

# SCHOOL DISTRICT OF



# F O R T • A T K I N S O N

## STRATEGIC PLAN DESIGN PRINCIPLES

- Foster an emotionally, physically safe and healthy learning environment.
- Develop students to be valued community members using programming intentionally designed to build social skills and strong relationships.
- Cultivate relationships with stakeholders to know and understand the interconnected needs of the local and global communities.
- Empower students to thrive in an ever-changing global environment through rigorous academics, individualized pathways, and authentic learning experiences.
- Communicate with the larger community to inform, engage, and celebrate the good things happening in the schools and community.
- Promote and advance an understanding of diversity, acceptance, and global perspectives.
- Use data driven practices to determine fiscally sound decision-making.
- Optimize community resources for the mutual benefit of the students, schools, and community.

2019-2020

## BOLD STEPS

Implementation of a  
District-wide System for  
Equity

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Develop and Implement a  
Comprehensive Public  
Relations Plan

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Strengthen Family and  
Community and  
Community Engagement

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Implement and Enhance  
Access to Student Support  
Resources

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Research and Identify  
Opportunities for  
Innovation

# 2019-20 Strategic Plan

## 5 Bold STEPS & Action Plans

### 1. Implementation of a District-wide System for Equity

*The community and Design Team identified equity as an area of focus to better meet student and family needs.*

#### 2019-20 Action Plans

- District-wide Equity Team to engage in three-day intensive training under Integrated Comprehensive Systems founders Frattura and Capper
- Launch ICS Equity framework Cornerstone 1 at the building level
- Establish District and building wide Equity Non-negotiables

### 2. Develop and Implement a Comprehensive Public Relations Plan

*The community and Design Team saw a need to increase public relations including branding, marketing, and communicating areas of distinction.*

#### 2019-20 Action Plans

- Hire and onboard a Communications and Community Engagement Specialist to assist in leading the District to:
  - Develop and implement a comprehensive two-way communications process that involves both internal and external publics
  - Assist in interpreting public attitudes to identify and help shape policies and procedures in the public interest
  - Provide involvement opportunities and informational activities which earn public understanding and support
  - Define the School District of Fort Atkinson brand and establish its consistent use among all stakeholders

### 3. Strengthen Family and Community Engagement

*The community and Design Team saw a need to expand parent and community engagement to help achieve the District's mission.*

#### 2019-20 Action Plans

- Implement high impact strategies for family and community engagement
- Expand family and community engagement within the School Improvement Planning (SIP) process
- Increase family and community communication in collaboration with new Communication and Community Engagement Specialist

### 4. Implement and Enhance Access to Student Support Resources

*The community and Design Team saw a need to enhance support resources to address student needs.*

#### 2019-20 Action Plans

- Ongoing learning and implementation of CASEL Framework to align existing programs and determine building level needs to drive new programming including:
  - Adult Social Emotional Learning - Compassion Resilience Toolkit & Restorative Justice Practices
  - K-5 Enhance Instructional Implementation of *Second Step*
  - 6 - 8 Enhance Instructional Implementation of *Dialectical Behavior Therapy (DBT) Steps A*
  - 9 - 12 Inclusion of explicit teaching of social skills during enrichment time and careers classes
- Strengthen program support for English Learners and Gifted/Talented students

### 5. Research and Identify Opportunities for Innovation

*The community and Design Team charged the District to further explore innovative opportunities to distinguish the community and its learners.*

#### 2019-20 Action Plans

- Continue to build a systemic culture of innovation within our learning community
- Research national/ international areas and practices of innovation
  - Engage community to identify focus area(s) of innovation
  - Establish InViTe (Innovation Visioning Teams) Teams, including local experts, to study each focus area and develop proposal(s)