes in the work day on staff schedules and collaboration opportunities	Jesse	2/2017
3	Align elementary Art - Music - Phy Ed teaching loads with that of elementary classroom teachers	Jesse	2/2017
4	Assess and determine the most equitable and efficient method of delivering elementary band, orchestra, and chorus offerings across the district	Jesse	2/2017
5	Complete a cost analysis of a common elementary school start and end times, including transportation and staffing costs	Jesse	3/2017
6	Create a communication plan to inform staff and community members regarding scheduling changes to take place in 2017-2018 and 2018-2019	Jesse	4/2017
Implement tiered academic and behavioral supports through a collaborative problem-solving process to increase student achievement in reading and math.			
1	Obtain feedback from building principals, student services, Literacy Support Teachers (LST), and teachers regarding Problem-Solving Teams/Building Leadership Teams process; refine processes and procedures for 2016-2017 and 2017-2018	Donna	10/30/16
2	Review the use of segregated Art, Music, and Phy Ed classes	Donna	11/1/16
3	Target support at Middle and High School level to develop a consistent Problem-Solving Team process that includes: universal screening, data review, identification and development of academic interventions.	Donna	12/30/16
4	Develop a Problem-Solving Team process that utilizes a holistic model to address both academic and Social Emotional Learning needs of student.	Donna	6/1/17
5	Develop a collaborative, responsive system of tiered behavioral supports grades K - 12 that promotes the development of social and emotional learning utilizing evidenced based and culturally responsive practices with an emphasis on grades 6 - 12	Donna	6/1/17
Complete a study process to determine the most effective middle school daily schedule and course options that best support student needs. Develop a three-year implementation plan and implement year one at the start of the 2017-2018 school year.			
1	Review the research and literature supporting best practices for middle school schedules	John	9/16/16
2	Research middle school schedules and course offerings	John	9/16/16
3	Visit other middle schools to learn about their schedules and course offerings	John	10/31/16
4	Create and review sample schedules for Beaver Dam Middle School	John	10/31/16
5	Create mock schedules and work through scheduling scenarios	John	11/30/16
6	Report staffing and budgetary impacts	John	12/31/16
7	Revise three-year scheduling framework as needed and share recommended schedule changes and course offerings with Middle School staff	John	12/31/16
8	Share recommended schedule changes and course offerings with board planning committee	John	1/31/17
9	Finalize scheduling recommendation and present to school board	John	2/13/17
10	Address and plan for curriculum work and associated trainings for the adopted changes	John	3/31/17



Key Performance Objectives and Milestones 2016-17

Staff Effectiveness and Development

<i>Milestones</i>		<i>Primary Responsibility</i>	<i>Deadline Check-In</i>
Expand and ensure staff have opportunities to engage in professional learning and development opportunities in the area of technology integration to increase students' abilities to use technology.			
1	Create a district Technology Department structure (weekly tech department meetings, Instructional Technology Integrator (ITI) meetings, monthly district tech committee)	Paul	8/2016
2	Implement Chromebook initiative at the Middle School	Paul	9/2016
3	Design and schedule technology Professional Learning and Development Opportunities for district employees	Paul	9/2016
4	Professional Learning and Development Opportunities model for the Technology Services (SLATE, ISTE, Leyden, Apple, Brainstorm, CESA, ect.)	Paul	10/2016
5	Implement on-line Book Study - Mindset by Carol Dweck Book Study	Paul	12/2016
6	Create a three-year implementation plan for Project Lead the Way (PLTW) - 2017 start	Paul	12/2016
7	Determine device(s) and replacement cycle for the teaching staff devices	Paul	2/2017
8	Design two-year technology plans for each level; High School/Middle School/Elementary and District	Paul	3/2017
9	Create district technology inventory/budgets/and replacement cycles	Paul	4/2017
10	Implement three operating systems: Windows, Apple, Chrome	Paul	6/2017
11	Conduct and analyze Brightbytes (Clarity) survey: students and staff	Paul	7/2017
Implement a comprehensive staff wellness plan with a goal to increase employee mental, physical and professional health.			
1	Present Wellness key performance objective information/milestones to all staff	Laura	9/2016
2	Encourage all staff to take the Health Risk Assessment and Vitality Compass	Laura	9/2016
3	Encourage rearrangement of personal spaces	Laura	9/2016
4	Promote healthy choices in lounges - select day of week	Laura	10/2016
5	Promote parking farther from school	Laura	10/2016
6	Investigate lunch options for staff through Taher	Laura	10/2016
7	Confer with maintenance regarding environmental updates, e.g. painting	Laura	11/2016
8	Implement posters/newsletters to promote wellness, health tips etc.	Laura	11/2016
9	Encourage rearrangement of lounge spaces	Laura	1/2017
10	Map out walking routes (indoor and outdoor) at all buildings	Laura	1/2017
11	Informational sessions on Power of Attorney, Writing a Will, Advanced Directive	Laura	3/2017
12	Informational sessions on Financial Wellness	Laura	3/2017
13	Investigate wellness exams, etc. for possible insurance reductions/rebates etc.	Laura	5/2017
14	Investigate funding options/sources for committee	Laura	5/2017
Review and update the current supervision and evaluation system for district staff so that all processes align with the Wisconsin Educator Effectiveness system.			
1	Conduct a detailed review of Wisconsin Educator Effectiveness expectations and materials as identified by the Department of Public Instruction	Mark	9/1/16
2	Analyze all current district evaluation materials and practices in order to identify priority areas for alignment	Mark	10/1/16
3	Identify a stakeholder team and meet to provide key insights into the alignment process	Mark	11/1/16
4	Review external evaluation handbooks, processes and protocols to identify any key best practices that may be considered for integration	Mark	1/1/17
5	Draft alignments and revisions for supervision and evaluation documents	Mark	2/1/17
6	Draft a comprehensive administrator/supervisor evaluation handbook that aligns and references the Wisconsin Educator Effectiveness model where applicable	Mark	3/1/17
7	Communicate, review and revise with the identified stakeholder team	Mark	5/1/17
8	Present the aligned documents and associated handbook to the Board of Education for consideration of complete implementation in the 2017-2018 school year	Mark	6/1/17
Complete a comprehensive review of the district's employee benefits packages with a goal to design flexible, competitive, and financially sustainable benefits.			
1	Identify a diverse team of district stakeholders who will engage in collaboration and solution-focused dialogue about benefits on an ongoing basis	Mark	11/30/16
2	Identify strategic partners who can provide expert analysis in the areas of Other Post Employment Benefits (OPEB) liability, retirement benefit solutions and health benefit packages	Mark	1/1/17
3	Build a common understanding of district employee compensation and district financial profiles and how they compare to area school districts	Mark	2/28/17
4	Design a communication strategy to gather input and share work in this area with all employees	Mark	3/31/17
5	Identify the goals for the district's future benefit packages and implementation timeline	Mark	4/30/17
6	Propose sample redesigned employee benefits packages that are flexible, competitive and financially sustainable	Mark	7/1/17



Key Performance Objectives and Milestones 2016-17

District and Community Engagement

<i>Milestones</i>		<i>Primary Responsibility</i>	<i>Deadline Check-In</i>
Review and grow the District's technology and print communication efforts.			
1	All schools will have active social media sites reflected on each school's website	Steve	10/1/16
2	All school websites will reflect district website guidelines	Steve	10/1/16
4	The board's accountability committee will review the referendum communication plan at the August, September and October meetings	Steve	11/1/16
3	The district will implement an electronic newsletter	Steve	3/1/17

Facilities and Operations

<i>Milestones</i>		<i>Primary Responsibility</i>	<i>Deadline Check-In</i>
Create a five-year comprehensive facility plan for the high school campus and district safety needs that includes a decision regarding referendum. Implement year one at the start of the 2017-2018 school year.			
1	Milestones will be brought to the board's November planning committee meeting that reflects the outcome of the November 8 referendum	Steve	12/1/16
Improve fiscal accountability and accuracy by implementing timely reporting and review of district, departmental, and school budgets and spending.			
1	Establish a baseline of spending-to-budget accuracy based on FY2016	Anne-Marie	8/15/16
2	Create a year-to-date budget report in Skyward that is both informative and easy-to-use for budget holders	Anne-Marie	9/1/16
3	Utilize the functionality of Skyward to auto-generate monthly budget reports for schools, departments, and grants	Anne-Marie	10/1/16
4	Establish expectations and protocols for budget holders related to the management of their individual budgets (e.g., budgets must have sufficient funds for expenses, budget holders must request budget transfers when funds are insufficient in a particular account)	Anne-Marie	10/1/16
5	Communicate expectations and protocols to budget holders, providing clarification and training as needed	Anne-Marie	11/1/16
6	Conduct monthly review of budgets (Business Services) to either ensure that spending aligns with budget allocations or identify areas in need of improvement	Anne-Marie	4/1/17
7	Monitor spending-to-budget accuracy on a quarterly basis during FY2017	Anne-Marie	5/1/17