

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION GOALS COMMITTEE**

Monday, February 22, 2021

4:00 PM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, subject to space limitations, as well as guidelines and orders that are in place for indoor gatherings. Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments. Public comments may be sent to Rebecca McDonough

at district_administrator@waunakee.k12.wi.us up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted outside the buildings and brought into the meeting individually to present; if you are attending the Board meeting in person, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

You will be required to abide by guidelines and/or orders required for indoor public locations in Dane County and Wisconsin.

A recording of the meeting will be posted on the District Webpage within 24 hours of the meeting time.

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

V. DISCUSS AND SET PRIORITIES FOR THE 2021-2022 SCHOOL

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YEAR

Attached please find the Priorities set by the Budget Committee and approved by the Full Board at the February Board Meeting. This document can serve as a springboard to priorities in other areas.

Additionally, please find the Board Priorities from 2019-2020 and the District Strategic Planning Framework for your reference.

VI. FUTURE MEETINGS

VII. ADJOURN

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

DRAFT--Budget Priorities for 2021-2022 School Year

The budget process for the 2021-2022 school year begins with a review of district budgetary priorities that are set in collaboration between the administration and the Budget Committee, and then presented to the full board.

The following parameters guide the budget process and serve as the framework for more specific priorities:

- The budget process will be grounded in strategic financial planning to manage expenditure and revenues to best serve the financial and programmatic needs of the district.
- The budget process will align resources with strategic planning initiatives.
- The budget process will move the district forward with improvements and enhancements to educational programs and processes, to meet the needs of a growing, and increasingly diverse, student population
- The budget process will recognize that schools are a people driven business and will support efforts to enhance the recruitment and retention of highly qualified staff.

The more specific funding priorities are broken down into three categories: *Financial Priorities, Strategic Priorities, and Programmatic Priorities.*

Financial Priorities

Financial priorities represent those areas that need to be addressed through the budget process that specifically relate to the financial health of the school district.

1. By the 2022-2023 budget cycle, the operational accounts that were impacted with budget transfers and referendum funds throughout the COVID-19 pandemic will be reestablished at sustainable levels.
2. The Fund Balance Policy will be reviewed as part of the 2021-2022 budget process, and a plan will be put in place to address the fund balance percentage needed to establish a solid bond rating for future borrowings.
3. A plan for years 2-5 will be established for the use of the \$2.1M five-year operational referendum funds that were approved in November 2020.

Programmatic Priorities

Programmatic priorities are those areas of need to be addressed through the budget process and specifically relate to the strengthening of educational programs.

1. A remote learning model will be designed for K-12 post-Covid for students/families that will be seeking an alternative educational delivery model.
2. Budget Requests and Staff -- Requests were received on 1-27-21. Recommendations will be forthcoming and will be based on programmatic needs and staffing allocation.

Strategic Priorities

Strategic priorities are those areas of need to be addressed through the budget process and specifically relate to the items that are within the strategic plan and need budget allocation to be successful.

1. Staff compensation will be considered from the start of the budget process, with data, to recruit, support, and retain highly qualified staff.
2. A district branding process will be established and implemented.
3. The District will review and reestablish the long-range facility plan as it relates to future referendum issues.
4. Funds will be strategically allocated to address high level needs from the 20-year facility maintenance plan.

WAUNAKEE COMMUNITY SCHOOL DISTRICT

MISSION STATEMENT

“Committed to Children...Committed to Community...Committed to Excellence”

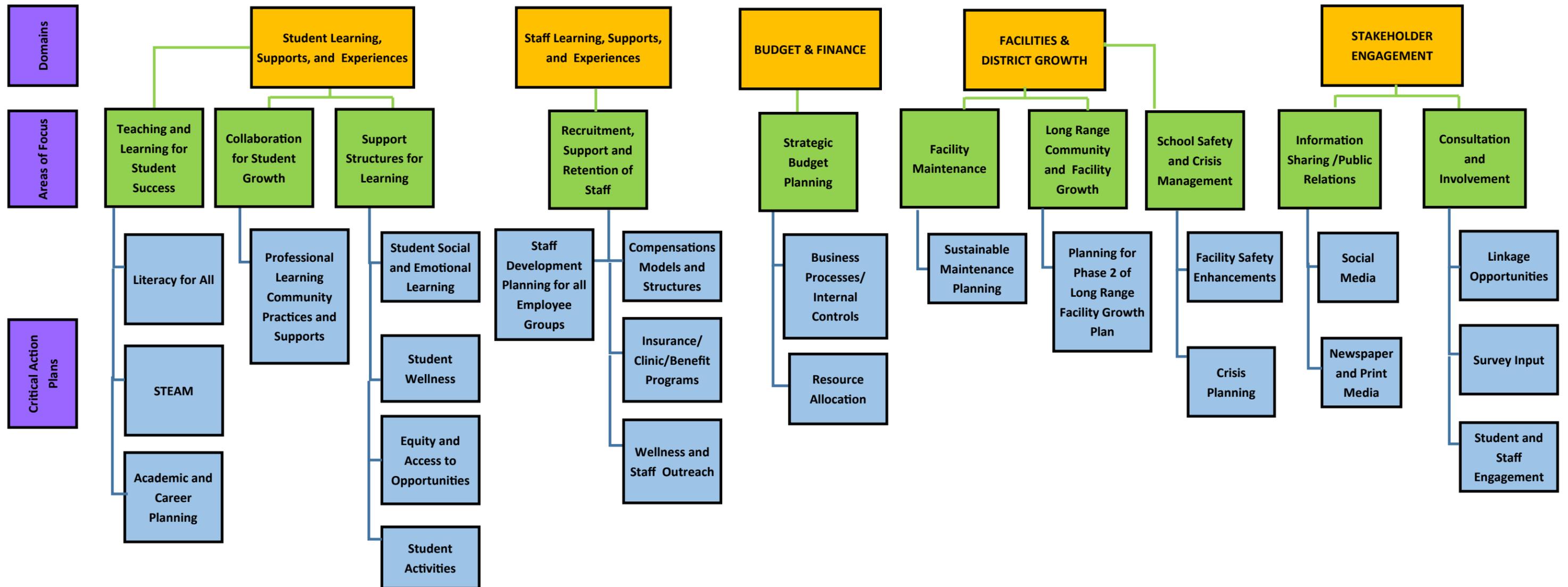
VISION STATEMENT

The Waunakee Community School District is a collaborative learning community that works with students, staff, families, and the community to ensure that every student is ready for college and career; through a focus on data, research based best practices, and engagement with students to be active partners in their learning.

VISIONARY ASPIRATIONS

The Waunakee Community School District is a collaborative team of students, staff, families, and the community that:

- Establishes excellence in all facets of their work.
- Celebrates both student growth and attainment.
- Sustains learning environments that are challenging and attentive to the diverse learning needs of every student
- Teaches students to embrace ethics, values, and character.
- Promotes student engagement and belief in their own learning.
- Respects cultural and global perspectives.
- Engages and builds positive relationships with students.
- Cultivates critical and creative thinkers, and nurtures collective inquiry.
- Institutes a challenging curriculum, and prepares students for their future.
- Fosters a safe environment for the educational, emotional and physical needs of all.
- Provides and supports staff development and opportunities for professional growth.
- Allocates resources in concert with the district’s vision.



Evaluation of Superintendent & BOE Priorities Forms
Waunakee Community School District

Instructions:

Each year, in conjunction with the evaluation processes, the board and superintendent meet to develop a clear set of system-wide, board governance and individual professional practice priorities/goals for the following year. Performance indicators are developed & approved for each priority area.

Important note: Superintendent professional practice priorities serve as the basis for Part 2 of the superintendent evaluation.

1. Attached are forms to be completed by each board member rating each of the identified priorities for the past year.
2. Each priority has performance indicators listed below it. These performance indicators suggest objective measures to consider. Do not rate each performance indicator separately; only rate the overall priority/goal.
- 3. Ratings do not have to be whole numbers. If a member thinks a 2.5 or 3.7 is representative of their rating, that is acceptable.**
4. Your comments in support of your rating will be helpful during the preparation of a summary evaluation form.
5. Please return your completed forms to the board chair or designated representative for compilation. The designated representative or chair will compile the results.
6. The board and superintendent will meet in executive session to discuss the superintendent evaluation results.
7. The board and superintendent will meet in open session to discuss results from the evaluation of progress on priorities and begin to identify priorities for the following year.

**Evaluation of Progress on BOE & Superintendent
Priorities System-Wide, Professional Practice &
Governance
School Year: 2019-20**

1. System-Wide Priority # 1: Joint BOE/Superintendent Responsibility

Referendum Planning — Referendum Planning will include the vetting of options, definition of scope, staff and community involvement, and the necessary work for the Board to approve a referendum resolution in July / August 2020.

Performance Indicators:

The board & superintendent will:

1.1 At the December 2019 School Board Meeting a timeline of necessary work will be outlined for the Board by the Administration and EUA. This timeline will become the actionable performance indicators for this priority.

1.2 The variables that will be included in the timeline include:

- New Middle School
- High School Campus - Current middle school and high school
- Renovations of Heritage
- Facility Maintenance
- Bethel Circle
- Program Shifts
- Exceed the Cap for Operations and Growth

1.3 The Board will set a Referendum Resolution in July / August 2020.

Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)
No progress made on priority. No explanation(s) provided to help manage expectations as to why no progress was made.	Some progress made on priority. Little evidence of action(s) taken to move forward with the stated priority/plan.	Major progress made on priority and/or priority met. Periodic updates provided on progress made to help manage expectations and justify need for change(s) to plan.	Exceeded expectations in meeting priority. Stakeholders were aware of progress on the priority and what comes next.

Rating: _____ Comments:

2. System-Wide Priority # 2: Joint BOE/Superintendent Responsibility

Stronger Connections with School Buildings and Staff — The Board has determined that a priority for 2019-2020 is to build stronger connections with the staff and the work that is occurring in the school buildings per their goals.

Performance Indicators:

The board & superintendent will:

- 2.1 The Board will hold staff listening sessions in November.
 - The Board will follow up and work with administration on the information shared at the listening sessions.
- 2.2 Updates/Reports from the schools on what is going well, what challenges exist, and priorities and goals for the year — Spring 2020
 - The Board will be provided with a copy of the building goals as an informational item prior to the goal update presentations to the Board.
- 2.3 BOE visits to schools - defining what the BOE wants to see and learn more about.
 - Minimum - one visit per semester per Board Member
- 2.4 The Board President will work with the WTA Leadership to determine how to interface with them.

Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)
No progress made on priority. No explanation(s) provided to help manage expectations as to why no progress was made.	Some progress made on priority. Little evidence of action(s) taken to move forward with the stated priority/plan.	Major progress made on priority and/or priority met. Periodic updates provided on progress made to help manage expectations and justify need for change(s) to plan.	Exceeded expectations in meeting priority. Stakeholders were aware of progress on the priority and what comes next.
Rating: _____ Comments:			

3. System-Wide Priority # 3: Joint BOE/Superintendent Responsibility

Strategic Planning and Budget Connection

Performance Indicators:

The board & superintendent will:

- 3.1 The Administration will identify strategic priority areas that have budget impact.
- 3.2 The Administration and Board will hold a joint budget planning workshop in March / April.
- 3.3 The Administration will present to the Board the Vision for their strategic work and its connection to budget requests.
- 3.4 The Board will work with the Administration to determine which priorities fit within our Joint Vision for the District.
- 3.5 The Board and Administration will determine which budget request have a place in the budget process and/or the scope of the 2020 referendum.
- 3.6 The scope of the Exceed the Cap question will be defined.

Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)
<p>No progress made on priority.</p> <p>No explanation(s) provided to help manage expectations as to why no progress was made.</p>	<p>Some progress made on priority.</p> <p>Little evidence of action(s) taken to move forward with the stated priority/plan.</p>	<p>Major progress made on priority and/or priority met.</p> <p>Periodic updates provided on progress made to help manage expectations and justify need for change(s) to plan.</p>	<p>Exceeded expectations in meeting priority.</p> <p>Stakeholders were aware of progress on the priority and what comes next.</p>
<p>Rating: _____ Comments:</p>			

4. System-Wide Priority # 4: Joint BOE/Superintendent Responsibility

Board Policy Review/Revision/Adoption

Performance Indicators:

The board & superintendent will:

- 4.1 Review, revise, and adopt policies for Series 100, 200, and those policies identified by WASB as needing revision per statutory requirements.

Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)
<p>No progress made on priority.</p> <p>No explanation(s) provided to help manage expectations as to why no progress was made.</p>	<p>Some progress made on priority.</p> <p>Little evidence of action(s) taken to move forward with the stated priority/plan.</p>	<p>Major progress made on priority and/or priority met.</p> <p>Periodic updates provided on progress made to help manage expectations and justify need for change(s) to plan.</p>	<p>Exceeded expectations in meeting priority.</p> <p>Stakeholders were aware of progress on the priority and what comes next.</p>
<p>Rating: _____ Comments:</p>			

5. System-Wide Priority # 5: Joint BOE/Superintendent Responsibility

Review of Employee Compensation and Benefits

Performance Indicators:

The board & superintendent will:

- 5.1 With the Director of HR and the Teacher Compensation Committee, develop and consider a revised teacher compensation system.
- 5.2 With the Director of HR, establish a system for salary advancement for the Classified Staff.

Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)
No progress made on priority. No explanation(s) provided to help manage expectations as to why no progress was made.	Some progress made on priority. Little evidence of action(s) taken to move forward with the stated priority/plan.	Major progress made on priority and/or priority met. Periodic updates provided on progress made to help manage expectations and justify need for change(s) to plan.	Exceeded expectations in meeting priority. Stakeholders were aware of progress on the priority and what comes next.
Rating: _____ Comments:			