

ANNUAL REPORT OF PROGRESS
STRATEGIC PLAN 2021-26
KOHLER PUBLIC SCHOOLS

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The 2022 annual report of progress acknowledges the faculty and staff who dedicate themselves to the Kohler School District's mission. During this year, schools across our nation were given the task to continue the important work we do while balancing the management of a global pandemic.

The political landscape of a nation divided further illuminated our need to maintain a laser focus to accomplish the work we set out to do. Also contributing to our challenges in the present state of education is the shortage of highly qualified teachers and the restriction of flat revenue limits.

As intended, the strategic plan is a living document that represents the Kohler community's vision. While core work was accomplished, unprecedented and significant time and resources were dedicated to fortifying safety and security, the handling of the pandemic and the design phase of the \$21 million referendum in an extremely volatile economic market.

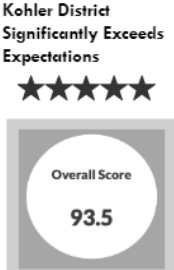


At the conclusion of the 2021-22 school year, and notwithstanding the extraordinary time and resources on the pandemic and the referendum, 73% of the action items were completed and 27% are still in progress.

STRATEGIC PRIORITY	TOTAL ACTIONS	COMPLETED ACTIONS	IN-PROGRESS ACTIONS	RE-EVALUATED/ REVISED ACTIONS
Priority I: Maximize Achievement and Growth for Each Student	6	4	2	0
Priority II: Foster a Safe School Climate that Supports the Social Emotional Learning of Students	14	11	3	1 Challenge Success partnership may need to change with new leadership
Priority III: Optimize Learning Spaces	6	5	1	0
TOTAL (%)	26 (100%)	20(77%)	6 (23%)	1 (4%)

An At-A-Glance chart of tangible outcomes summarizes the progress made during the 2021-22 school year. We will continue to define and refine our measures for progress to hold ourselves accountable for delivering on our educational promises to the community.

At-A-Glance Progress

2021-22

Tangible Outcomes		
 <p>Kohler District Significantly Exceeds Expectations</p> <p>★★★★★</p> <p>Overall Score 93.5</p>	<p>ACHIEVEMENT & GROWTH I. Maximize Achievement and Growth for Each Student</p>	<ul style="list-style-type: none"> ✓ District report card score: 93.5 ✓ High school report card score: 94.8 ✓ Middle school report card score: 81.3 ✓ Elementary school report card score: 97.2 ✓ Implementation of block schedule ✓ Elementary standards-based grading full implementation ✓ Technology trainings (SLATE, Google Classroom), ✓ Professional development to build knowledge of Project Based Learning and purposeful assessment practices ✓ Secured funding for EiE kits and Lego kits for Elementary STEM curriculum
	<p>POSITIVE & SUPPORTIVE CLIMATE II. Foster a Positive and Safe School Climate that Supports the Social Emotional Learning of Students and Creates a Positive School Experience for ALL Students</p>	<ul style="list-style-type: none"> ✓ Silver School of Recognition for PBIS at the Elementary School ✓ Silver School of Recognition for PBIS at the Middle School ✓ Challenge Success - year 4 ✓ Challenge Success Team and Student Club, 9-12 grades ✓ Full-time Community Resource Officer ✓ AODA - Vaping education and canine drug search ✓ Suicide Risk Assessment protocol review ✓ Implementation of GoGuardian ✓ Security Assessments ✓ Golden Rules for school safety ✓ PATH Community-based Counseling ✓ Perception data surveys for staff, students and parents ✓ SEL standards Fidelity assessment alignment ✓ \$15,000 United Way Grant to support mental health initiatives
	<p>OPTIMIZE LEARNING SPACES III. Optimize Learning Spaces</p>	<ul style="list-style-type: none"> ✓ Referendum project begins ✓ 10 year facilities plan updated ✓ Installed Interactive smart panels ✓ Installed High tech document cameras (Elmos) ✓ Addition of Chromebook carts in all 3-5 classrooms ✓ Addition of Chromebooks for middle and high school

Key

Year of action	Completed	In-Progress	Revision
x			RED TEXT

2021-26 Strategic Plan Kohler Public Schools

PRIORITIES and OBJECTIVES

Priorities provide direction for the district. Priorities illuminate the Big Picture and are enduring. Objectives identify the specific intention in measurable terms to achieve the priority.

STRATEGIES AND ACTIONS

Strategies define how to achieve each objective. Actions represent what must be completed to successfully implement the strategy.

2021-26 PRIORITIES

Priority I: Maximize Achievement and Growth for Each Student

Priority II: Foster a Safe School Climate that Supports the Social Emotional Learning of Students and Creates a Positive School Experience for ALL Students

Priority III: Optimize Learning Spaces

Priority I: Maximize Achievement and Growth for Each Student						
Objective A: Assure a Strategic Assessment System						
Strategy 1: Utilize data literacy* practices to build a culture of data use *Data Literacy- knowing how, when and why to examine student data to drive continuous improvement						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Create District and School data practices to regularly analyze both norm-referenced and criterion-referenced data.	DAC/ Principals		x	x		
b. Provide professional development opportunities for staff to build knowledge and skills to use data as well as authentic assessments in Project Based Learning	DAC/Principals Teachers	X Oct. 15 Nov. 19	x	x	x	x
Strategy 2: Promote assessment literacy* practices *Assessment literacy- knowing how to assess what students know and can do and interpret and apply the results to improve student learning, achievement, and program effectiveness.						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Provide professional development on a strategic use of formative, interim and summative	Teachers	X Feb. 18	x	x		

assessments and purposeful alignment of these assessment types within a data inquiry cycle.						
b. Provide Professional development for the Universal Design for Learning (UDL) framework to provide differentiated assessments for all students.	Curriculum Coordinator/ Principals		x			
c. Implement Universal Design for Learning (UDL) framework to provide differentiated assessments for all students	Principals/Teachers			x	x	x
d. Implement Standards- based grading for elementary science and social studies	Elem. Principal/ Elem. Teachers	X Oct. 15 Feb. 18	x			
e. Provide professional development on transitioning from traditional to standards based grading for Middle School	Middle School Principal		x			
f. Implement standards-based grading for Middle School in all subject areas	Principal/Middle School teachers			x	x	
Objective B: Evaluate the Current Practices in Monitoring Student Achievement						
Strategy 1: Utilize the best fit academic screening and progress monitoring tools at all schools						
a. Research effective universal screeners to ensure a best fit for our needs.	DAC/Dir. Student Services/ Technology Coordinator/ Principals/teachers		x	x		
b. Ensure differentiated instruction in all classrooms to be data responsive to assessment results	Principals/Teachers			x	x	x
Strategy 2: Optimize achievement of all middle school students within the new block schedule						
a. Continue to assess the effectiveness of targeted interventions within the universal instruction/intervention time within the middle school schedule	Middle School Principal/Dir of Student Services/ Teachers		x	x		
b. Continue to explore schedules that promote additional English Language Arts and Math instructional minutes.	Middle School Principal/ teachers		x	x		
Objective C: Integrate STEAM* Initiatives for All Learners into the 4K-12 Curriculum						
Strategy 1: Provide collaborative opportunities to facilitate critical thinking using WI DPI STEM* standards as guideposts. STEM- Science, Technology, Engineering and Math STEAM- Science, Technology, Engineering, Arts and Math						
a. Evaluate current curriculum resources and instructional practices related to STEM* standards	Curriculum Coordinator/ Teachers	X Looking at current resources . They are lacking	x			
b. Research resources and programs to better integrate STEAM* into our curriculum	Curriculum Coordinator/ Principals/Teachers	X EiE kits Lego Kits	x	x		

c. Embed STEAM* into resources and instructional practices	Principals/Teachers	X EIE kits Lego Kits	x	x		
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Priority II: Foster a Positive and Safe School Climate that Supports the Social Emotional Learning of Students and Creates a Positive School Experience for ALL Students

Objective A: All Students, Parents, and Staff feel Welcomed and Safe and have a Sense of Belonging at Kohler Schools.

Strategy 1: Ensure that our academic program accurately reflects the experiences and backgrounds of all members of our community and are accessible to all

*DEI- Diversity, Equity and Inclusion

*PBIS -Positive Behavior Intervention and Supports

Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Administer surveys to measure perspectives of parents/staff/students to develop action items based on perception data gathered	Director of Student Services/DEI* team PBIS* Teams/ Principals	X Parent survey 2/28/22 Staff Survey 2/16/22 Student survey 2/20 222	X	X	X	X
b. Review 4K-12 curriculum and resources with a diversity, equity and inclusion and UDL lens and appropriate recommendations and corresponding actions.	Curriculum Coordinator/Principals/ DEI team/Teachers		X	X		
c. Add a parent component to our elementary school welcoming program to focus on new families to ensure they feel welcome and experience a smooth transition.	Elementary principal/counselor/teachers		X	X		

Strategy 2: Ensure that our school culture accurately reflects the experiences and backgrounds of all members of our community and all members have access to education and exposure to other community cultures.

Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Provide Professional Development to all staff on inclusive practices	DEI team		X	X		
b. Develop collaborative partnerships with community organizations, businesses, and employers representing and servicing diverse populations.	DEI team/ADMIN team		X	X		

Strategy 3: Align School Schedules, School Policies, Classroom Policies and Practices that Promote a Healthy High School Student Experience

Action Steps	Owner	2021/22	2022/23	2023/24 4	2024/25 5	2025/26
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a. Partner with Challenge Success for framework for enduring change and process steps	High School Principal/Counselor	X Used frameworks for continuous improvement such as the schedule work done this year engaging kids in the process	X Challenge Success partnership may need to change with new leadership. We will look into what this partnership will need for our next steps			
b. Continue to gather feedback regarding a school day schedule that supports student emotional and academic well-being.	High School Principal/Counselor	X Made adjustments based on feedback	X	X		
c. Develop a HS Student Wellness Group	High School Counselor		X	X		
d. Create partnerships with agencies in the community that focus on Wellness to expand wellness programming and Initiatives for High School Students	High School Counselor		X	X		

Objective B: Ensure all Kohler School Graduates are College and Career Ready by Demonstrating Developmentally Appropriate Social and Emotional Skills

Strategy 1: Adapt Social Emotional Learning (SEL) Instruction and/or Target Practices 4K-12
 SWIS-School Wide Information System
 YRBS- Youth Risk Behavior Survey
 SEL- social emotional learning

Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Utilize SWIS/YRBS/SEL Curriculum Pre/Post Testing/Climate Surveys for SEL strength/weakness analysis	Principals/PBIS Teams/School Counselors	X Done at all schools	x	x	X	X
b. Identify SEL focus per school annually responsive to data	Principals/Advisors/School Counselors/Teachers		X	X	X	X
Strategy 2: Increase the understanding of SEL standards in staff and reinforce the SEL competencies/standards in students in grades 4K-12						
a. Complete a fidelity assessment of lessons taught in the SEL curriculum 4K-8	Principals/Counselors	X Feb. 18 Done by Cindy and Pupil Services staff	x	x		

b. Increase the understanding and reinforce the elementary SEL standards for 4K-5 teachers within integration of the elementary school counseling program.	Elem. Principal/ Counselor/Teachers		X	X		
c. Research SEL curriculum/Programs/Peer to Peer Programs at the High School Level	High School Counselor/ Principal/School Psychologist	X purchased 3 year subscription for the Signs of Suicide program which falls under peer to peer programs	X			
d. Implement SEL Curriculum within the Content areas at the High School	High School Principal/ Teachers/ Counselor		X	X	X	

Strategy 3: Offer mental health screening and referral for at-risk students at the Middle and High School Level						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Research evidenced based protocols/procedures for mental health screening at the middle school	Middle School Counselor/ School Psychologist	X Melissa O'Connor is working on this	X			
b. Identify a mental health screening and referral protocol for the middle school	Middle School Counselor/ School Psychologist	X Melissa O'Connor is working on this	x			
c. Create an Evaluation Process to determine effectiveness of screening & referral practices	Director of Student Services/High School & Middle School Counselors			X		
d. Review District Suicide Risk Assessment Protocols/Procedures	Director of Student Services/Pupil Services Staff	X April 2022				
e. Provide professional development on best practices in Suicide Prevention	Director of Student Services/Counselors	X April 2022	X			
f. Evaluate level of services needed for on-site counseling 4K-12th grade and secure via the PATH program	Director of Student Services/ Superintendent	X May 31, 2022	X	X		

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Objective C: All Students and Staff will have a sense of School Spirit and Pride						
Strategy 1: Develop ways to foster both school and community pride in student activities.						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Multi-platform communications to the community to develop awareness of student accomplishments.	Athletic & Activities Director/Coaches/Advisors	X Monthly letter Facebook Villager	X	X	X	X
b. Develop and implement a Kohler High School Hall of Fame.	Athletic Director	X The committee structure has been created along with the nomination form and process to be fully implemented for the 2022-223 school year.	X			
c. Continue school paint projects involving school colors and logos throughout the building.	Athletic Director and MS/HS Principal	X Walls were painted in August. Murals were added in high school	X			

Priority III: Optimize Learning Spaces						
Objective A: Update and Modernize Technology for our Learning Spaces						
Strategy 1: Develop short and long range plan by looking at our current and future technology and technical education needs						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Identify and prioritize needs and programs in 6-12 technical education and K-12 STEAM education.	Curriculum Coordinator/ Principals/teachers		x	x	x	x
b. Strategize funding sources for technology needs in the new and existing learning spaces	Superintendent/ Technology Coordinator/ Business Manager	X Elmos and Flat panels	x	x		
Objective B: Create Flexible Learning Spaces						

Strategy 1: Design intentional flexible learning spaces throughout the school to foster personalized learning						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Create flexible spaces to provide age appropriate spaces for students to work	Superintendent/ Principals		X	x	x	
b. Renovate existing space and/or add new spaces	Admin team	X These spaces have been added to the design. The referendum projects will address this.	x	x		
c. Engage teachers and students for input and feedback on flexible spaces concepts and furniture	Admin team	X K-12 team Library team Student feedback	x	x		
d. Provide professional development on the learning theory and practices of utilizing flexible learning spaces throughout the school.	Curriculum Coordinator /Principals		x	x	x	
Objective C: Explore Furniture as the Third Space for Learning						
Strategy 1: Create a flexible instructional classroom climate						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Look for funding avenues to provide flexible, collaborative seating in each classroom	Superintendent/ Business Manager/Principals/ Buildings and Grounds			x	x	x
b. Provide professional development on the learning theory and practices of utilizing flexible learning spaces within the classroom setting.	Curriculum Coordinator /Principals		x	x		

Objective D: Maintain, Improve and Expand Facilities and Grounds to Maximize Utilization, Attraction, and Retention that Promotes Community Involvement.						
Strategy 1: Refine a 10 Year Facilities and Capital Projects Plan that identifies and prioritizes maintenance and improvement projects, equipment, and security infrastructure						
Action Steps	Owner	2021/22	2022/23	2023/24	2024/25	2025/26
a. Refine a building and grounds operating structure that aligns resources to priorities and needs.	Superintendent/ Business Manager/ Director of Buildings and Grounds		x			

b. Conduct a facility condition assessment every 5-7 years.	Superintendent/ Business Manager/ Director of Buildings and Grounds	X completed				x
c. Analyze on-demand maintenance spending to adjust the 10 Year Facilities and Capital Projects Plan	Superintendent/ Business Manager/ Director of Buildings and Grounds		x			
d. Establish priorities for maintenance, improvement, and expansion projects	Superintendent/ Business Manager/ Director of Buildings and Grounds	X 10 year plan updated	x			
E. Implement routine maintenance programs which extend the useful life of the facility and prevent premature capital outlay for replacement	Superintendent/ Business Manager/ Director of Buildings and Grounds	X 10 year plan updated	x	x	x	x