

SCHOOL DISTRICT OF AMERY

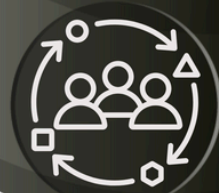
Strategic Plan 2025



GROW



ENGAGE



BELONG



INVEST



SCHOOL DISTRICT OF AMERY

Strategic Plan 2025

STRATEGIC FRAMEWORK

GROW

- **Students:** Empower every learner to reach their full potential - academically, socially, and personally - ensuring they are prepared for the opportunities of tomorrow.
- **Staff:** Foster a culture of continuous learning, data-informed decision-making, and instructional excellence to elevate the success of every student.
- **Families:** Strengthen the bridge between home and school through open communication, mutual trust, and shared responsibility - working together to ensure every student succeeds.

INVEST

- **Students:** Invest in future-oriented academic learning by allocating resources to support student success, innovative programming, cutting-edge curriculum, technological integration, and personalized learning pathways.
- **Staff:** Strategically utilize resources to obtain and retain high quality staff.
- **Community:** Expand opportunities for community members to actively participate in school district activities.
- **Board of Education:** Maintain financial health, efficient facilities, dedicated staff, and effective policies while fostering equitable learning opportunities for everyone.

ENGAGE

- **Students:** Prioritize personalized learning pathways and growth for every student by focusing on adaptive learning platforms while modeling a responsible, ethical, and innovative approach to educational technology.
- **Staff:** Enhance staff engagement and effectiveness through increased communication, collaboration, and feedback opportunities, fostering a supportive and dynamic professional environment.
- **Families:** Empower families by expanding opportunities for their active involvement, with a strong emphasis on fostering partnerships with parents and guardians to enrich student learning and well-being.
- **Community:** Build robust community partnerships to expand internship opportunities and promote volunteerism through diverse events and activities to enhance community engagement and support student success.
- **Board of Education:** Cultivate trust through open, honest, and consistent communication with the community.

BELONG

- **Students:** Foster safe, supportive, and responsive learning spaces where students feel safe, valued, and connected within our school community.
- **Staff:** Cultivate a positive, collaborative culture where all staff feel valued, supported, and engaged by prioritizing mental health and well-being, to promote continuous growth through meaningful collaboration, creating an environment where every staff member can succeed.
- **Families:** Promote 'family belonging' through expanded community learning opportunities.
- **Community:** Increase opportunities to partner with local community members and businesses, strengthening connections that benefit both our students and the community.





SUCCESSFUL STUDENTS

1. Empower every learner to reach their full potential - academically, socially, and personally - ensuring they are prepared for the opportunities of tomorrow.

- **Measurable Objective:** By the end of the 2029-30 school year, we will increase our district achievement, growth and target group score by 8% in comparison to the 24-25 district report card.

2. Prioritize personalized learning pathways and growth for every student by focusing on adaptive learning platforms while modeling a responsible, ethical, and innovative approach to educational technology.

- **Measurable Objective:** By 2029-2030, we will create a pathway for a fully functioning virtual school.

3. Foster safe, supportive, and responsive learning spaces where students feel safe, valued, and connected within our school community.

- **Measurable Objective:** Increase student perception of safety and belonging measured by PBIS building school climate surveys from 2025-2030.
- **Measurable Objective:** Decrease major behavioral incidents and office referrals by 5% each year through the 2029-2030 school year.

4. Invest in future-oriented academic learning by allocating resources to support student success, innovative programming, cutting-edge curriculum, technological integration, and personalized learning pathways.

- **Measurable Objective:** Increase the postsecondary preparation score and early college/CTE participation by 3% by the 2029-2030 school year high school state report card.
- **Measurable Objective:** Maintain financial commitment to continually support instructional technology, innovative mini-grants, hands-on learning opportunities, student labs and maker spaces through the 2030 school year.





EFFECTIVE & ENGAGED STAFF

1. Foster a culture of continuous learning, data-informed decision-making, and instructional excellence to elevate the success of every student.

- **Measurable Objective:** Dedicate time, resources, and leadership to the PLC model within each grade level and department to promote peer support, innovative sharing, and problem-solving. This will be fully in place for each building/department by the end of the 2029-2030 school year.

2. Enhance staff engagement and effectiveness through increased communication, collaboration, and feedback opportunities, fostering a supportive and dynamic professional environment.

- **Measurable Objective:** By the end of the 2029-2030 school year, establish consistent staff feedback opportunities and follow-up processes to guide current and future work.
- **Measurable Objective:** By the end of the 2029-2030 school year, develop a clear internal communications strategy to share updates, celebrate successes, and promote alignment across roles and buildings.

3. Cultivate a positive culture where all staff feel valued, supported, and engaged by creating an environment where every staff member can succeed.

- **Measurable Objective:** By June 2030, the Wellness Committee will increase employee access to mental health services, Employee Assistance Programs (EAP), mindfulness resources, and wellness initiatives by developing and implementing a comprehensive wellness communication plan, hosting at least three wellness events per year, and increasing staff awareness of EAP services.

4. Strategically utilize resources to obtain and retain high quality staff.

- **Measurable Objective:** Use staffing data, turnover trends, and exit interviews to guide strategic resource allocation and refine recruitment/retention strategies. Develop robust onboarding programs by 2026-2027 and year-long mentorship support for new staff to foster early success and connection.



INVOLVED & ENGAGED FAMILIES

1. Strengthen the bridge between home and school through open communication, mutual trust, and shared responsibility - working together to ensure every student succeeds.

- **Measurable Objective:** By the end of 2027-28 school year, increase two-way communication between families and schools by 5%, as measured by the number of families engaging with school communication platforms and by participation on our district messaging apps, or parent portals.

2. Empower families by expanding opportunities for their active involvement, with a strong emphasis on fostering partnerships with parents and guardians to enrich student learning and well-being.

- **Measurable Objective:** Starting in the 2025 school year, annually, increase family participation in school building events as measured by attendance records at events including Title I Parent Meetings, 6th grade and freshman orientation, and ES and IS open houses with a target goal of 10% increase by the end of the 2029-2030 school year.

3. Promote 'family belonging' through expanded community learning opportunities.

- **Measurable Objective:** By the 2029-2030 school year, increase family engagement and participation in community-based events and offerings by 10%.





STRONG COMMUNITY PARTNERSHIPS

1. Expand opportunities for community members to actively participate in school district activities.

- **Measurable Objective:** By the 2029-2030 school year, increase community engagement and participation in community-based events and offerings by 10%.

2. Build robust community partnerships to expand internship opportunities and promote volunteerism through diverse events and activities to support student success.

- **Measurable Objective:** By the 2029-30 school year establishment of 5 new student internship or mentorship opportunities—demonstrating expanded support for student success and stronger school-community connections.

3. Increase opportunities to partner with local community members and businesses, strengthening connections that benefit both our students and the community.

- **Measurable Objective:** By the 2029-30 school year, increase active community and business engagement in school district activities, as measured by the establishment of at least 5 new community partnerships.





EFFICIENT & ACCOUNTABLE BOARD OF EDUCATION

1. Prioritize delivering a rigorous, engaging, and equitable education that empowers every student to achieve academic excellence and be well-prepared for future success.

- **Measurable Objective:** The School District of Amery will improve by 3% the district score on the State of Wisconsin School Report Card as determined by a comparison of the 2024-2025 report card score and the 2025-2026 report card score.
- **Measurable Objective:** By 2029-2030, the district will increase by 5% the number of respondents who state they agree with the statement that the district, “Delivers a high-quality education”, as measured by the School Perceptions community survey.

2. Enhance the district’s communication by implementing clear, consistent, and timely two-way channels that keep families, staff, and the community informed, engaged, and confident in district initiatives.

- **Measurable Objective:** By 2029-2030, the district will increase by 10% the number of respondents who state they agree with the statement that the district, “Communicates with me effectively”, as measured by the School Perceptions community survey.





EFFICIENT & ACCOUNTABLE BOARD OF EDUCATION

3. Demonstrate unwavering commitment to the district's success by making informed, student-centered decisions and taking proactive actions that foster excellence in education and community trust.

- **Measurable Objective:** By 2029-2030, the district will increase by 10% the number of respondents who state they agree with the statement that the district has, “A school board who is doing what it takes to make our district successful”, as measured by the School Perceptions community survey.

4. Ensure responsible, transparent, and strategic management of district funds to maximize resources, support student success, and maintain public trust.

- **Measurable Objective:** By 2029-2030, the district will increase by 10% the number of respondents who state they agree with the statement that the district is, “Managing funds appropriately”, as measured by the School Perceptions community survey.

