

**Waunakee Community School District
Priorities and Planning Dashboard for 2025-2027**

The Waunakee Community School District has identified five primary areas of focus and priorities for the 2025-2027 school year.

Priority #1 - Student Learning, Supports, and Experiences

By June 2029, all schools in the Waunakee Community School District will significantly exceed expectations on the Wisconsin State Accountability report card.

- This goal will be accomplished by strategically directed work in the following areas:
 - Sustain the **implementation** of Professional Learning Communities.
 - Continue district work to support student social emotional and mental health needs.
 - Focus on all students including targeted groups of students in the lower 25th percentile to close gaps
 - Focus on chronic absenteeism district wide
 - Expand the K-12 bilingual program to grades 5-8.
 - Support all students' sense of belonging through DEI efforts outlined in the Disproportionality Plan and infused through the district priority areas.
 - CESA 2 professional development for district and building leaders-Developing and Leading a Culture of Continuous Improvement
 - Maintain partnership with the Center for All to increase student belonging
 - Engagement of building principals in a monthly Professional Learning Community to review and create continuous improvement action plans utilizing Next Path
 - Exploration of increased professional development to strengthen Tier 1 and co-planning to co-serve opportunities for students

Priority #2 - Staff Learning, Supports, and Experiences

Prioritize efforts to enhance staff recruitment and retention

- This goal will be accomplished by strategically directed work in the following areas:
 - By the fall of 2026, bring all hourly employee groups to at least the average pay level when compared to comparable school districts and like positions.
 - Review, monitor, and develop plans based on data trends from the Annual Employee Climate Survey (first issuance was in 2022-2023), and staff retention data.
 - Expand and refine recruitment and applicant engagement practices.
 - Study viability of a "Grow Your Own" program.

Priority #3 - Budget and Finance

Establish a budget reflective of district priorities and school board budget parameters.

- This goal will be accomplished by strategically directed work in the following areas:
 - Maintain an annual budget review process and focus on prioritizing and reallocating of resources district wide
 - Engage principals and directors in a budget review process to identify programs, services and materials for the purpose of savings or reallocation
 - Manage referendum funds in line with approved projects, expenditures, and scopes of work.
 - Establish a long-term financial plan related to Operational Referenda with an emphasis on the November 2026 referendum.
 - Develop capital questions for the high school after consideration and Board approval
 - Focus on addressing post employment benefits, termination benefits, contingency, health insurance changes, maintenance of fund 10.

Priority #4 - Facilities, Growth, and Safety

Maintain facilities and learning environments that are safe and meet the growing needs of the district and community.

- This goal will be accomplished by strategically directed work in the following areas:
 - Manage the 2022 Referendum Projects in line with the approved scopes and timelines.
 - Update future student/community growth projections and maintain the vision for the long-range facility plan every two years.
 - Continue the strategic work of the District/Community Safety Committee.

Priority #5 - Stakeholder Engagement

Continue with the implementation and enhancement of the Communication and Engagement Plan

- This goal will be accomplished by strategically directed work in the following areas:
 - ~~Engage with stakeholders on the desired characteristics for the next superintendent, and keep the stakeholders informed as the process progresses.~~
 - Continue with student and staff learning sessions.
 - Establish a systemic approach to welcoming new families to the school district/community.

- Review, monitor, and develop plans based on data trends from a Family Engagement/Satisfaction Survey (to be issued in 2023-2024).
- Explore community partnerships to offer learning opportunities for parents

Other

- Complete the review process of district policies with the Policy Committee by June 30, 2025.