

**SCHOOL DISTRICT OF RIVER FALLS**  
**"Renewing Our Promise" - Year 1 (2016) and Year 2 (2017) Report Cards**

■ = 2015-16 Report Card

■ = 2016-17 Report Card

**GOAL #1 - HIGHLY QUALIFIED STAFF**

- 1 Most important thing we do is hiring high quality staff
  - \* *Recently shared in our powerpoint presentation-- hiring high quality teachers is the most important thing we do (6th grade Parent Orientation meeting)*
- 2 Rigorous hiring process with high expectations throughout the screening, interview and reference process
  - \* *Post job openings as early as possible.*
  - \* *We call references prior to finalizing our list of interview candidates.*
  - \* *Our hiring focuses on: a) character; b) relationships with students; c) strong pedagogy*
  - \* *Interview & mini-lesson*
- 3 Settle 16-17 wage plan early in year with interest based and collaborative approach between Board and Employees
  - \* *On track to settle 2017-18 Salary Schedules before end of school year.*
- 4 Maintained competitive pay based on regional comparable data
  - \* *Level/Step movement continues to be a priority.*
- 5 Coach and Advisor pay increases aligned to regional comparable data
- 6 Alt Comp revisions tied to professional development, leadership and collaboration
  - \* *Developing a shared leadership model -- formalizing our process and expectations for shared leadership.*
- 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

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- 17 Shared Learning between Admin and staff (Book clubs, WOW conference, workshops, conferences, site visits, tech training)
- 18 Reviewed policies, procedures and job descriptions
  - \* *Created new job description for EL teacher.*
- 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
  - \* Ashley Bingenheimer committee developing district-wide PL Plan/Philosophy*
- 2 Personalized Learning instructional focus, tech devices, curriculum, site visits, furniture, room design, student voice and choice
  - \* Summer 2017 PD Calendar developed based on ongoing staff feedback & Teaching & Learning Committee meeting input.*
  - \* 2016-17 PD offerings based on the teacher's RFSB Digital Transformation pre-assessment needs / levels of comfortability.*
  - \* Innovative resources available for classroom checkout: Breakout Boxes, Osmo activities, green screen screen*
  - \* HS Student Tech Team members visit classrooms and teach tech skills and device/app use*
  - \* Greenwood PLC Choice topics, 3x/year - innovative practices and technology*
  - \* Hands on Sustainability events & activities for students: Stream ecology and Water Chemistry; Waste water collection and disposal*
  - \* Cool CHOICES Sustainability learning with all elem students*
  - \* Math Masters - students went to CESA 11*
- 3 ISTE Standard 2 with professional development support - focus on Personalized Learning & Formative Assessment
  - \* PD - mid-year Tech Summit based on teacher PL/Digital transformation survey*
  - \* New ISTE student standards - teachers created resource for how to support students in the standards*
- 4 Related Professional development, site visits, book reads, independent in-house research and collaboration
  - \* Additional staff on site visits / book reads*
  - \* Summer workshop opportunity to BUILD personalized units*
  - \* HS para tach Mondays (3x/year) PD & training*
- 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)
  - \* 6-12 is 1:1 - Staff utilize devices in teaching*
- 7 Integration of Tech Tuesdays to train staff in new programs and technology
  - \* Tech Wednesday training & PD (secondary)*

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8 Expansion of devices into Elementary

*\* Greenwood 5th grade is 1 to 1 Chromebooks*

*\* Carts available for tech use in classrooms at Elem. Level*

9 Parent Tech Advisory Committee

10 New grading guidelines at MMS, grading that reflects what the students know

*\* Grading guidelines implemented at MMS and HS*

*\* MMS 6/7 Literature has graded on Standards this year*

*\* Added Character Standards to all classes Spring '17*

11 Working toward standards based grading (K-5, 6-8, 9-12 are at different stages)

*\* K-5 is standards based, re-worked several times to align with curriculum*

12 Transition evening for parents of students with disabilities moving to a new building (over 50% attended)

*\* Continued transition evening to Spec Ed parents*

13 Parenting with Love & Logic Training, Family Character events, Parent back-to-school nights

*\* Spring 2017 Love & Logic parent sessions - counselors*

*\* Family Ed night to showcase innovative learning tools*

*\* Elem schools offered Love/Logic training for parents*

*\* Back-to-school nights at secondary*

*\* Family nights - Elem*

*\* Family Learning evenings - Technology*

14 Lego League formation at MMS - over 30+ students

15 Robotics (GW and HS)

*\* Robotics at HS received grant, has in-house instructor, and continues to grow.*

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
  - \* Establishing innovative learning environments & partnerships*
  - \* Youth Apprenticeships / work based - share data that it has increased in 2 year span*
  - \* Paul Haugland / Community partnership*
  - \* UWRF Youth / Course Options - data on increased participation rates*
  - \* 10th grade counseling sessions on college and career as main focus*
  - \* CVTC Partnerships & Academies - residential construction; business management (2nd yr); welding academy; IT software*
  - \* Shared attention to attendance & changing the cycle of truancy*
- 3 Train staff to understand ACP. Continue to develop and fill in scope and sequence for ACP
  - \* ACP Aligned with Course Planning Guide and 16 clusters*
- 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
- 8 Rep. Shannon Zimmermand and Speaker Vos visit.
- 9 Lifelong Learning
  - Each Renaissance graduate is trained in CNC & woodworking which transfers as an employable skill*
  - Increase in 2016-107 school year of Renaissance student run businesses (sign making & furniture)*

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**GOAL #4: FUNDING**

- 1 SERF x1 mtg, needs to expand and connected to future referendum  
*\* SERF has gotten a second start with Community Leaders - reinvigorated*
- 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  
*\* Demographer report complete*
- 8 Long range Facility Maintenance Plan  
*\* Long range plan in process*
- 9 Referendum on the horizon (option to be considered)  
*\* Bonding funding plan reviewed*
- 10 *Elementary schools are a part of the DEET program*
  - *Rebates available for reduction of Therms and KW*
  - *Lead to districtwide look into building efficiencies - new program*

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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, Partnerships with community groups to support our curriculum
  - \* *Leadership RF (Chamber) - adults providing Buddy Benches at all Elementary schools*
  - \* *Collaboration with RF4C Directors re: United Way Focus - Birth to 3.... Talk, Read, Play, Sing*
  
- 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
  - \* *Design of outdoor classrooms - promote action in nature, but also capture energy when we can be outside rather than in the classroom*
- 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)
  - \* *Continue to examine reading and math resources (interventions)*
  - \* *Focused on reading in the IEP's, closing the achievement gap*
  
- 2 Mental Health Services at building sites - on-site counseling services
  - \* *Aimsweb Plus training and implementation 2016-17 (yr 1)*
  - \* *Will expand to our universal screener for grades 1/2 (2017-18)*
  
- 3 Networking with Pierce and St. Croix County for Social Worker position
  
- 4 New Diversity Committee
  - \* *initial training opportunities for committee members.*
  - \* *menu for staff training 2017-18*
  
- 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)
  - \* *Grades 5/6 Math Masters teams and participation in local / area competitions (year #2)*
  - \* *MMS Staff identified as GT Liaison for 2017-18*
  - \* *Support staff and better identify high-achieving students*
  - \* *Update website information specific to GT resources for students, teachers, and parents*
  
  
- 8 Lego League at Montessori and Greenwood
  - \* *Expanded Lego League teams & Robotics*
  
- 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
  - \* *2nd Year of Model UN at RFPME. Group of 12 students worked all year to attend a national conference.*
  - \* *Solutions based discipline and restorative practices at MMS*
  - \* *HS Restorative practices*
  
- 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)
  - \* *Odysseyware online courses & curriculum being added to Renaissance Academy for 2017-18 school year - this allows students to access a broad array of courses and take a more personalized approach in creating their graduation plan*



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- 15 Addition of French option at MMS
- 16 Jr. Kindergarten pilot, Pre-K Summer School
  - \* Junior Kindergarten continues 2017-18*
- 17 Additional psych fte and school counselor at Montessori for 2016-17
- 18 Consistent school climate survey with a focus on student perceptions
  - \* Modified school climate survey to include questions on diversity and inclusivity*
  - \* Addition of diversity questions on survey*
- 19 Spec Ed revised flexibility with testing, evaluating students which tests are best to use (Rtl pyramid and Spec Ed)
- 20 Character Ed has helped support a positive and safe environment for ALL students
  - \* Use of Restorative Justice (Circles) at Westside / Montessori*
  - \* Expansion of the mindfulness of our schools - focus on caring for students and all people in school community*
  - \* Mindfulness training and practice for Teachers (trickles down to kids) of course*
- 21 ACE's awareness and training
  - \* ACE's awareness & training for RF4C Directors - Winter 2017*
  - \* Introduced trauma informed care to staff via professional development*
- 22 Reused Early Childhood program to support 4K staff and students
- 23 <negative> Loss of K-5 Spanish
- 24 Literacy Enrichment via Young Authors Conference & Writers Workshop @ E.S.
  - \* LMS's & Literacy Coordinator*
- 25 Developing ACP info to roll out to community. Continue to develop ACP process with staff (implement 2017)

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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  
*\* GW 2017 State School of Character, 1 of 2 in State of Wisconsin*
- 7 Character in the Community committee formed with a focus on Awareness - Poster Campaign  
*\* Students delivering Character Ed posters to community businesses*
- 8 HS Service Learning Days in April
- 9 Community Character Committee as well as in-district committee  
*\* Continuing our Character in the Community Committee - focus on Youth Sports for 2017-18*
- 10 Monthly district steering committee and building level committees continue to grow/expand  
*\* Character Ed steering committee presented to the River Falls Hospital Foundation to update them about all the work that has been done over the last 7 years and saying "thank you" for the 12K grant money. Survey the impact of Character Education in RFSD.*
- 11 Character Education branching off to include RF4C  
*\* Character Education in the elementary schools have become more of a student lead initiative*
- 12 New Character Education grading for every MMS student (Standards Based)  
*\* Improved Character grading to include all classes. Report cards mailed to every family*
- 13 Milwaukee convention - presentation
- 14 Article in WASB magazine
- 15 Opportunities for Morale action abound throughout the district - every school - embedded  
*\* Updated district wide climate survey and will administer for the 4th year in a row. Data is used to help meet student needs.*
- 16 RFHS (Jr-Sr) volunteer over 1000 community hours
- 17 New required course at Renaissance entitled Skills Development which focuses on Character Education and Service Learning*
- 18 501(c)3 District established "Sunshine Fund" student/community lead Board*

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- 19 Creating a Character Portfolio for student graduates from RF. What is going to be different about our students graduating from RF because of Character Education?*
- 20 Everest Project (goal setting) and Service Learning*
- 21 Designed and implemented performance character expectations*
- 22 Presented to Cottage Grove Middle School staff on Character Education*

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**GOAL #8: FACILITIES**

- 1 Developed and updated Facilities needs 5 year plan  
*\* Developed and updated 5 year Facilities Plan*
- 2 Updated 5 year roof plan  
*\* Roof plan completed*
- 3 Security system installed districtwide
- 4 Increased security through key cards at all buildings  
*\* Security Badge System fully implemented*
- 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  
*\* HS traffic study completed spring 2016*
- 9 ALICE Training, Alert, Lockdown, Inform, Counter, Evacuate
- 10 Demographer Study  
*\* Demographer study completed summer 2016*
- 11 Pending Referendum (option for consideration)  
*\* Reviewed Financing options*  
*\* Conducting facilities review*