

# School District of River Falls

## Strategic Plan

### **BELIEFS**

... An expression of fundamental values; ethical code, overriding convictions, inviolable principles.

### **We believe that...**

Each person is unique and the resulting diversity enriches our community.

All people have equal value.

Engagement in lifelong learning is essential to a productive and meaningful life.

The pursuit of excellence is worth the effort.

Every person has a right to a safe environment.

The family is the primary influence in the development of the individual.

Our staff is valued, respected and essential for the success of our schools.

Proactively and creatively managing change is critical in order to thrive.

Integrity, healthy relationships, and effective communication are necessary for strong communities.

A commitment to service is a vital part of citizenship.

People are responsible for their own choices.

A global perspective and cultural understanding are necessary to effectively participate in an interconnected world.

It is our responsibility to be good stewards of all resources for present and future generations.

### **MISSION**

...A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose.

The School District of River Falls, innovative leader in personalized learning, ensures the development of every student's unique potential in order to excel as responsible, productive, global citizens, facilitated by forward-thinking staff in a safe, nurturing, and collaborative environment.

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**OBJECTIVES**

**... An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability.**

Every student will live a physically, socially, and emotionally balanced, healthy life.

Every student will be prepared, confident and motivated to succeed.

Every student will be a critical thinker.

Every student will embrace diversity.

Every student will recognize and develop their unique potential.

Every student will be actively engaged in his or her own learning.

Every student will take ownership and be actively involved in their communities.

Every student will respect and protect all resources.

Every student will have a critical appreciation and understanding of other cultures.

Every student will know, understand, and apply the nine positive character traits.

**PARAMETERS**

**...Boundaries within which the organization will accomplish its mission; self-imposed limitations.**

Nothing will be exempt from evaluation of its contribution toward the Mission and Objectives of the Strategic Plan.

## **Strategies**

**...Bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.**

- I. We will establish communication systems to ensure all internal and external stakeholders will be informed and engaged partners.
- II. We will address immediate facility needs of the district and develop a process to constantly ensure that our facilities will support the strategic plan.
- III. We will instill in every student a respect for our world and its resources so they become responsible and productive global citizens.
- IV. All staff and students will have the skills and support to live physically, socially and emotionally healthy lives.
- V. We will develop and implement collaborative, personalized learning.
- VI. We will implement an accountability model that assesses the quality of our district systems and reports to district stakeholders.
- VII. We will establish technological systems that allow us to embed the necessary infrastructure, enhance our staff development, and personalize student learning in order to support 21st century learning approaches.

## School District of River Falls

### Strategic Plan

#### Action Plans List

**Strategy I: We will establish communication systems to ensure all internal and external stakeholders will be informed and engaged partners.**

- Action Plan 1: A marketing system that will promote the River Falls School District to families of prospective students and all stakeholders.
- Action Plan 2: Internal and external stakeholders are provided information through the media and events.
- Action Plan 3: Requests for and distributing information from internal and external stakeholders are handled in a consistent manner.
- Action Plan 4: Visitors can quickly find information and leave feedback by using an attractive and inviting website.
- Action Plan 5: A long-term collaborative process to exchange information between school district and key community partners such as the City of River Falls, St. Croix County, Pierce County, UWRF, CVTC, and the seven towns that fall within school district boundaries.
- Action Plan 6: A long-term collaborative process to exchange information between school district and community clubs, civic organizations, and churches.
- Action Plan 7: There will be a comprehensive Community Education program to promote community engagement and lifelong learning for community members of all ages.
- Action Plan 8: There will be programs that enable students to actively engage the River Falls Community through service learning opportunities.
- Action Plan 9: Develop a district education foundation that will engage the community in providing opportunities for students and staff, and that helps to fund educational costs of the Strategic Plan.

**Strategy II: We will address immediate facility needs of the district and develop a process to constantly ensure that our facilities will support the strategic plan.**

- Action Plan 1: The school district will divest itself of the Academy building within 5 years while honoring its historical significance.
- Action Plan 2: Relocate Renaissance Alternative school within 5 years to educationally adequate facilities that are cost efficient to operate.
- Action Plan 3: Relocate Montessori program within 5 years to an existing elementary school with building and cafeteria addition.
- Action Plan 4: Implement immediate(0-5 year) and long-range(5-10 year) facility plan for bus garage.
- Action Plan 5: Complete deferred maintenance and educational adequacy facility updates within 5 years. (See ATS&R report)

### **Action Plans List**

- Action Plan 6: Build new gym/cafeteria space at 2 elementary schools to provide adequate educational and community space.
- Action Plan 7: Assess the facilities maintenance organizational structure, maintenance standards, employee training and skill sets necessary to provide a safe and healthy environment.
- Action Plan 8: We will develop partnerships with UWRF, CVTC, local municipalities and other community organizations to maximize the use of facilities and to enhance learning.
- Action Plan 9: We will annually review and address current and future facility related needs.

### **Strategy III: We will instill in every student a respect for our world and its resources so they become responsible and productive global citizens.**

- Action Plan 1: A linguistically and culturally comprehensive kindergarten through grade twelve foreign language program.
- Action Plan 2: A district-wide sustainability framework to guide decisions related to curriculum, instructional strategies, and district operations.
- Action Plan 3: Education about other cultures and diverse populations will be woven throughout the curriculum.
- Action Plan 4: Comprehensive diversity training for all staff.

### **Strategy IV: All staff and students will have the skills and support to live physically, socially and emotionally healthy lives.**

- Action Plan 1: Students will be exposed to positive character attributes throughout their education through an integrated K-12 Character Education curriculum with the stipulation to consider age appropriate student involvement. The nine district character traits are: courage, citizenship, compassion, cooperation, perseverance, positive attitude, respect, responsibility, and honesty.
- Action Plan 2: In addition to strong co-curricular programs, students and staff are provided a wide range of opportunities through intramural and club programs and activities.
- Action Plan 3: The School District of River Falls will provide a comprehensive K-12 health curriculum that will develop the knowledge, decision-making, and behavioral skills necessary for students to practice and sustain a healthy lifestyle.
- Action Plan 4: K-12 physical education curriculum is aligned with NASPE standards so that all students have the skills and knowledge to achieve personal fitness and wellness through lifetime activities.
- Action Plan 5: Students and staff will be provided with mentorship and intergenerational learning opportunities through implementation of a community Senior Tax Exchange Program (STEP). This will be done in conjunction with a renewed emphasis to attract senior volunteers. (See Community Ed)

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- Action Plan 6: Students and staff will receive nutritionally rich, minimally processed and locally sourced foods that meet nutritional standards and policies for foods and beverages served and vended in our schools as established and enforced by Food Advisory Committee.
- Action Plan 7: To optimize learning on the secondary level, adjust the secondary school start time. (See Strategy V, Action Plan 6)
- Action Plan 8: Provide access to affordable, healthier food options for its students and staff by establishing a farm to school program.
- Action Plan 9: Establish the district mindset necessary to improve staff morale by promoting the importance of each individual, the relevance of each employee toward the district mission and its value to the community, and the professional growth of each staff member.
- Action Plan 10: Establish the district mindset necessary to improve staff morale by promoting the relevance and value of each employee to the district and community, and developing the personal and professional growth of each staff member. This will be done by: 1)Clarifying and managing work load; 2)Developing a site staff leadership system across the district to ensure clear communication and to provide opportunities for voice and involvement in decisions directly affecting employees' work; 3)Providing opportunities to develop personal and professional awareness and resilience; 4)Creating a culture of celebration and staff appreciation within the district and the River Falls Community; 5)Building stronger relationships between the school board and employees improving working relationships with site administration.

### **Strategy V: We will develop and implement collaborative, personalized learning.**

- Action Plan 1: The SDRF will provide authentic, real-world learning and differentiated instruction for all students, and staff will have the tools, support and collaboration time to do so.
- Action Plan 2: The school district will provide educational opportunities that compliment the traditional k-12 structure through creation of a vibrant and viable community education/lifelong learning program for all ages. (See Strategy I, Action Plan 7).
- Action Plan 3: Subject to district, state, and federal funding opportunities, implement a 4-year-old kindergarten program (4K), based upon a collaborative community approach, that meets state requirements and qualifies for state funds.
- Action Plan 4: There will be an expanded, comprehensive, interactive electronic student information system to support personalized learning.
- Action Plan 5: Establish systems (technical, scheduling, physical) necessary to provide a variety of on-line and distance learning opportunities.
- Action Plan 6: Create a more effective school start time for learning for all students. (See Strategy IV, Action Plan 7)

### **Action Plans List**

Action Plan 7: The district will provide after school programming, concentrating first on the middle school level students, which will focus on enrichment classes and homework help.

Action Plan 8: Students will be continuously integrated in post secondary career and education planning and will leave high school with a specific career/education plan.

#### **Strategy VI: We will implement an accountability model that assesses the quality of our district systems and reports to district stakeholders.**

Action Plan 1: We will continuously improve educational excellence based on the North Central Accreditation (NCA) criteria of: 1) Purpose and Direction, 2) Governance and Leadership, 3) Teaching and Assessing for Learning, 4) Resources and Support Systems, and 5) Using Results for Continuous Improvement.

#### **Strategy VII: We will establish technological systems that allow us to embed the necessary infrastructure, enhance our staff development, and personalize student learning in order to support 21st century learning approaches.**

Action Plan 1: Define acceptable use of district technology, and regularly update Policies and Procedures that govern best practices of technology for all stakeholders.

Action Plan 2: Each building and the district office will reduce the amount of paper used each year from the previous year. As appropriate tools are provided throughout the district, the expectation will be to have less paper usage/cost. A check mid-year should be made on goal attainment.

Action Plan 3: Adopt and implement curriculum software and provide professional development for teachers and administrators to ensure a guaranteed and viable curriculum.

Action Plan 4: The School District of River Falls will develop and implement curriculum for instruction to prepare students and community for a 21st century learning environment.

Action Plan 5: Use technology to assess students for, and of learning at all levels (formative/summative) to best inform instruction.

Action Plan 6: Create an online and hybrid course program to supplement the School District of River Falls' current course offerings. (See Strategy V, Action Plan 5)

Action Plan 7: We will create an efficient, user friendly online environment for parents/guardians to communicate and have access to relevant resources.

Action Plan 8: We will create an efficient, user friendly online environment for staff to collaborate, communicate, and share resources.

Action Plan 9: Create a proposal which promotes the school district boundaries as an online community with universal public access.