

School District of the Menomonie Area Five Year Strategic Plan: 2025 – 2030

We anchor this updated strategic plan in our SDMA Mission and Vision:

Our Mission:

The School District of the Menomonie Area, by embracing the unique needs and using the strengths of our diverse community, is dedicated to preparing ALL students to become lifelong learners, caring individuals, and responsible citizens.

Our Vision:

1. Strong partnerships with students, families, and the community in order to increase trust and shared responsibility.
2. The alignment of district fiscal resources with established priorities.
3. A high quality, well-rounded educational experience to all students that is rigorous, culturally relevant, healthful, and engaging.
4. ALL students performing at or above grade level in all academic areas
5. Graduates prepared for college, career, and life in the 21st century.
6. Systems that will provide a diverse staff of competent, dedicated, caring professionals.

School District of the Menomonie Area Strategic Plan 2025-2030

Pillar #1: Preparing Our Students

Pillar #1 Goal:

We will ensure that all students will be career, college, and life ready upon graduation.

Supporting Strategic Objectives	Supporting Action Plans
1.A: Rigorous and Relevant Instruction	<ol style="list-style-type: none">1. Enhance rich academic and extra-curricular programming.2. Strengthen and enhance career pathways so all students have a career plan upon graduation.3. Provide individualized, relevant teacher-led instruction to meet all students' needs.
1.B: Strong Academic Foundations	<ol style="list-style-type: none">1. Develop student critical thinking skills.2. Foster student literacy and numeracy skills.3. Deepen early childhood learning foundation.4. Strengthen safe use of technology.

Key Performance Indicators for Pillar #1: Preparing Our Students

- All schools “Meet” or “Exceed Expectations” on Annual Wisconsin School Accountability Report Cards.
- 30% or more high school students successfully complete one or more dual credit courses.
- 75% or more of all middle and high school students will participate in at least one school activity.
- 90% or more 5K students participated in 4K prior to beginning 5K.

Pillar #1 Annual Action Plan of Key Work To Be Done in 2025-26:

- *Annual work plan to be approved by the Board this summer.*

Pillar #2: Supporting Our Students

Pillar #2 Goal:

We will assist all students to be healthy and well, so they can learn, thrive, and reach their goals.

Supporting Strategic Objectives	Possible Supporting Action Plans
2.A: Safe and Supportive School Experience	<ol style="list-style-type: none"> 1. Bolster students' sense of belonging and engagement. 2. Build greater accountability for student behavior
2.B: Embedded Supports for All Students' Well-Being	<ol style="list-style-type: none"> 1. Strengthen students' social and emotional skills. 2. Provide personalized supports for all learners. 3. Increase awareness of and access to wellness services and support.

Key Performance Indicators for Pillar #2: Supporting our Students

- 92% or more of all students graduate high school.
- Maintain attendance rate of 92% or higher.
- Maintain a rate of 5% or fewer students having 5 or more major discipline referrals.
- Provide academic remediation and enrichment opportunities at all levels, leading to a decrease in the percentage of students scoring below the 25th percentile on identified screening assessments fall to spring.

Pillar #2 Annual Action Plan of Key Work To Be Done in 2025-26:

- *Annual work plan to be approved by the Board this summer.*

Pillar #3: Engaging Our Staff

Pillar #3 Goal:

We will ensure our staff is valued and empowered to support our students to reach their goals.

Supporting Strategic Objectives	Supporting Action Plans
3.A: Safe and Supported Work Environment	<ol style="list-style-type: none"> 1. Amplify opportunities for two-way communication. 2. Increase staff collaboration, recognition, and accountability. 3. Maintain competitive compensation & benefits. 4. Cultivate a supportive working environment for staff well-being.
3.B: Relevant Professional Development for All	<ol style="list-style-type: none"> 1. Enhance high quality onboarding for all. 2. Offer high quality, relevant professional development for all. 3. Provide opportunities for career advancement.

Key Performance Indicators for Pillar #3: Engaging Our Staff

- Increase the net promoter score of employees recommending SDMA as a good place to work on the School Survey Report by School Perceptions (baseline score: 6.68).
- Increase School Perceptions Survey Report scores for Staff Engagement, Support and Staff Experience (baseline scores: 3.68 for Staff Engagement, 3.59 for Support, and 3.67 for Staff Experience).
- Maintain competitive compensation & benefits in the upper half of school districts in the Big Rivers Conference.
- Retention: Over the next five years, continue to increase the percentage of staff who have been in the district six years or more (baseline percentage: 54%).

Pillar #3 Annual Action Plan of Key Work To Be Done in 2025-26:

- *Annual work plan to be approved by the Board this summer.*

Pillar #4: Enhancing Family and Community Partnerships

Pillar #4 Goal:

*We will foster opportunities, so all families are involved and engaged in their child's school experience.
We will nurture strong business and community partnerships to support student learning.*

Supporting Strategic Objectives	Supporting Action Plans
4.A: Strong Home and School Engagement	<ol style="list-style-type: none"> 1. Help families navigate their child's school experience. 2. Streamline digital communication for families. 3. Strengthen family support to assist children to learn more effectively. 4. Connect families to needed school and community resources.
4.B: Enhanced Business and Community Connections	<ol style="list-style-type: none"> 1. Communicate effectively to the greater Menomonie community. 2. Showcase benefits of existing partnerships. 3. Promote sustainable business and community partnerships in service of students and the school district.

Key Performance Indicators for Pillar #4: Enhancing Family and Community Partnerships

- Conduct a family survey to establish a baseline and then increase over the next four years the promoter score of families recommending the School District of the Menomonie Area.
- Conduct a family survey to establish baseline scores and then increase over the next four years scores related to perceived satisfaction with Academic Effectiveness, Family Engagement, Support for Families, Student Experience, and Communication.
- Increase the percentage of students participating in internships and youth apprenticeships (baseline: 23%).
- Maintain or Increase the number of dual credit (High School and College Credit) courses available to students (baseline: 23 courses).

- Establish a baseline and then increase the number of students participating in activities offered as a result of a community partnership: e.g. Summer School and Menomonie Parks and Recreation, Summer School and UW-Stout Camps, Boys and Girls Clubs.

Pillar #4 Annual Action Plan of Key Work To Be Done in 2025-26:

- *Annual work plan to be approved by the Board this summer.*

Pillar #5: Operating Efficiently and Effectively

Pillar #5 Goal:

As stewards of our community's resources, we will maintain efficient and effectively operated schools where students learn at high levels.

Supporting Strategic Objectives	Supporting Action Plans
5.A: Safe Schools and Facilities	<ol style="list-style-type: none"> 1. Maintain schools, grounds, and equipment. 2. Invest in technology infrastructure. 3. Maintain commitment to updating, implementing and funding long-term facility plan.
5.B: Responsible Fiscal Stewardship	<ol style="list-style-type: none"> 1. Leverage annual staffing plan to meet changing needs of students and the community. 2. Enhance community understanding of the school district's operations, successes, and opportunities for improvement. 3. Message fiscal needs and develop advocacy channels.

Key Performance Indicators for Pillar #5: Operating Efficiently and Effectively

- Balanced budget year over year.
- Complete annual submissions to the Office of School Safety, and address any recommendations.
- Make an annual contribution to the long-term Capital Improvement Fund (Fund 46).
- Maintain a range of the total budget spent on staffing expenses between 70% to 80% (baseline: 71%).

Pillar #5 Annual Action Plan of Key Work To Be Done in 2025-26:

- *Annual work plan to be approved by the Board this summer.*