

**School District of Amery**  
**STUDENT ACHIEVEMENT & TECHNOLOGY**  
**Action Plan 1 of 3**

**Strategic Goal:** The students at the School District of Amery will demonstrate academic success as well as college and career readiness through a continuum of diversified academic opportunities encompassing real life opportunities and alternative ways to demonstrate success.

**Measurable Objective:** To better prepare Pre K through 12<sup>th</sup> grade students for life after high school, the school district will increase the number of students who enroll in and complete the requirements to obtain credentials in transcribed credit; and increase the number of students participating in AP exams to exceed the Middle Border conference average. Increase access to work-based learning programs, entrepreneurship, and STEM programs through the number of participating students by June 2020.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Implement the full use of Engineering is Elementary kits and explore PLTW MS/HS programming to prepare students to take STEM courses.	High	Intermediate and elementary science representatives.  Technology education staff at the middle and high school.	2016-2017  2016-2019	Grade level teams will develop a system to implement the use of the EiE kits.  A committee of middle school and high school teachers explore PLTW programming.
Investigate how other area school districts are implementing their AP programming.	High	Sam Bosley and Bryan Melberg	2016-2017	Sam and Bryan will report back to the district.
Increase number of students taking the AP exams.	High	AP teachers, guidance and high school Principal	2016-2018	Number of students taking AP exams will be recorded
Form a committee to investigate solutions to finance and schedule AP classes to	Medium	Guidance, principal, staff teaching AP courses	2016-2017	Finalized plan from committee to be implemented in 2017- 2018.

accommodate AP exam test schedule.				
Clearly define the work experience program expectations, and how it benefits the student's career goals. Secure business partnerships to have this experience available.	Medium	CTE staff, High school principal, and work experience supervisor.	2016-2018	Student enrollment in work experience programs.
Make transcribed credit paperwork a requirement of coursework.	High	CTE staff teaching the transcribed credit courses.	2016-2017	Each teacher submits completed paper work to show that students have earn transcribed credits.

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**STUDENT ACHIEVEMENT & TECHNOLOGY**  
**Action Plan 2 of 3**

**Strategic Goal:** The students at the School District of Amery will demonstrate academic success as well as college and career readiness through a continuum of diversified academic opportunities encompassing real life opportunities and alternative ways to demonstrate success.

**Measurable Objective:** The School District of Amery will continue to provide traditional programming and increase access to non-traditional programs at all grade levels to meet the diversified needs of all students by fall of 2020.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Teaching staff will participate in outside workshops through universities, CESA, Simple k12, etc.	High	Administrative team and teaching staff.	2016-2020	PLC trainings, PDU workshops to share with participants, staff in-service presentations. Evaluate the effectiveness of training and implement new strategies based on results.
Conduct an initiative inventory of current and future teaching strategies to determine the effectiveness and fidelity.	High	Administrative team and teaching staff.	2016-2018	Inventory results.

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**Measurable Objective:** The School District of Amery will expand and upgrade resources and access to technology for all staff and students. This will be accomplished through an annual review of curriculum and instructional technology needs as well as reflective of best educational practices by August 2020.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Evaluate effectiveness of current technology and device ratios in each building.	High	District technology committee.	2016 – 2017	Evaluate the effectiveness of current technology and implement new strategies based on results.
Develop a collaborative approach between curriculum and technology committees.	High	Administrative team, curriculum and technology committees.	2016-2020	Collaborative meetings.
Evaluate the long range fiscal goals for maintaining and updating educational technology and determine the need for additional resources.	High	Administrative team and school board.	2016-2020	Resources will be identified and budgeted accordingly.

**School District of Amery**  
**COMMUNITY & FAMILY COLLABORATION**  
**Action Plan 1 of 3**

**Strategic Goal:** The School District of Amery will advance strong two-way communication and collaboration systems to ensure all district stakeholders, including parents, students, staff, businesses, industry, churches, civic organizations and local municipalities are informed and engaged partners.

**Measurable Objective:**

By April of 2017 the School District of Amery will analyze current parent outreach, communication and engagement to create an effective and efficient district communications plan and improve parent outreach, communication, and engagement as measured by pre and post survey results.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
A community-wide survey will be developed, implemented, and analyzed for results.	High	Admin Team & Communications Director, IT Director	Fall of 16-17	Survey results will be analyzed and reported to the Board of Education
Analyze current communication and levels of engagement.	High	Admin Team, Communications Director & IT Director	Fall of 16-17	Raw data/documentation from our communication platforms – website, school app, social media, PowerSchool, PT conference attendance & family event attendance. The results will be reported to the Board of Education.
Conduct a series of community, district-wide staff and family focus groups to help identify current district communication strengths, weaknesses and needs.	High	Admin Team & Communications Director	Winter of 16-17	Focus groups reports & data will be shared with the Board of Education
Create a district communications plan.	High	Communications Plan Committee	April 2017	A communications plan will be developed and shared with the community and Board of Education.

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**COMMUNITY & FAMILY COLLABORATION**  
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**Strategic Goal:** The School District of Amery will advance strong two-way communication and collaboration systems to ensure all district stakeholders, including parents, students, staff, businesses, industry, churches, civic organizations and local government are informed and engaged partners.

**Measurable Objective:** By the spring of 2021, the School District of Amery will build and maintain relationships with stakeholders in all district communities (business, industry, churches, local government, etc.) by documenting and reporting efforts to establish tangible partnerships and create a connected community.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Enhance and maintain the school district's marketing campaign initiative. (i.e. "Like a Warrior" campaign).	High	Communications Director and the district communications committee; student representatives	2016-18	Successful completion of marketing plan; determined by committee.
Work with stakeholders to develop a Community Involvement Fair.	Medium	Communications Director & representatives from the AEDC, ACC, community businesses, industry and organizations	Fall of 2017	Successful completion of Community Involvement Fair.
Increase school involvement in Community Club events.	Medium	CTE; administrative team; community club board	2016-18	Increased attendance and participation by school personnel and students
Increase communications with the Amery Ministerium.	Medium	Administrative team; pupil services staff	2016-18	Increased communication; co-promoting and cohosting events
Conduct tours of local industry and manufacturing for staff.	Medium	District in-service committee and CTE department	2017-18	Completion of tours and evidence of integration of information into programming.
Implement 'The Warrior Way' initiative throughout all four schools and the community (consider community reward program).	High	District PBIS committee	Fall of 17-18	Completed "Warrior Way" initiative
Expand the HS Community Service Day to a district-wide service learning project.	Low	Building administrators & Service Learning Committee	Spring of 2019	Sustained over a three year long period

**School District of Amery**  
**COMMUNITY & FAMILY COLLABORATION**  
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**Strategic Goal:** The School District of Amery will advance strong two-way communication and collaboration systems to ensure all district stakeholders, including parents, students, staff, businesses, industry, churches, civic organizations and local municipalities are informed and engaged partners.

**Measurable Objective:** By 2021 the School District of Amery will partner with local businesses and industry to positively impact the local economy as measured by local municipal and district data.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Increase Student Internship, Youth Apprenticeship, Volunteering, and Work Experience Programs with all areas including manufacturing, health, banking, IT, sales and marketing.	High	CTE department and administrative team	2016-19	Number of youth participating will increase by 10%.
Create overall Amery Community Advocate Committee that meets to share their organization's goals, working and collaborating together – ACC – AEDC – Amery City – Amery School District – Amery Hospital – Amery Com. Foundation	Low	Administrative Team	2019-20	Creation of committee and measuring impact following a two year trial period.
Create a promotional flyer and section of the school district website that markets the school district to our community, including local industry and business organizations	Medium	The Communications Director and Marketing Committee	2017-19	Publication of flyer and section of the school district website
Implement the CTE Academy Program-“Warrior Manufacturing”	High	CTE department	2017-18	Organization and successful implementation of a Warrior Manufacturing business plan.

**School District of Amery**  
**FINANCE**  
**Action Plan 1 of 3**

**Strategic Goal:** To achieve a financially sustainable District that maintains quality educational programs and instruction.

**Measurable Objective:** To increase student enrollment from the 2015-2016 school year to the 2016-2017 school year by 1.0%; from 2016-2017 to 2017-2018 by 1.5%; and 2018-2019 by 2.0%.

Measurable Action Steps	Priority	Responsible Personnel	Time Frame	Evidence What will be the visible results of successful implementation?
Implement and continue to evaluate innovative programming designed to grow enrollment and align resources to support current programs under review including the all-day 4K option at the elementary school, K-2 Montessori Program, Project Based Learning Program, CTE Academies and the Clubhouse Childcare Center. Programs will be evaluated for effectiveness on an annual basis.	High	Cheryl Meyer	By 2015-2016	Fully operational and functional all day 4k option.
		Oralee Schock	By 2016-2017	Fully operational and functional project based learning option.
		Tom Bensen	By 2018-2019	A recommendation regarding PBL as applied to Amery Middle School.
		Shawn Doerfler	By 2017-2018	Academy programming course(s) of study will be fully implemented and operational in one or more of the CTE areas.
		Nina Hutton	Every year	Maximum enrollment in Clubhouse Childcare Center each school year, at all times
Investigate additional Amery virtual school options district-wide.	Medium	Tom Bensen/Shawn Doerfler/Clint Waalen	By 2016-2017	Virtual option allowing students to continue their education through Amery School District which is entirely online
Gather and analyze feedback from graduating seniors, open enrollees, and home-school families. The information will be used to plan strategies targeted at increasing enrollment.	Medium	Karen Ganje/Yvonne Kurtzhals/Shawn Doerfler	May 2016	Increase enrollment home schooled students by 10%, reduce open enrollment out by 25%, increase Pre-K enrollment by 10%, and increase open enrollment into the district by 10%.



**School District of Amery**  
**FINANCE**  
**Action Plan 2 of 3**

**Strategic Goal:** To achieve a financially sustainable District that maintains quality educational programs and instruction

**Measurable Objective:** To hold a referendum (specifically stated by Board of Education) in February or April of 2017

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Survey community about needs, connections, and climate	High	Jim Kuchta/School Board	Fall 2016	Community was surveyed and feedback was gathered and analyzed
Establish a referendum committee	High	Jim Kuchta/Administrative Team/School Board	Summer 2016	Committee of community, parents, teachers, support staff, students, and administrators
Approve and file a resolution to go to referendum.	High	Jim Kuchta/School Board	Late Fall 2016	Filing and posting deadlines are all met
Host community presentations/feedback sessions in community and school	High	Jim Kuchta/Administrative Team/School Board	Fall/Wntr 2016/2017	Three or more feedback sessions held
Establish a media campaign for referendum	Medium	Referendum Committee	Wntr/Spring 2016	Align social media/print media/visual media/district message around referendum
Establish a get out the vote campaign for referendum	Medium	Referendum Committee	Spring 2017	Increased voter turnout linked to referendum committee.

**School District of Amery**  
**FINANCE**  
**Action Plan 3 of 3**

**Strategic Goal:** To achieve a financially sustainable District that maintains quality educational programs and instruction.

**Measurable Objective:** To explore two new alternative funding methods for the school district of Amery during the school year 2016-2017.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Explore endowment opportunities for specific school district initiatives	Medium	School Board/Administrative Team	2016-2017	Gathered endowment opportunity information/ determine how this information relates to Amery School District
Explore grant opportunities for specific school district initiatives	Medium	School Board /Administrative Team	2016-2017	Gathered grant opportunity information/ determine how this information relates to Amery School District

**School District of Amery**  
**STUDENT ENGAGEMENT**  
**Action Plan 1 of 3**

**Strategic Goal:** The School District of Amery will improve the learning environment for all students in order to increase student engagement, both social emotionally and academically.

**Measurable Objective:** By June 2020, each building will show a 7% increase in student belongingness and engagement according to a selected student engagement instrument.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Explore the use of a student engagement instrument/survey.	High	Kate Weisenbeck	Summer, 2016	Use of a survey instrument as recommended by Committee.
Explore, evaluate, and implement opportunities to strengthen relationships between students and staff to ensure all students are connected to at least 1 adult in the district at both the MS and HS.	Medium	Kate Weisenbeck, Tom Bensen, Kelly Kjeseth & Other Students, HS At-Risk Committee, Shawn Doerfler	16-17 School Year	Student data shows an increase in student engagement.
Implement PBIS in all schools.	High	Building Level PBIS Committee, District PBIS Committee	2016-2021	Building Level Committee Notes, PBIS School-wide Survey Results.
The administration and Pupil Services Team will evaluate Tier I, II, and III Interventions and make recommendations regarding implementation and the fidelity needed to meet the objectives of each intervention listed.	High	Administrative Team, Pupil Services Team	2016-17 School Year	Recommendations/meetings notes.

The District will review the attendance policy and develop consistency in reporting.	Medium	Administrative Team	2016-17 School Year	Accurate attendance data.
Develop ongoing and sustained professional development to address poverty, social-emotional needs of students that contribute to absenteeism, and to implement educational strategies to engage students at their level.	High	At-risk Building Level Teams, Administrators	2017-2019	Staff Development Offerings.
Evaluate and make recommendations regarding support staff and develop comprehensive training that will assist them in working with “at-risk” students.	Medium	Administrative Team, Teaching Staff, Support Staff	2016-2018	Staff Development Offerings.
		<b>Note:</b> Any potential changes would be addressed in personnel action plan.		

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**STUDENT ENGAGEMENT**  
**Action Plan 2 of 3**

**Strategic Goal:** The School District of Amery will improve the learning environment for all students in order to increase student engagement, both social emotionally and academically.

**Measurable Objective:** By June 2020, each building will reduce by 7%, the number of students showing three or more At Risk Factors as identified by building level criteria.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Each building will develop definitions of at-risk factors.	High	Building Committee and with Pupil Services Team Members	2016-17	Recommendations made by Committee
Develop a system of tracking which includes time of year, review of the data, and implement with fidelity at least 3 effective interventions to reduce risk factors at each building level.	Medium	Building Committee and with Pupil Services Team Members	2017-2018	Recommendations made by Committee

**School District of Amery**  
**STUDENT ENGAGEMENT**  
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**Strategic Goal:** The School District of Amery will develop strategies and interventions to increase academic achievement and close gaps for struggling students.

**Measurable Objective:** By June 2020, each building will increase by 7%, the number meeting their individual targeted growth rate among the group of students receiving Tier II and Tier III reading and math interventions.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Develop baseline data at each grade level in reading and math for those students assigned to Tier II and Tier III interventions.	High	Building Rtl Committee	July 2016	Baseline data will be used for decision-making.
Develop an improved system to support teachers in student-centered implementation of CORE.	High	Title Teachers and Administrators	2016-2019	A documented system of support.
Evaluate current staffing patterns to determine effectiveness. Make recommendations for improvement.	High	Title Teachers and Administrators	2016-2020	Recommendations made to District Administrator.
Identify and participate in staff development to create a greater understanding of Early Intervention Services versus Special Education and create a co-teaching approach to student interventions.	High	Building & District Rtl Committee	2016-2017	Staff Development Trainings.
Create a seamless system of EIS to ensure student growth from grade to grade and building to building.	Medium	Building & District Rtl Committee	2017-2018	Staff Development Trainings

**School District of Amery**  
**STAFF & PERSONNEL**  
**Action Plan 1 of 2**

**Strategic Goal:** The School District of Amery will strive to create the conditions that will build and maintain high quality staff and personnel in order to provide excellence in education for all students.

**Measurable Objective:** By May 2020, the School District of Amery will develop and implement an annual staff development plan and a staff recognition and incentive system to create the conditions that will build and maintain highly qualified staff.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
<p>Create a staff development committee consisting of representatives from every employee group.</p> <ol style="list-style-type: none"> <li>1. Write a mission and vision statement for professional development.</li> <li>2. Annually conduct surveys or utilize feedback sessions to determine professional development needs.</li> <li>3. Annually, use staff feedback to plan and present-prioritized professional development working collaboratively with the administrative team.</li> </ol>	High	<p>The Administrative Team  The Staff Development Committee</p>	2016-17 School Year	<p>Committee will be representative of district staff and membership will be reported to district staff.  A vision and mission statement will be completed.  Surveys created and conducted for all employee groups.  The administrative team and staff development committee will present and facilitate an annual plan for professional development that meets the needs of district staff.</p>

<p>Create a committee consisting of representatives from every employee group to research and develop a staff recognition and incentives system.</p> <ul style="list-style-type: none"> <li>A. Explore, monitor, and recommend employee incentives.</li> <li>B. Present incentive proposal to representatives from the administrative team and school board.</li> </ul>	Medium	District Administrator and the Staff Incentives Committee	2016-17 School Year and annually thereafter	Committee will be representative of district staff and membership will be reported to district staff. Present an initial proposal and develop a schedule of meeting dates.
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**School District of Amery**  
**STAFF & PERSONNEL**  
**Action Plan 2 of 2**

**Strategic Goal:** The School District of Amery will strive to build and maintain high quality staff and personnel to provide excellence in education for all students.

**Measurable Objective:** By May 2020, the School District of Amery will create and implement a system for staff collaboration, planning, preparation, and feedback.

<b>Measurable Action Steps</b>	<b>Priority</b>	<b>Responsible Personnel</b>	<b>Time Frame</b>	<b>Evidence What will be the visible results of successful implementation?</b>
Research and develop a communication structure for all employee groups.	High	The Cabinet	2016-17 School Year	Develop a Communication Flow Chart and opportunities to provide feedback into decisions and processes guiding district initiatives.
Study and implement the components of Professional Learning Communities throughout the district.	Medium	The Administrative Team Building Guiding Coalitions at each site	2016-19 School Year	Progress will be measured bi-annually by the assessment tools found in <i>Learning By Doing-Learning Communities at Work</i> .