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## Overview of Strategic Planning Process

Continuous improvement has been a hallmark of the Monona Grove School District for many years, and the district strategic plan is integral to the continuous improvement work. This year, with the facilitation expertise of Jack Linehan and JoAnn Sternke, a strategic planning committee was formed and subsequently engaged in hours of work to craft the framework for a strategic plan. The district administrative team then used this framework to build strategic goals that will guide our district direction for the next four years (2016-2020).

The strategic planning committee was comprised of 32 stakeholders, including parents, teachers, support staff, district administration, community members, and a board member. The committee met on three occasions for a total of 12 hours; during this time the district's Mission and Vision were affirmed with only slight revision and a SWOT analysis was completed, leading to productive and informed conversation about the necessary focus areas for the strategic plan. The stakeholders' beliefs, values, aspirations, and desires are reflected in the framework that was created for the district administrative team to work from. Specifically, the five focus areas, as created by the strategic planning committee, were as follows:

- Teaching and Learning for Now and for the Future
- Guarantee Equitable Opportunities for Students
- Develop and Sustain a Dynamic Workforce
- Engage the Community
- Financial Sustainability and Efficiency

The next step in the process occurred in June 2016 when the administrative team (principals, district administration, and district coordinators) gathered to develop goal statements and to begin action planning related to the five focus areas. This work session was facilitated effectively by JoAnn Sternke, who has expertise in continuous improvement using a PDSA approach. The six-hour work session culminated in drafts of goal statements and possible action items that would be further refined.

The district strategic plan becomes the basis for our District Department and School Improvement Plans. The goals identified in our plan will require all personnel to be focused on common actions and all personnel to be working in a united fashion in order for success to be attained. We believe that the strategic plan articulates important areas of focus and meaningful goals that, when accomplished, will continue to place Monona Grove School District in the top of highly effective places for students to learn and highly sought after places to live.

Annually, the overarching goals will be reviewed. One-year SMART (Specific, Measurable, Actionable, Reasonable, and Time-specific) Goals will include action plans with benchmarks for progress monitoring, arranged into three cycles. Progress on goals will be reported to the Board of Education after each cycle.

# MONONA GROVE SCHOOL DISTRICT

Promoting Excellence for Global Opportunities

## Strategic Planning Committee Participants

Paul Brost . . . . .	Principal	Rhoda McKinney . . . . .	Parent
Kathy Carew . . . . .	Support Staff	Christa Macomber . . . . .	Director of Student Services
Omicka Clay . . . . .	Parent	Jo Oyama Miller . . . . .	Citizen
Mick Conrad . . . . .	Citizen	Rachelle Miller . . . . .	Parent
Kelsey Dieckhoff . . . . .	Teacher	Romar Nelson . . . . .	Parent
Angie Fassel . . . . .	Principal	Dan Olson . . . . .	Superintendent
Reed Foster . . . . .	Principal	Patty Parrott . . . . .	Parent
Greg Gehrig . . . . .	Teacher	Jill Paull . . . . .	Teacher
Tanya Greene . . . . .	Teacher	Tara Peotter . . . . .	Teacher
Connie Haessly . . . . .	Principal	Jerrud Rossing . . . . .	Director of Business Services
John Hagen . . . . .	Teacher on Special Assignment	Ann Schroeder . . . . .	Retired Principal
Lisa Heipp . . . . .	Director of Instruction	Peter Sobol . . . . .	Board President
Steve Johannsen . . . . .	Parent	Kathy Sullivan . . . . .	District Support Staff
Patty Krall . . . . .	District Support Staff	Renee Tennant . . . . .	Principal
Meg Kramarz . . . . .	Parent	Nicole Thibodeau . . . . .	Director of Human Resources
Kris Langer . . . . .	Associate Principal	Diane Wiedenbeck . . . . .	Citizen
Toufue Lee . . . . .	Student		

## Vision and Mission

### THE VISION:

MGSD is a student-focused culture that empowers continuous learners to embrace global opportunities and excellence.

### THE MISSION:

The mission of the MGSD is to enhance achievement for all students by cultivating a desire for learning and instilling social responsibility.

We will achieve this by...

- Building positive relationships among students, staff, parents, and community.
- Working together to inspire and engage students in meaningful learning opportunities by using research-based practices to address individual academic and social/emotional needs.
- Providing a safe and healthy environment that fosters respect and culturally responsive practices.
- Attracting, retaining, and developing a diverse, high-quality staff.
- Using resources efficiently and effectively.

*Unanimously adopted by the Monona Grove Board of Education on May 25, 2016*

# Strategy Areas and Goal Statements for Action Plans



## STRATEGY AREA: TEACHING AND LEARNING

### **Implementing a High Quality Instructional Service Delivery Model**

Goal Statement: All students will succeed in reaching rigorous learning standards because of teachers' use of an integrated and comprehensive service delivery model.

### **Leveraging Technology to Enhance Teaching and Learning**

Goal Statement: Students will be positively impacted and will achieve at higher levels due to effective use of technology in teaching and learning, using the SAMR and Triple E models to guide integration.

### **Delivering and Expanding a Continuum of Services for Social and Emotional Learning**

Goal Statement: Students will develop the personal qualities and life skills needed to successfully navigate their world and schools will proactively respond to all students' social and emotional needs in order to facilitate healthy relationships, increase academic achievement, and decrease problem behaviors.



## STRATEGY AREA: GUARANTEEING EQUITABLE OPPORTUNITY, ACCESS, AND OUTCOMES

### **Building Capacity**

Goal Statement: Staff will recognize and effectively respond to personal, implicit, and systemic biases and barriers that limit access and opportunities in order to ensure an equitable learning environment and school community for all students and families.



## STRATEGY AREA: HIGHLY EFFECTIVE PERSONNEL

### **Recruiting and Retaining Diverse and Effective Personnel**

Goal Statement: The district will develop and implement systematic methods to recruit and retain diverse and highly effective personnel, enabling the district to achieve its mission.

### **Developing and Engaging all Personnel**

Goal Statement: Personnel will engage in professional development opportunities, offered and supported by the district, allowing personnel to contribute in meaningful ways to students and their learning.



## STRATEGY AREA: ENGAGING THE COMMUNITY

### **Implementing Strategies to Ensure Effective and Timely Communication with Stakeholders**

Goal Statement: The District and its stakeholders will engage regularly in responsive and ongoing two-way communication so that students, families, district employees, and the community are united with common goals and purpose.



## STRATEGY AREA: ENSURING FINANCIAL SUSTAINABILITY AND EFFICIENCY

### **Planning for Financial Sustainability and Communicating Needs and Progress**

Goal Statement: The District will develop a transparent and sustainable financial plan that supports the District's goals and is understandable to all stakeholders.

### **Heightening Efficiency**

Goal Statement: The District will increase operational efficiency in order to enhance the overall financial sustainability of the District

## PROGRESS MONITORING

Annually, the overarching goals of the Strategic Plan will be reviewed. One-year SMART\* Goals will include action plans with benchmarks for progress monitoring, arranged into three cycles ending December, March, and June. Progress on goals will be reported to the Board of Education after each cycle.

\*SMART stands for specific, measurable, actionable, reasonable and time-specific.



# District Leadership Team

## DISTRICT ADMINISTRATION

Christa Macomber,  
Director of Student Services

Lisa Heipp,  
Director of Instruction

Jerrud Rossing,  
Director of Business Services

Nicole Thibodeau,  
Director of Human Resources

Dr. Daniel Olson,  
Superintendent

## SCHOOL PRINCIPALS

Renee Tennant, Principal  
Glacial Drumlin School

Angie Fassl, Principal  
Winnequah School

Connie Haessly, Principal  
Taylor Prairie School

Reed Foster, Principal  
Cottage Grove School

Dr. Paul Brost, Principal  
Monona Grove High School

## BOARD OF EDUCATION

Standing:

Jenifer Smith, Vice President

Susan Fox

Keri Robbins, Clerk

Susan Manning, Treasurer

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Jeff Simpson

Peter Sobol, President

Dean Bowles

