

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION BOARD OF EDUCATION SELF EVALUATION AND
REVIEW OF DISTRICT PRIORITIES MEETING**

Tuesday, April 9, 2024
5:30 PM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 Minutes 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. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. 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 in the lobby of the building, 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.

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 THE AGENDA

IV. PUBLIC COMMENTS

V. BOARD OF EDUCATION SELF-EVALUATION AND PRIORITIES **3**

Attached please find the documents associated with the Board of Education's Self Evaluation and review of District Priorities.

VI. 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.”

Board of Education Self-Evaluation Summary Questions

1. List areas of strengths. In what areas are we really doing well?

We do a great job at looking to receive input from our stakeholders. We hold multiple listening sessions throughout the year, and I feel we proactively act when possible. We are very open and transparent to the public. I think we have a good makeup of individuals that are knowledgeable in a variety of areas that are able to share ideas in a positive and professional manner.

Our greatest strength is the trust and confidence of fellow board members. This trust allows our committee structure to effectively work. Another area of strength is carefully considering Administration recommendations to help guide our decisions.

- Managing the complexity of infrastructure builds in the district
- Putting students first in all our conversation

- Work collaboratively with our Superintendent, our Central Administrative team, and as a Board.
- Working well as a Board, respectful of each other, even in disagreement, seeking what's best for our students and community.
- Working to provide ample opportunities for feedback from our stakeholders: students, staff, parents, and community.
- Planning and budgeting, not just for the present but for the future

Trust/teamwork, respectful collaboration, goal setting with academic goal as top priority.

Open Discussion & Consensus Building

2. List areas where the board could improve.

There is always a case to be made for being or getting more involved. Some of us are very engaged and learning how to better equip themselves about making informed decisions, while others could work more towards that. I think this evaluation process (or at least the superintendent one) could be a little more impactful. With the start of a new superintendent, it may be a good time to use a more structured evaluation process focused on measurables.

- Communication with teachers & school level staff on content of reviews & efforts
 - Also applies to administration efforts, i.e. Disproportionality Plan

- Continue to keep Student Achievement as our number one goal.
- Utilize data to assess how well our programs and initiatives are affecting student achievement.
- Improved communications from our Board Committees and Subcommittees to our Staff and Community
- Continue to prioritize and improve our 3 year budget process.

More regular focus on priorities during meetings/committees. We have improved in this area but need improvement on bringing every topic/decision back to priorities and how our decisions/agenda items address/affect our goals/priorities.

3. What would be the most important thing the board needs to work on first? What will have the greatest impact on student learning?

Making sure the transition of superintendents goes well. Start off on the right foot in terms of expectations. Be supportive of the changes to curriculum at all levels as they relate to our top priority of improving student achievement.

With the transition of leadership, I think our greatest need is to have the board governance conversation with our new superintendent and to establish goals/expectations for the first 100 days with an evaluation model in place for the superintendent.

- Securing operational funding.
- Need a plan for growth metrics in academic achievement
- Pass the Operational Referendum for fall '24
- Providing the necessary resources to implement the curriculum changes and middle school schedule changes.
- Monitor the data over time to determine the impact of these changes.
- Provide the support and monitoring needed to successfully implement the Disproportionality Plan.

With new superintendent we need to work towards building a new strategic plan... keeping academic achievement at the forefront of this plan.

Bringing the new superintendent into our process

4. What do we need to learn about as a board team? Where can we get the information we need to improve? Who will teach us? When can we take the time to learn?

We need to best understand the efforts we are making towards student achievement. We need to know what we are focusing on is making the changes we desire. While we make certain bullet points for intended improvements, lets dig deeper to

understand the actual steps that are being implemented. We can best get this information from the staff and administration. We need to take the time to meet and learn what the teachers are actually doing. We have listening sessions that are coordinated and scheduled. Is it possible to have a more coordinated schedule of monitoring?

- More on political activism to help with both budgeting and curriculum choices
- Need to do research here
- Bi-Annual learning opportunities/Quarterly?

- AI and it's impact on education
- How well our RTI programming is positively impacting our students needing support, how many of our students “graduate” out of RTI.
- How well we are closing the achievement gaps, both for those at or above proficiency, but underperforming, and for those below proficiency.



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Board Operations** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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We conduct an annual school board self-evaluation. (n=7)

Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 4 SD: 0		

We have an effective orientation process for new board members. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.14 SD: 0.64		

We honor our decisions outside of the board meetings (e.g., not undermining majority decisions with which some disagreed). (n=7)

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.43 SD: 0.49			

Board members speak on behalf of the board/district only when authorized and clearly identify when they are commenting strictly as an individual. (n=7)

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	3	42.9%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	14.3%	
AVG: 3.5 SD: 0.5			

Our board meetings are effective and efficient. (n=7)

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.29 SD: 0.45			

Our board committees are used effectively. (n=7)

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	1	14.3%	

Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.14 SD: 0.64			

We have a good understanding of the Open Meetings Law and know how to navigate open sessions, closed sessions and special situations such as hearings. (n=7)

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.71 SD: 0.45			

The members of the board come to meetings prepared to address the noticed agenda. (n=7)

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	3	42.9%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.29 SD: 0.7			

I prepare for board meetings by reading the board packet and asking the administration to clarify issues prior to meetings. (n=7)

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
8			

Not sure (0)	0	0%	
AVG: 3.57 SD: 0.73			

We encourage constructive and professional discussions at board meetings. (n=7)			
Fully achieved (4)	5	71.4%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.43 SD: 0.9			

We evaluate the superintendent at least annually, against clear goals and with performance criteria that include measures of student achievement. (n=7)			
Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.86 SD: 0.35			



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Budgeting** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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I understand the basic principles of school finance, including state, federal and local sources of income and the school district budgeting cycle. (n=7)

Fully achieved (4)	1 14.3%	
Mostly achieved (3)	5 71.4%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3 SD: 0.53

We make staffing and budget decisions based on student achievement priorities. (n=7)

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.43 SD: 0.49

We evaluate the district's financial statements on a monthly basis. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	3 42.9%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
AVG: 2.83 SD: 0.9		

Our budget process includes determining if and when referenda are needed. (n=7)

Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.86 SD: 0.35		

Our community believes the district is a responsible steward of its financial resources. (n=7)

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.29 SD: 0.7		



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Community Engagement** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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We ensure our standards are consistent with parent and community expectations. (n=7)

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.43 SD: 0.49

We regularly communicate our financial needs to the public in an easy to understand format. (n=6)

Fully achieved (4)	2 33.3%	
Mostly achieved (3)	3 50%	
Partially achieved (2)	1 16.7%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.17 SD: 0.69

Our board is addressing the needs of all students to ensure high levels of learning. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.14 SD: 0.64		

Our board is addressing students' interests through extracurricular programming and other activities. (n=7)

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.57 SD: 0.49		

We have a legislative advocacy process to monitor issues and communicate our position to our legislators and the WASB. (n=7)

Fully achieved (4)	0 0%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	5 71.4%	
Not achieved or started (1)	2 28.6%	
Not sure (0)	0 0%	
AVG: 1.71 SD: 0.45		

We regularly discuss legislative issues during board meetings. (n=7)

Fully achieved (4)	0 0%	
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Mostly achieved (3)	0	0%	
Partially achieved (2)	3	42.9%	
Not achieved or started (1)	4	57.1%	
Not sure (0)	0	0%	
AVG: 1.43 SD: 0.49			

We regularly communicate with our legislators on a particular subject or bill. (n=7)

Fully achieved (4)	0	0%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	4	57.1%	
Not sure (0)	1	14.3%	
AVG: 1.33 SD: 0.47			

We invite legislators to our schools for tours and discussions of important education issues. (n=7)

Fully achieved (4)	0	0%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	4	57.1%	
Not sure (0)	2	28.6%	
AVG: 1.2 SD: 0.4			

Our board is represented at district and community events when possible. (n=7)

Fully achieved (4)	1	14.3%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	

Not sure (0)	0	0%	
AVG: 3 SD: 0.53			

We have partnerships with businesses, service and community organizations, and local government officials. (n=7)			
Fully achieved (4)	1	14.3%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 2.86 SD: 0.64			



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Culture** from Waunakee Community School District.

Please rate your board's performance in each area.		
Item	Response	

Our board models mutual respect and professional behavior. (n=7)		
Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.86 SD: 0.35		

We value differences of opinion and do not let them degenerate into personality conflicts. (n=7)		
Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.86 SD: 0.35		

We work with the superintendent in a spirit of mutual respect, open communication, trust and confidence. (n=7)

Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 4 SD: 0			

We focus on strategic decisions and policy issues rather than on the administrative implementation of policy and other day-to-day management/operational issues. (n=7)

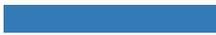
Fully achieved (4)	1	14.3%	
Mostly achieved (3)	6	85.7%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.14 SD: 0.35			

Our culture promotes high expectations. (n=6)

Fully achieved (4)	3	50%	
Mostly achieved (3)	3	50%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.5 SD: 0.5			

We recognize students, teachers and schools for outstanding performance. (n=7)

Fully achieved (4)	4	57.1%	
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Mostly achieved (3)	3	42.9%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.57 SD: 0.49			

Our community believes the district is effectively governed and makes decisions with the best interest of students in mind. (n=7)			
Fully achieved (4)	1	14.3%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	14.3%	
AVG: 3.17 SD: 0.37			



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Data-Driven Decision Making** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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We manage by facts and our decisions are data-driven. (n=7)

Fully achieved (4)	1 14.3%	
Mostly achieved (3)	6 85.7%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.14 SD: 0.35

We benchmark test results against districts with similar demographics and prior performance over previous years. (n=7)

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.43 SD: 0.49

We examine data to help district leaders identify groups of students in need of additional support. (n=7)

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.57 SD: 0.49		

We have a schedule and protocol to review data and program performance. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	2 28.6%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3 SD: 0.76		

Our curriculum development process ensures culturally relevant learning experiences for our students. (n=6)

Fully achieved (4)	1 16.7%	
Mostly achieved (3)	3 50%	
Partially achieved (2)	1 16.7%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 16.7%	
AVG: 3 SD: 0.63		

We have a process to ensure all students can participate in advanced coursework, the arts, and extracurricular programs. (n=7)

Fully achieved (4)	4 57.1%	
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Mostly achieved (3)	1	14.3%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.29 SD: 0.88			



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Planning** from Waunakee Community School District.

Please rate your board's performance in each area.		
Item	Response	

We have explored sharing services with other districts and/or our local municipalities. (n=7)		
Fully achieved (4)	1 14.3%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	2 28.6%	
Not sure (0)	1 14.3%	
AVG: 2.33 SD: 1.11		

We have sound risk-management practices in place that include a regular review of insurance options. (n=7)		
Fully achieved (4)	4 57.1%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	1 14.3%	
Not sure (0)	1 14.3%	
AVG: 3.33 SD: 1.11		

We have a process to annually review the district's facility/maintenance needs. (n=7)

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.57 SD: 0.49		

We have a process to annually review the district's non-instructional support services and operations (e.g., transportation, food service, maintenance, business services, etc.). (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.14 SD: 0.64		



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **District Operations** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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We have initiatives in place to facilitate leadership succession in key administrative positions. (n=7)

Fully achieved (4)	0 0%	
Mostly achieved (3)	5 71.4%	
Partially achieved (2)	2 28.6%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 2.71 SD: 0.45

We regularly communicate our academic priorities and achievement results to the parents and the public. (n=7)

Fully achieved (4)	1 14.3%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	2 28.6%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 2.86 SD: 0.64

Staff authority and responsibility is well defined and granted at the appropriate level. (n=7)

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.29 SD: 0.7		

We have a process to gather feedback from teachers and other staff to update our employee handbook and personnel policies. (n=7)

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.71 SD: 0.45		



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Policy** from Waunakee Community School District.

Please rate your board's performance in each area.		
Item	Response	

We have clear policies that promote safe schools and positive learning environments. (n=7)		
Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.43 SD: 0.49		

We have an ongoing process to review and update board policies. (n=7)		
Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 4 SD: 0		

We regularly receive updates on the district's targeted programming (e.g., curriculum, at-risk and alternative education, special education, gifted and talented education, etc.) (n=7)

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.57 SD: 0.49

We are successful at attracting and retaining high-quality employees. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	5 71.4%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.29 SD: 0.45

We have appropriate interventions and consequences for all staff and schools that do not meet expectations. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	2 28.6%	

AVG: 3.4 SD: 0.49

We regularly review our policies to ensure there are no barriers to equitable education for all students. (n=7)

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.14 SD: 0.64			

We have effective public input and complaint resolution processes. (n=7)			
Fully achieved (4)	2	28.6%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	3	42.9%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 2.86 SD: 0.83			

We have a well-defined and well-communicated school safety and crisis response plan. (n=7)			
Fully achieved (4)	4	57.1%	
Mostly achieved (3)	3	42.9%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.57 SD: 0.49			



Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Vision** from Waunakee Community School District.

Please rate your board's performance in each area.

Item	Response	
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Our vision and top priority is student achievement. (n=7)

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.71 SD: 0.45		

We clearly communicate our vision to our staff, parents and community. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	5 71.4%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
AVG: 3.29 SD: 0.45		

We have established clear strategies to accomplish our vision. (n=7)

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
AVG: 3.14 SD: 0.64			

We have a process that allows key stakeholders (administrators, staff, parents and the community) to help create/refine our vision and strategic priorities. (n=7)			
Fully achieved (4)	2	28.6%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	1	14.3%	
Not sure (0)	1	14.3%	
AVG: 2.67 SD: 1.11			

2023-2024 Evaluation of Superintendent & BOE Priorities

1. Student Learning, Supports, & Experiences	3.48
2. Staff Learning, Supports, & Experiences	3.30
3. Budget & Finance	3.57
4. Facilities, Growth, and Safety	3.82
5. Stakeholder Engagement	3.82
Other	3.80

Comments from Superintendent & BOE Priorities Forms – 2024

1 – Student Learning, Supports & Experiences

We continue to review progress and make adjustments.

Many structural supports are in place to achieve this goal. Looking forward to the data from 2023-24 school year.

Great work has been done to enhance PLC's and in support of our student's social and mental health needs. We have made considerable progress in implementing change in the math and reading curriculum as well as with the bilingual program. DEI efforts continue to be made as the Disproportionality Plan continues to be implemented. DEI plans and the math and reading work are still in progress and will take continued work and monitoring. Grateful for the leadership of Amy Johnson, Tim Schell and our professional staff for their leadership and hard work.

Great progress has been made, need to have periodic updates on progress given that it is a long-term plan that may need adjustment in 6 months.

2- Staff Learning, Supports, and Experiences

Great progress has been made to reach this goal

Hopefully with the referendum this fall, we can provide wage increases to our hourly staff. We are making excellent gains in staff satisfaction and areas of recruitment. This needs to continue to be a priority in the 2024-25 school year

Great work has been accomplished here. Brian Grabarski has been doing a fantastic job. We still have work to do to bring our hourly workers to the average pay target.

I would like to see a plan for budgeting to get hourly employees to the average pay level and then a pay increase to meet or exceed inflation for the following two years. This will be a more strategic view to retention and tie in the training needed for paras and hourly staff.

3- Budget and Finance

Administration's work is excellent!

Regular/productive and effective updates provided regarding 3-year plan, management of referendum funds and planning for operational referendum.

I appreciate all the efforts put into long range budget planning.

We do a great job with this priority. We continue to refine the 3-year budget prioritization process. Randy Guttenberg, Steve Summers and our Building Administration have made excellent progress with this goal.

So far the planning is only 2-years for operational referendums. The HS campus research has not started, it should.

4- Facilities, Growth, and Safety

We have a vision, a plan and making progress.

Very effective progress and communication regarding referendum projects and vision of long range plan and future growth.

The management of our referendum funds has been excellent. We are getting so many extra maintenance projects accomplished because of the great partnerships we have established with both our construction team and our financial advisors.

5- Stakeholder Engagement

It is exciting to have a more systemic approach to the welcoming of new families to the district. Reducing barriers for new families hopefully will translate to added achievement and sense of belonging for new students. The satisfaction survey should give us valuable insights to help direct future priorities. Thank you for the development of both of these programs.

We have met and exceeded all of the priority points. The enhancements to our practices for welcoming new families to the district are impressive. Anne Blackburn and Julie Gengler did a wonderful job. The listening sessions are a very positive aspect of our engagement priorities. The community, staff, and student focus groups assisted our Superintendent search. We need to continue to prioritize engagement with community, staff, and students, and utilize available data to assist us in our decisions as a BOE.

Other

On course with both bullet points.

I am not sure we will finish this review before Randy retires, but the process he has established will help complete this

Great work has been dedicated to accomplishing the policy review. Randy and the Policy Committee have done an excellent job.

