

SCHOOL DISTRICT OF RIVER FALLS
"Renewing Our Promise" - Year 1 Report Card (May 2016)

GOAL #1 - HIGHLY QUALIFIED STAFF

- 1 Most important thing we do is hiring high quality staff
- 2 Rigorous hiring process with high expectations throughout the screening, interview and reference process
- 3 Settle 16-17 wage plan early in year with interest based and collaborative approach between Board and Employees
- 4 Maintained competitive pay based on regional comparable data
- 5 Coach and Advisor pay increases aligned to regional comparable data
- 6 Alt Comp revisions tied to professional development, leadership and collaboration
- 7 Alt comp plan for staff is flexible to allow individual teachers to personalize their professional growth.
- 8 Alt Comp Committee made post approval revisions, points clarification and principal discretionary points (Teachers included on Task Forum decisions)
- 9 On Demand and scheduled professional development calendars posted on website
- 10 Positive marketing helps draw high quality applicants to our district (District video, Bulletin, CESA leadership, brochures, articles, state convention presentations, website, Facebook, Blue Ribbon Awards, Character Awards)
- 11 Encourage and support professional growth of faculty and staff
- 12 Professional Learning Community (PLC) - who we are vs. what we do
- 13 Partnered with Chamber businesses for New Teacher orientation - welcome breakfast
- 14 Family friendly focus in our workplace
- 15 Looking at possible on-site health clinic for employees in 2017-18 (option for consideration)
- 16 Character - The Wildcat Way
- 17 Shared Learning between Admin and staff (Book clubs, WOW conference, workshops, conferences, site visits, tech training)
- 18 Reviewed policies, procedures and job descriptions
- 19 Exit interview data compiled and reviewed when employees leave the district

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GOAL #2 - INNOVATIVE LEARNING

- 1 Renewed focus on Personalized Learning and shared vision found within the district Mission Statement
- 2 Personalized Learning instructional focus, tech devices, curriculum, site visits, furniture, room design, student voice and choice
- 3 ISTE Standard 2 with professional development support - focus on Personalized Learning & Formative Assessment
- 4 Related Professional development, site visits, book reads, independent in-house research and collaboration
- 5 \$50,000 Next Generation & Innovative Learning funding support from the Board
- 6 Utilization of computer devices to expand curricular/project-based learning opportunities (grades 6-12 past three years)
- 7 Integration of Tech Tuesdays to train staff in new programs and technology
- 8 Expansion of devices into Elementary
- 9 Parent Tech Advisory Committee
- 10 New grading guidelines at MMS, grading that reflects what the students know
- 11 Working toward standards based grading (K-5, 6-8, 9-12 are at different stages)
- 12 Transition evening for parents of students with disabilities moving to a new building (over 50% attended)
- 13 Parenting with Love & Logic Training, Family Character events, Parent back-to-school nights
- 14 Lego League formation at MMS - over 30+ students
- 15 Robotics (GW and HS)
- 16 Parents as Partners, Mental Health Support, Marriage & Family Psych/Therapist, ACES and parent training

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GOAL #3: LIFELONG LEARNING & CAREER READINESS

- 1 Continued Project Search next school year with 3 more communities involved (one intern hired at RFAH)
- 2 More HS Apprenticeships; work based learning; ongoing cooperation with college & Tech school on dual and transcribed credits
- 3 Train staff to understand ACP. Continue to develop and fill in scope and sequence for ACP
- 4 Admin, Counselors, and teaching staff have attended CESA 11 workshop to begin ACP
- 5 Software implementation has begun for ACP
- 6 Partnering with Trout Unlimited and Biology Courses 16-17
- 7 Community Education Program continues to expand

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GOAL #4: FUNDING

- 1 SERF x1 mtg, needs to expand and connected to future referendum
- 2 Creative efforts with St. Croix & Pierce Co. to bring social worker position to district
- 3 Marriage and Family Therapist services in schools (no cost to district)
- 4 Two-year state budget process
- 5 Voucher expansion/competing for funds
- 6 Enrollment increase 2015-16
- 7 Demographer report
- 8 Long range Facility Maintenance Plan
- 9 Referendum on the horizon (option to be considered)

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GOAL #5: COMMUNICATIONS AND COLLABORATION

- 1 Improved communication on "telling our story" through bulletin, strategic planning guide, website and Facebook
- 2 District Bulletin, Brochure, Parent Luncheons, RF Journal articles, Open House, Newsletters
- 3 Improved website, Twitter and Facebook posting. Increase public engagement, district calendar, activities, events
- 4 Community Lunch with Superintendent at school sites, gather direct feedback from parents, tell our story to parents who want to be involved, stimulate action on area of need, fitness Room at MMS
- 5 Community involvement with our schools, PTO engaged in direct action at school,
- 6 Family engagement events, carnivals, luau, Family Literacy and Math nights
- 7 Booster club ready to roll in Fall 2016. Membership drive begins this summer
- 8 Environ learning, computer aided design & build - Ren Academy
- 9 FORWARD Foundation
- 10 "Parent Café" offerings in RF via Western Dairyland and SCV Resource Center & United Way
- 11 Success by 6 United Way, Success by 6 - Pierce County Subcommittee
- 12 Parents as Partners, Mental Health Support, Marriage & Family Psych/Therapist, ACES and parent training
- 13 Positive Solutions for Families, SCV Resource Center, Pierce Cty Child Care Partnership
- 14 UWRF - ZIZU University teachers in elementary classrooms
- 15 Continued connection with UWRF Montessori training program and RFPME
- 16 UWRF - UW Extension, natural playgrounds development (Todd Johnson consultant)
- 17 Youth and course options at an all time high with local college UWRF
- 18 Entered more transcribed agreements with CVTC, Gold award 2016
- 19 Admin members involved with Rotary, Optimist, Lions, various community groups and organizations
- 20 Character in the Community Committee created with a focus on character education "Awareness" (poster campaign)
- 21 Information to local realtors to "get the word out" to potential new school district families

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GOAL #6: STUDENT CENTERED

- 1 Great success with RtI in Math & Reading (new resources for interventions/remedial support)
- 2 Mental Health Services at building sites - on-site counseling services
- 3 Networking with Pierce and St. Croix County for Social Worker position
- 4 New Diversity Committee
- 5 Personalized learning mission, professional development, PLC, tech devices, etc.
- 6 Digital Transformation process - tech integration
- 7 G/T, Robotics, Math Masters (took 1st place)
- 8 Lego League at Montessori and Greenwood
- 9 Community Service Day at MMS and RFHS
- 10 Character Ed and Community Service Projects at all schools
- 11 Leadership RF Youth - connection to Chamber of Commerce Leadership program
- 12 Model UN and Restorative Justice at Montessori
- 13 Project work in woodworking with Elementary students guided by Renaissance students
- 14 Creation of elective courses to better serve students own areas of interest (Ren and RFHS)
- 15 Addition of French option at MMS
- 16 Jr. Kindergarten pilot, Pre-K Summer School
- 17 Additional psych fte and school counselor at Montessori for 2016-17
- 18 Consistent school climate survey with a focus on student perceptions
- 19 Spec Ed revised flexibility with testing, evaluating students which tests are best to use (RtI pyramid and Spec Ed)
- 20 Character Ed has helped support a positive and safe environment for ALL students
- 21 ACE's awareness and training

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GOAL #7: CHARACTER EDUCATION

- 1 Over 20 state/national promising practices awards
- 2 MMS - National School of Character (1 of 6 middle schools in the nation)
- 3 MMS Wisconsin Middle School Character award (1 of 3 in entire state)
- 4 WS - State & National Promising Practices awards for family Character Ed nights
- 5 National Promising Practice Award at HS 2016
- 6 GW - Honorable mention State School of Character
- 7 Character in the Community committee formed with a focus on Awareness - Poster Campaign
- 8 HS Service Learning Days in April
- 9 Community Character Committee as well as in-district committee
- 10 Monthly district steering committee and building level committees continue to grow/expand
- 11 Character Education branching off to include RF4C
- 12 New Character Education grading for every MMS student (Standards Based)
- 13 Milwaukee convention - presentation
- 14 Article in WASB magazine
- 15 Opportunities for Morale action abound throughout the district - every school - embedded
- 16 RFHS (Jr-Sr) volunteer over 1000 community hours

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GOAL #8: FACILITIES

- 1 Developed and updated Facilities needs 5 year plan
- 2 Updated 5 year roof plan
- 3 Security system installed districtwide
- 4 Increased security through key cards at all buildings
- 5 We have identified Tech infrastructure needs / we know the budget and future priorities
- 6 Year One of New Renaissance building
- 7 Improvements to Montessori (Academy Bldg)
- 8 Traffic study
- 9 ALICE Training, Alert, Lockdown, Inform, Counter, Evacuate
- 10 Demographer Study
- 11 Pending Referendum (option for consideration)