

# CRANDON SCHOOL DISTRICT

A PRESENTATION OF OUR STRATEGIC PLAN  
2024-2025



*LEARNING WITHOUT LIMITS. ACHIEVEMENT FOR ALL.*

*To empower and inspire lifelong learners in a safe  
school community*

# WHY OUR STRATEGIC PLAN?

TO KEEP GETTING  
BETTER.....TOGETHER.....CONTINUOUSLY



SO THAT OUR WORK TOGETHER IS

ALIGNED, FOCUSED & INTENTIONAL



# 2024-2025 DASHBOARD

## Student break down

- 800 students 4K12
- 396 students 4k-5
- 181 students 6-8
- 223 students 9-12

## Students with IEP

21 %

## Extra curricular

26 extra curricular activities

## Staff numbers

5 Administrators  
25 Paraprofessionals  
78 Teachers  
8 Clerical  
3 Directors  
7 Kitchen  
8 Custodial/Maintenance

## Free and reduced

50.38 %

# OUR VALUES

- **P**ace—Equality and fairness between people and groups
- **R**espect—Showing consideration and appreciation
- **I**ntegrity—Truth and honesty in all thoughts, words and actions
- **D**edication—Strong commitment
- **E**xcellence—Striving to be your best

# OUR GOALS

*We will increase student engagement and foster stronger relationships within our school community.*

## Goal #1

- Student Achievement Excellence

## Goal #2

- Workforce Excellence

## Goal #3

- Climate and Culture Excellence

## Goal #4

- Operational Excellence

## Goal #5

- Communication Excellence

# GOAL #1 - Student Achievement Excellence

*We will maximize student achievement so that students meet or exceed expectations in all classes and on standardized assessments.*

1. The School District of Crandon will increase the number of students who are at or above grade level, as identified through [iReady](#), in reading from 37% and math from 38% to 60% by Spring 2024 and to 75% by Spring 2025.
  - a. By June 2025, at least 80% of students will meet or exceed their growth targets in reading and mathematics.
2. The School District of Crandon will increase the number of students who are Meeting the knowledge and skill expectations on standardized assessments ([PreACT Secure, ACT](#))
  - a. Grades 3-5 Wisconsin Forward Exam
  - b. Grades 6-11 Wisconsin Forward Exam
3. We will decrease the percentage of high-risk absenteeism (10 or more absences in a year) as evidenced through monthly attendance data. ([Attendance Process](#))
4. We will align our curriculum to Wisconsin State Standards so that our instruction is rigorous and relevant for our students.
5. We will develop tiers of interventions within our classrooms so that our students who need additional academic support will receive it.
6. We will increase reading intervention so that students who are below grade level receive direct, specific, and intentional intervention support.
7. Grade-level goals ([Elem, MS/HS](#)) will be developed and monitored weekly so that students meet or exceed grade-level expectations.
8. We will progress monitor student learning by reviewing formative and summative assessments in team meetings.
9. We will develop clear [behavior expectations](#) in each classroom and school-wide so that our students display positive behaviors that reflect our core values.
10. We will promote the social/emotional growth of our students by implementing intentional social/emotional lessons and partnering with community resources to support student needs. ([Cardinal Care Information](#))
11. We will develop [Academic and Career Planning](#) (ACP) opportunities for our high school students.
12. We will offer a variety of [clubs/activities](#) and sports so that our students have the opportunity to engage in a variety of events that enhance their individual and team skills.

## GOAL #2 - Workforce Excellence

*We will recruit, develop, retain and reward a premier workforce so that those working with our children are exceptional.*

1. We will recruit staff by attending job fairs and advertising on professional websites so that we attract high-quality staff to our community.
2. We will offer a competitive compensation package including salaries and benefits to attract and retain highly qualified staff.
3. Our job descriptions will be annually updated so that our roles and responsibilities are clearly defined for each employee.
4. Our employees will have access to the daily/hourly schedules of each employee so that our staff can work together as a team to support student learning.
5. We will celebrate staff through our annual service awards, weekly/ monthly meetings, and communication.
6. We will share our evaluation cycle that shows when each employee will receive an annual evaluation on their job performance.
7. The School Perceptions survey results will provide feedback to help guide the improvement of every team within the school community.

## GOAL #3 - Climate and Culture Excellence

*We will nurture, grow and sustain a climate and culture that reflects the values of our community and allows all members to thrive.*

1. We will administer the School Perception Survey Climate Survey annually to collect data on issues that impact the success of our community. Feedback from the survey will be shared with the entire School District of Crandon community so that goals can be set and action plans developed that will improve the needs identified in the survey.
2. We will annually update our Employee Handbook along with our K-5 and [6-12 Student/Parent Handbooks](#) so that our expectations on how we work together are clearly defined.
3. We will review and update our crisis plan so that our preparedness and response to crisis situations is continually evaluated and improved.
4. We will invite parents to engage in the work that is occurring within the School District of Crandon through volunteer opportunities and Board Meetings.
5. We will honor the history of the School District of Crandon and continue the traditions and rituals that celebrate the students and staff within our community.



## Goal #4 - Operational Excellence

*We will display fiscal transparency and responsibility so that our actions support the goals and values of the community.*

1. Our Finance Committee and Board of Education will oversee and monitor our financial affairs, including budgeting, expense approvals, fund balances, and meeting financial requirements of various government agencies and debt issuers so that our actions reflect our desire to continually improve student learning.
2. We will work cooperatively as a team so that our fundraising, scholarship awards, and grant writing is transparent and responsive to the needs of our school community.
3. We will conduct a short and long-term facility audit so that we are aware of our facility needs.
4. We will review and update our Board Policies as needed each year to ensure that they align with the vision, mission, values, and goals of our community.

# Goal #5 -Technology/Communication Excellence

*We will communicate effectively and efficiently with the community so that the goals of our community can be fulfilled.*

1. We will provide learning for our staff and parents to build the capacity of our community to effectively use technology.
2. We will continue to ensure that processes are in place so that our avenues of our communication are continually evaluated and improved upon.
3. We will improve our digital communication with our students.
4. We will align our technology infrastructure including hardware and resources to support our organizational and student learning needs.
5. We will improve our cyber security so that we protect the privacy of students and staff.
6. We will empower innovation.
7. We will identify technology resources and digital software available to staff and students.
8. We will provide technology resources within our facility that will enhance the experience of our community using our gymnasium, auditorium, classrooms, and attending district meetings.
9. We will continue to build onto our website so it includes profiles of all staff, as well as information parents are asking for pertaining to district events, sports, clubs, and activities.

# Goals & Actions

Will be monitored by our different Board Committees

<b>Goal #1</b>	<b>STUDENT ACHIEVEMENT EXCELLENCE</b>	Full Board
<b>Goal #2</b>	<b>WORKFORCE EXCELLENCE</b>	Human Resource Committee
<b>Goal #3</b>	<b>CLIMATE &amp; CULTURE EXCELLENCE</b>	Full Board
<b>Goal #4</b>	<b>OPERATIONAL EXCELLENCE</b>	Finance Committee & Building and Grounds Committee
<b>Goal #5</b>	<b>COMMUNICATION AND TECHNOLOGY EXCELLENCE</b>	Full Board

# Communicating our Progress

*This is how we will communicate the progress on our Strategic Plan Goals*

- The monthly Leadership Report to the Board is a communication that is meant to capture the little steps we are taking toward achieving our goals and to hold us accountable each month. It is the small steps we take that will lead us to achieving our goals. This communication is meant not only for our Board but also for you our community. We want to celebrate the the incremental steps that you are taking each and every day to help our children grow and learn.

# Communicating our Progress

*This is how we will communicate the progress on our Strategic Plan Goals*

Our Strategic Plan is a work in progress that is fluid and consciously being worked on each day.

We will continue to meet in our PLC teams and monthly as a staff to consistently review student learning data through grades and ongoing formative and summative assessments. How our students are learning drive our actions and allow us to take “next steps.” We will shift and we will always adjust based on the needs of our children.

Again in June 2025 we will report out the action steps that you took and the work that our team has accomplished.

**Let's do this.**



We are a team.      We take action.      We are focused.

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