

SCHOOL DISTRICT OF THE MENOMONIE AREA
ADMINISTRATIVE WORK PLAN FOR 2024-2025
ALIGNED WITH THE STRATEGIC GOALS OF THE SDMA

PILLAR 1: CAREER, COLLEGE AND LIFE READY GRADUATES

- Plan for and implement the requirements of Wisconsin's Reading Law, (Wisconsin Act 20), aimed at improving literacy outcomes for students, and provide an update to the Board by January 1, 2025.
- Work with a faculty committee to conduct a program review in the areas of Science and Music/Theater Education and report findings to the Board before June 30, 2025.
- Work with a faculty committee to conduct a review of current academic outcomes observed at the high school level to develop a plan for continued improvements to be shared with the Board before June 30, 2025.
- Coordinate activities within the SDMA related to the WI Direct Admit program (also known as WI Act 95) allowing for students who meet a specific criteria to be admitted to a UW System school and provide an update to the Board by January 30, 2025.
- Continue to monitor Multi-Level Systems of Supports (MLSS) efforts underway within the SDMA and identify areas for continued improvement to support all students within the district and report progress to the Board by June 30, 2025.
- Continue to monitor Academic and Career Planning efforts underway within the SDMA, identify areas for continued improvement, and report progress to the Board by June 30, 2025.
- Continue to monitor and expand upon the district's Dual Credit opportunities during the 2024-25 school year and report progress to the Board by June 30, 2025.

PILLAR 2: STUDENT SOCIAL AND EMOTIONAL WELLNESS

- Continue and expand upon the goal of having every student in the SDMA being able to identify an adult in the SDMA with whom they trust. Report to the Board by June 30, 2025.
- Analyze data from the SEL survey and provide a summary report to the board by July 31, 2025 on how the tool is used to improve outcomes for students.
- Review an inventory of peer support services for students and make recommendations to improve these support for students with a report to the Board before June 30, 2025.
- Review and update the tiered levels of SEL instruction and mental wellness resources for students and families to be presented to the Board by July 31, 2025.
- Continue to respond to problems related to bullying and harassment in the school district and provide a summary report to the Board by July 31, 2025.
- Conduct a review of elementary SEL curriculum and report to the Board any recommendations before July 31, 2025.
- Work with the new elementary behavior interventionists to establish procedures and provide services during the 2024-25 school year and report progress to the Board by June 30, 2025.

PILLAR 3: OUR TALENTED WORKFORCE

- Continue and expand upon efforts to build a positive school climate during the 2024-25 school year and report progress to the Board by June 30, 2025.
- Continue and expand upon efforts to provide professional development during the 2024-2025 school year and report progress to the Board by June 30, 2025.
- Review the district's health insurance plan and communicate any Board approved changes to staff by November 1, 2024.
- Review the exit survey process for SDMA staff and improve the completion rate by employees. Provide an update to the Board by June 30, 2025.
- Implement a more robust onboarding for paraeducators in an effort to improve retention rates. Report to the Board by June 30, 2025.
- Review processes for collaboration and communication with district staff and propose any recommended improvements to the Board by June 30, 2025.

PILLAR 4: PARENT AND COMMUNITY PARTNERSHIPS

- Work with the Board to determine the process for developing a strategic plan for 2025-2030 and have a timeline ready for Board consideration by January 1, 2025.
- Obtain sponsorships for the streaming of district events and share a summary report with the Board by June 30, 2025.
- Continue and expand upon parent and community partnerships during the 2024-2025 school year and report progress to the Board by June 30, 2025.
- Develop a plan for improving communications with parents and community partners and share with the Board the plan by December 31, 2024.
- Develop and communicate a process for external stakeholders to volunteer in the SDMA by November 1, 2024.
- Establish a collaborative opportunity during the first quarter of the 2024-25 school year for all elementary PTO leaders and school principals to meet and discuss upcoming events for the school year.
- Develop an online ticketing system as an option for individuals attending MHS athletic/activities events and report progress to the Board by June 30, 2025.
- Build upon advocacy efforts with state legislators and local community partners in advance of the next state budget and report to the Board progress by June 30, 2025.

PILLAR 5: FACILITIES AND OPERATIONS

- By January 31, 2025, submit to the Board for review an updated 30-Year Capital Improvement Plan that reflects higher inflationary measures, postponed/backlogged projects, and reprioritizes capital improvement projects based on changing district needs and funding levels.
- Review the district's energy policies and recommend any improvements to the Board by June 30, 2025.
- Provide training for SDMA employees on the new Title IX regulations, update board policy to reflect the changes, and provide the Board with a summary report by June 30, 2025.

- Work with the Wisconsin Office of School Safety to obtain a school safety grant and create digital blueprints that collaborative response graphics for all SDMA buildings. Report progress to the Board by January 1, 2025.
- Conduct a review of record retention schedules and provide an update to the Board by June 30, 2025.
- Onboard new Director of Business Services and further develop processes for projecting the district budget and targeting desired resource allocation by June 30, 2025.
- Provide a schedule of building tours throughout the school district for the SDMA school board members during the 2024-25 school year.