



SCHOOL DISTRICT OF
River Falls

STRATEGIC PLAN

2022-27

OUR NEXT CHAPTER

The School District of River Falls accomplished much from past strategic plans, including making continuous progress toward personalized learning, focusing on equity in learning opportunities, enhancing district communications, adding creativity and innovation to our classrooms, improving facilities, and instituting a long list of systemic advancements related to social/emotional support for students. Still, there is more to accomplish over the next years in order to recognize shifts in the world's landscape as well as meet the evolving needs of district students.

In partnership with parents and the community, and through leadership from the School Board, administration, and staff, the school district has set the stage for future change and improvement by strategically aligning our systems and resources in accordance with our mission, vision, and values. The district's new strategic plan will build upon prior success and will renew our commitment to excellence in education for today and into the future.

OUR PROCESS

In March and April of 2022 we held three community listening sessions and conducted three independent surveys with staff, students, and the community to gather feedback and input into our new strategic vision. The two-month process produced over 2500 stakeholder responses which were distilled into themes, ultimately creating our new plan.

Themes from this feedback helped shape a new district vision, mission, core values, and strategic priorities to drive the district's work in creating a world-class education for our students. This feedback validated strong community support for our schools and affirmed the district is the center of this community.

In addition to affirming community support for our school system, we also recognize that high expectations and accountability are a necessity. Our top priority is to inspire all students through challenging, meaningful and engaging learning experiences, in a safe and collaborative environment.

The School District of River Falls' Strategic Plan focuses on five essential goals that are aligned to our mission, vision, and values:

- 1. Hold High Expectations for Student Learning*
- 2. Provide a Safe, Welcoming, and Healthy School Environment*
- 3. Attract, Retain, and Develop High Quality Staff*
- 4. Nurture Life Readiness Skills*
- 5. Uphold Operational Excellence*

Each goal area is outlined with clear and measurable objectives. This is an ambitious plan, yet we remain confident that our high quality, professional, and dedicated staff is up to the challenge and we look forward to our ongoing collaborative work that will produce results.

The Board of Education approved the 2022-27 Strategic Plan on June 20, 2022.

OUR MISSION

Inspire all students through challenging, meaningful, and engaging learning experiences, in a safe and collaborative environment.

OUR VISION

In partnership with families and the community, the School District of River Falls is an innovative PK-12 grade educational leader committed to the academic, social, emotional, and physical well-being of every student.

OUR VALUES

STUDENTS FIRST - We center our policies, practices, and actions on doing what is best for all students.

PEOPLE MATTER - We value and respect our staff, and will find success by supporting their participation in collaborative learning communities.

EQUITY - We ensure the individual personal needs of every child are supported by high quality education/resources to pursue their unique potential.

RESPECT - We affirm the worth and dignity of all students, employees and community members. We foster a climate of civility, acceptance, and reasoned debate, embracing our diversity as a strength.

INTEGRITY - We ground our actions in character, honesty, responsibility, service, and compassion toward others.

EXCELLENCE - We embrace the continuous pursuit of improvement in school operations, services, and programs.

INNOVATION - We inspire and empower innovative thought and practice.

COMMUNICATION - We are accountable and transparent in order to maintain public trust.



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2022-2027

GOAL 1:

**Hold High
Expectations for
Student Learning**

GOAL 2:

**Provide a Safe,
Welcoming, and
Healthy School
Environment**

GOAL 3:

**Attract, Retain,
and Develop
High Quality Staff**

GOAL 4:

**Provide Life
Readiness Skills**

GOAL 5:

**Uphold
Operational
Excellence**



GOAL #1

HOLD HIGH EXPECTATIONS FOR STUDENT LEARNING

- 1.1** Support a collaborative teaching culture focused on student learning.
- 1.2** Identify and monitor academic readiness benchmarks.
- 1.3** Implement equitable systems of support and resources for every learner.
- 1.4** Ensure high quality, accessible, and meaningful early childhood, 4K, and kindergarten programming that prepares children for success in school.
- 1.5** Increase career and college planning and experiences for students.

PROVIDE SAFE, WELCOMING, & HEALTHY SCHOOL ENVIRONMENT

GOAL #2

- 2.1** Monitor safety plans and crisis response protocols at district, school, and classroom levels on a regular basis.
- 2.2** Develop school-wide behavior expectations that align to district core values.
- 2.3** Increase participation in afterschool and co-curricular activities by removing barriers that impede participation.
- 2.4** Conduct bi-annual school culture & climate surveys to collect student and family feedback on student safety, engagement, and connectedness at school.
- 2.5** Create a multi-level support system (MLSS) to provide social, emotional, and overall mental health support for students.
- 2.6** Review and update curriculum and library resources to be age- and developmentally-appropriate, while offering a diverse balance of culture, race, backgrounds, and life experiences.



A photograph showing a man with a beard, wearing a green puffer jacket and an orange cap, standing outdoors in a wooded area. He is looking down at a clipboard held by a child in a yellow jacket. Another child in a blue jacket is standing to the left, looking towards the man. The background shows bare trees and a stream.

GOAL #3

ATTRACT, RETAIN, & DEVELOP HIGH QUALITY STAFF

- 3.1** Enhance mentoring and coaching support for new certified teaching staff.
- 3.2** Implement a mentoring and development program for paraprofessionals and bus drivers.
- 3.3** Strengthen Professional Learning Communities (PLC) at all schools to include a culture of collaboration, development of an aligned curriculum, common assessments, and the sharing of effective instructional practices.
- 3.4** Monitor and maintain regionally competitive salary and benefits for all staff.
- 3.5** Organize comprehensive and focused professional development plans that align to our mission, vision, and goals.
- 3.6** Maintain and improve proactive communication systems that give employees the opportunity to provide feedback.

PROVIDE LIFE READINESS SKILLS

GOAL #4

- 4.1** Embed skills into the curriculum and instructional practices to support the development of critical thinking, problem solving, perseverance, adaptability, social-emotional awareness, financial literacy, and a desire for lifelong learning.
- 4.2** Strengthen district equity, inclusivity, and diversity (EID) efforts by involving students and staff in learning that promotes global citizenship, increases cultural competence, and cultivates an appreciation for our diverse world.
- 4.3** Continue to partner with families and the community to enhance character education programs and initiatives.
- 4.4** Research and determine health and wellness priorities for students and staff.





GOAL #5

UPHOLD OPERATIONAL EXCELLENCE

- 5.1** Develop, update, and communicate a long-range facility plan to address educational adequacy, space needs, community interests, transportation needs, and co-curricular activities.
- 5.2** Develop and communicate to the public a long-range enrollment projection and classroom space needs assessment correlated with district financial projections.
- 5.3** Analyze enrollment and housing trends to determine if or when there is a need for elementary school attendance boundaries to be revised.
- 5.4** Determine a long-range mission for the Renaissance Charter Academy that expands college and career opportunities.
- 5.5** Provide frequent, ongoing, transparent communication to the community related to all school programs, facilities, resources, and finances.