

TEACHING & LEARNING, STUDENT SERVICES, & SPECIAL EDUCATION

Within the priority areas shown below, goals and action steps are designed to support all students, including identified subgroups, while recognizing that students may require different levels of support. A continuum of supports is provided to respond to individual needs and promote student success.

Academic Clarity Through Quality Instruction (Academic Growth/Proficiency):

Demonstrate a statistically significant percentage increase in the number of students scoring at or above benchmark on state-required assessments

ACTIONS

- Enhance PLC structure to impact both academic and behavioral growth for all
- Identify and deliver goal aligned professional learning opportunities with a focus on strengthening PLC team practices, enhancing effective instruction, and creating safe and predictable learning spaces for all students
- Increase effectiveness of Act 20 implementation
- Align curriculum to standards
- Improve instructional coaching framework of teachers throughout the district
- Increase professional development opportunities aligned to academic clarity
- Utilize curriculum review cycles (Social Studies & Advanced Learning in 2026-2027) to increase clarity and effectiveness of curriculum and instruction
- Provide professional development in Building Thinking Classrooms (math) at the secondary level
- Provide professional development in best practices for working with English Learners (EL)
- Increase academic rigor through pathways programming while enhancing the 6-12 Everest System of Support process
- Ensure effective progress monitoring tools at all levels and for all subgroups
- Conduct a mid-year needs assessment related to clarity - Plus/Delta
- Investigate Universal Instructional Framework and rollout plan for 27-28
- Build staff capacity on how Artificial Intelligence (AI) can create efficiency in teaching practice & introduce how students can appropriately use AI at the upper secondary level
- Provide high-quality professional development for literacy and math interventions used by special education teachers
- Strengthen Everest System of Support process to ensure a consistent, data-informed approach for identifying student needs, coordinating timely Tier II/III interventions, and monitoring progress
- Strengthen Continuum of Service Delivery Models with a focus on the Least Restrictive Environment (LRE) for students to ensure access and progress
- Strengthen inclusive supports through partnerships between general education and special education teachers to ensure students with disabilities have access to and benefit from general education

Safe and Predictable Learning Spaces (Engagement/Connectedness):

Achieve a reduction in office discipline referrals and increase in student belonging and engagement

ACTIONS

- Enhance PLC structure to impact both academic and behavioral growth for all
- Identify and deliver goal aligned professional learning opportunities with a focus on strengthening PLC team practices, enhancing effective instruction, and creating safe and predictable learning spaces for all students
- Define consistent routines, expectations, and positive behavior supports across all PK–12 learning environments to promote student success and maximize instructional time
- Strengthen Everest System of Support process to ensure a consistent, data-informed approach for identifying student needs, coordinating timely Tier II/III interventions and monitoring progress
- Strengthen collaborative problem-solving and intervention planning processes that support students' academic, behavioral, attendance, and social-emotional needs through multidisciplinary team structures
- Integrate Portrait of a Graduate competencies across PK–12 experiences to ensure students develop the life skills, character traits, and dispositions needed to thrive in college, career, and life
- Define and operationalize district life skills competencies aligned to the Portrait of a Graduate to create a common language and expectations for student success through creating an Academic Career Planning committee
- Implement Responsive Classroom practices to establish consistent classroom routines, expectations, teacher language, logical consequences, and community-building structures such as Morning Meetings
- Provide ongoing professional learning and coaching for support staff in the effective and consistent use of best practices at all Tiers
- Develop and expand Tier II social skills supports through targeted small-group interventions that build self-awareness, self-management, relationship skills, and responsible decision-making
- Strengthen and expand Tier III behavioral supports/resources/tools to provide intensive, individualized interventions for students with significant social-emotional and behavioral needs
- Increase accountability for student belonging, engagement, social-emotional growth, and behavioral outcomes through use of survey data, discipline data, intervention effectiveness measures, and continuous improvement cycles to inform decision-making and resource allocation
- Engage in collaboration meetings with Marathon County
- Provide professional development in de-escalation strategies and social skills instruction
- Refine special education systems for Functional Behavior Assessment and Behavior Intervention Plan processes, data-based decision-making, and progress monitoring
- Provide support to elementary EBD teachers and teachers new to special education with a focus on supporting teachers with students with significant behavior challenges (Behavioral Supports Specialist role)
- Strengthen inclusive supports through partnerships between general education and special education teachers to ensure students with disabilities have access to and benefit from general education
- Enhance social-emotional and behavioral programming across the Continuum of Services
- Define and develop Life Skills and Independence Competencies for students with disabilities

TECHNOLOGY

Artificial Intelligence:

Provide two professional development experiences for staff on relevant emerging Artificial Intelligence (AI) in education

ACTIONS

- Engage in needs assessment prior to inservice
- Facilitate professional development sessions
- Maintain "AI in DCE" PDF from 2024
- Develop whitelist and blacklist for AI sites

Screen Time:

Study and create a plan with guidelines/recommendation on student screen time at DCE

ACTIONS

- Implement staff survey in late September/October
- Track all "necessary" or "required" device usage throughout a year at each grade level (state testing)
- Maintain filter guidance at K-12 (red, yellow, green)
- Block Youtube
- Explore guidelines for device use, including at home needs/uses (homework)

FINANCE

Financial Projections and Decision Making :

Develop and maintain comprehensive financial projections and decision-making tools to support facility planning and a potential referendum, including project costs, debt capacity, tax impact, operating implications, and long-term financial sustainability

ACTIONS

- Develop multi-year financial models incorporating project costs, existing debt, anticipated debt retirement, and projected tax impacts
- Analyze the financial impact of facility decisions on both debt service and ongoing operating costs
- Provide financial information and projections to staff, administration, Board, municipalities, business leaders and community members as appropriate
- Continue long-term financial forecasting and debt planning
- Continue monitoring debt prepayment opportunities and mill-rate impacts
- Maintain regular communication between Finance, Administration, Communications and facility planning partners
- Develop additional "what-if" scenarios based on referendum amount, interest rates, project costs, and timing
- Analyze the long-term operating savings/cost avoidance associated with reducing the District's facility footprint

Skyward:

By March of 2027, the Finance Team will successfully transition from Skyward SMS to Skyward Qmlativ by completing required system training, updating internal procedures and workflows, and validating key financial processes to ensure accurate and timely financial operations

ACTIONS

- Develop a transition plan outlining key milestones, responsibilities, and timelines
- Participate in Skyward Qmlativ training and implementation activities
- Collaborate with Skyward support and regional cohort districts to troubleshoot issues and refine workflows
- Test and validate key financial processes, reports, and data
- Communicate system changes, updated procedures, and staff training needs
- Maintain accurate financial records and timely processing of payments and other financial transactions throughout the transition
- Continue collaboration and communication within the Finance Team and with other district departments
- Maintain internal controls and established financial review processes
- Provide ongoing support and share knowledge among team members
- Identify opportunities to streamline workflows and improve efficiency using Skyward Qmlativ functionality
- Identify additional training opportunities and system features

TALENT & CULTURE

Educator Effectiveness:

By June 2027, support districtwide Educator Effectiveness monitoring and process to increase consistency, timeliness, and accountability across schools, with at least 95% of required EE activities completed and documented by established deadlines and 100% of supervisors receiving clear timelines, tools, and periodic progress updates throughout the year.

ACTIONS

- Update annual Educator Effectiveness Supervisor Guide and Timeline
- Implement timely EE reminders and progress updates
- Provide targeted follow-up and just-in-time support through rounding

Accommodation Processes:

By June 2027, improve supervisor understanding and communication regarding employee leave and accommodation processes—including FMLA, ADA, and reasonable accommodations—by implementing targeted education and practical resources that help supervisors recognize potential employee needs and appropriately engage Talent & Culture.

ACTIONS

- Develop a Supervisor Leave & Accommodation Quick Guide
- Send Quarterly Micro-Learning Handouts
- Supervisor rounding throughout the year

SCHOOL NUTRITION

Menu Offerings:
At each level, align 2-3 menu offerings with Hmong culture and celebration or focus weeks

ACTIONS

- Test and re-standardize existing recipes (Banh Mi, Laab, Hmong Sausage Roll)
- Talk to others about about new ideas for recipes

Incentive System:
Implement new “CHIPS” incentive system for staff to reward them for going above and beyond in their work

ACTIONS

- Announce the parameters at the Back to School meeting
- Create a flyer to hang in each kitchen to remind staff about the rules that includes a QR code to scan so they can conveniently nominate a coworker
- Track “CHIPS” submissions once weekly at check-in meeting

BUILDINGS AND GROUNDS

Environment:
Increase recycling awareness

ACTIONS

- Engage students in the process/change process for recycling/offer better options
- Implement process changes

Communication:
Increase communication for staff

ACTIONS

- Distribute quarterly newsletters
 - Spotlight staff, achievements, projects, etc.
 - Gather staff input for newsletter content
- Prioritize frequent sharing of information
- Explore ways to share information (paper copies, message boards at buildings, etc.)

GREENHECK TURNER COMMUNITY CENTER

Ten-Year Plan:
Develop a ten-year plan

ACTIONS

- Identify building needs through consultation with Director of Buildings & Grounds
- Prioritize building needs and divide over a ten-year timespan
- Contact contractors to inform budget/pricing
- Develop the plan
- Present the plan to Superintendent and Assistant Superintendent of Operations
- Present the plan to Greenheck/Turner family
- Monitor progress

Staff Experience:
Enhance GTCC culture and overall staff experience

ACTIONS

- Check in with staff to identify support they need
- Round with staff and their supervisors
- Include this topic in biweekly managers meetings
- Meet with all managers to do strategic planning for their department
- Continue to build a positive environment for staff
- Encourage open communication
- Explore possibility of managers having weekly or biweekly meetings with their department
- Explore having managers take turns running staff meeting so all departments have a lead role

Revenue:
Grow GTCC revenue

ACTIONS

- Evaluate current events to see what growth opportunities exist
- Make community connections to identify how GTCC can fill a need
- Work with current events on marketing and advertising
- Evaluate current calendar to identify gaps in dates and find new ways to fill those dates with unique events
- Evaluate summer camp numbers to identify if there is room for growth
- Enhance existing positive relationship with current events and support them
- Book events during typical slow time (Late spring, summer, and early fall)
- Attend national events to bring in large scale events like horseshoes
- Secure a long term deal with the World Horseshoe Organization
- Look into booking for expo that utilizes our floor