

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN



The School District, in cooperation with the community, is committed to providing an outstanding educational program in a safe and nurturing environment built upon mutual trust and respect, and designed so all individuals become lifelong learners.

This Continuous Improvement Plan identifies and monitors four Core Areas that represent the overall health and success of the School District of North Fond du Lac as a teaching and learning organization. The District is dedicated to improve and grow continually and will use these metrics to help develop strategic plans and allocate resources. Under each of the Core Areas, specific Key Performance Indicators are identified along with the percentage that each contributes to the overall rating of the District.

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS



EXCEEDS
EXPECTATIONS



MEETS
EXPECTATIONS



MEETS FEW
EXPECTATIONS



DOES NOT MEET
EXPECTATIONS

CORE AREAS



LEARNING & ACADEMICS

Report Card	30%
Student Connectors	20%
Local Assessments - Reading Achievement	20%
Local Assessments - Math Achievement	20%



FINANCIAL & OPERATIONAL STEWARDSHIP

Bond Rating	17%
Fund Balance	17%
Audit	17%
Facility Plan - 5Yr	17%
Technology Plan - 3Yr	16%
MOD Rate	16%



ENGAGEMENT & COMMUNICATIONS

Student Activity Engagement	30%
Parent & Community	10%
Staff Engagement	20%
Staff Retention	10%
Attendance	10%
Student Engagement	20%



SAFE & EMOTIONALLY HEALTHY SCHOOLS

Student Wellbeing Survey	30%
Safety Plan	20%
Student Behavior	20%
Staff Wellness	30%

LEARNING & ACADEMICS

The Learning & Academics vision of the District is a belief that all students will learn at high levels through highly effective teaching strategies, meaningful student engagement and differentiation to meet the needs of all students as individuals, regardless of where each student is performing on his/her/their personal learning journey. We are dedicated to ensuring that we make all students college, career, and life-ready.

FINANCIAL & OPERATIONAL STEWARDSHIP

The Financial & Operational Stewardship vision is founded on fiscal responsibility. We will maximize local, state, and federal resources to educate the whole child, and to maintain and protect all district buildings, grounds and equipment.

ENGAGEMENT & COMMUNICATIONS

The Engagement & Communications vision of the District is based on the belief that we are better together. We value the engagement of all stakeholders and will strive to maintain a positive, clear digital presence through the use of our website and social media.

SAFE & EMOTIONALLY HEALTHY SCHOOLS

The Safe & Emotionally Healthy Schools vision of the District supports high levels of learning and growth throughout the District. The District values the importance of taking preventative measures to provide a safe environment for learning and participation every day. The District is committed to maintaining safe schools, while supporting the physical, mental and social emotional health of all students established through focused and intentional practices.

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CORE AREAS

LEARNING & ACADEMICS

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**MEETS FEW
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

REPORT CARD



**MEETS
EXPECTATIONS**

DESCRIPTION Each Fall, the DPI issues a report card which includes multiple years of data across four priority areas (student achievement, growth, closing gaps, and on-track/post-secondary readiness). These points data produce a score for each district and school building on a scale for 1-100.

WHY THIS MATTERS The report card provides a common metric for all Wisconsin schools and districts. This publicly reported measure is an indicator of overall achievement and readiness.

RATING & CRITERIA Rating scale matches DPI's rating scale.

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

83-100



**EXCEEDS
EXPECTATIONS**

70-82.9



**MEETS
EXPECTATIONS**

58-69.9



**MEETS FEW
EXPECTATIONS**

48-57.9



**DOES NOT MEET
EXPECTATIONS**

0-47.9

CELEBRATIONS Our district report card has been greater than 70 (Exceeds Expectations) in 3 of the past 5 years.

OPPORTUNITIES FOR IMPROVEMENT In an effort to become a 5-star district, our goal is to increase reading and math scores on state assessments. Currently, our district is below the state average for reading and math.

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CORE AREAS

LEARNING & ACADEMICS

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**MEETS FEW
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

STUDENT CONNECTORS



**MEETS
EXPECTATIONS**

DESCRIPTION We prepare our students for post-secondary education and the workplace. Students are given the opportunity to receive college credit and enroll in college level courses. Students are given the opportunity to leave with industry recognized certificates/work-based learning.

WHY THIS MATTERS We know that experiencing college level learning and work experiences better prepare students for life after K-12 schooling. This can be achieved by higher level courses or by learning new work-based skills.

RATING & CRITERIA % of students graduating with at least one post secondary course completed, one work-based certificate, or enrollment into military service.

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

80-100%



**EXCEEDS
EXPECTATIONS**

70-79.9%



**MEETS
EXPECTATIONS**

60-69.9%



**MEETS FEW
EXPECTATIONS**

50-59.9%



**DOES NOT MEET
EXPECTATIONS**

0-49.9%

CELEBRATIONS Our most recent data shows that 30 students successfully completed one AP course, 84 students successfully completed one dual-enrollment course, 18 students earned at least one industry-recognized credential, and 11 students participated in a work-based learning program. We have ACP programming in grades 6-12.

OPPORTUNITIES FOR IMPROVEMENT We want to ensure that our students are aware of post-secondary opportunities and feel ready for high levels of learning.

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CORE AREAS

LEARNING & ACADEMICS

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**MEETS FEW
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

LOCAL ASSESSMENTS - READING ACHIEVEMENT



**DOES NOT MEET
EXPECTATIONS**

DESCRIPTION We expect all students to learn at high levels. Students take the STAR Reading assessment in Fall, Winter, and Spring in grades K-8. This is a nationally normed assessment which serves as our benchmark assessment. This helps us to evaluate our reading program effectiveness and monitor student learning.

WHY THIS MATTERS We want our students to be able to read, write, and communicate effectively in any setting or within any task they encounter. The trends we see on our benchmark assessment tend to be the same trends we see with other state and local assessments.

RATING & CRITERIA % of students at the 50thile or above on STAR Reading.

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

80-100%



**EXCEEDS
EXPECTATIONS**

70-79.9%



**MEETS
EXPECTATIONS**

60-69.9%



**MEETS FEW
EXPECTATIONS**

50-59.9%



**DOES NOT MEET
EXPECTATIONS**

0-49.9%

CELEBRATIONS We have grade levels that have high growth scores on the STAR assessment and also have grade levels that have proficiency levels above 40%.

OPPORTUNITIES FOR IMPROVEMENT In spring of the 22-23 school year, we had 31.1% of students at or above the 50thile on STAR Reading.

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CORE AREAS

LEARNING & ACADEMICS

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**MEETS FEW
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

LOCAL ASSESSMENTS - MATH ACHIEVEMENT



**MEETS FEW
EXPECTATIONS**

DESCRIPTION We expect all students to learn at high levels. Students take the STAR Math assessment in Fall, Winter, and Spring in grades K-8. This is a nationally normed assessment which serves as our benchmark assessment. This helps us to evaluate our math program effectiveness and monitor student learning.

WHY THIS MATTERS We want our students to be able to be flexible users of math and think, write, and communicate mathematically in any setting or within any task they encounter. The trends we see on our benchmark assessment tend to be the same trends we see with other state and local assessments.

RATING & CRITERIA % of students at the 50%ile or above on STAR Math.

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

80-100%



**EXCEEDS
EXPECTATIONS**

70-79.9%



**MEETS
EXPECTATIONS**

60-69.9%



**MEETS FEW
EXPECTATIONS**

50-59.9%



**DOES NOT MEET
EXPECTATIONS**

0-49.9%

CELEBRATIONS We have grade levels that have high growth scores on the STAR assessment and also have grade levels that have proficiency levels above 60%.

OPPORTUNITIES FOR IMPROVEMENT In spring of the 22-23 school year, we had 48.8% of students at or above the 50%ile on STAR Math.

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CORE AREAS

FINANCIAL & OPERATIONAL STEWARDSHIP

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

BOND RATING



**EXCEEDS
EXPECTATIONS**

DESCRIPTION A bond rating is an indicator of the current and future financial strength of the District.

WHY THIS MATTERS A good bond rating is a reflection of how the District has been a good financial steward. A good bond rating allows the District to avoid excessive interest costs when financing is required.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

Aaa/AAA or
Aa1/AA+



**EXCEEDS
EXPECTATIONS**

As2/AA or
Aa3/AAA



**MEETS
EXPECTATIONS**

A1/A+



**MEETS FEW
EXPECTATIONS**

A2/A



**DOES NOT MEET
EXPECTATIONS**

A3/A-

CELEBRATIONS The District's bond rating could be upgraded with growth in fund balance or reducing debt, however, a rating of A1 is still categorized as prime-1. Institutions with this rating are considered to have a superior ability to repay short-term debt obligations.

OPPORTUNITIES FOR IMPROVEMENT The district will continue to make decisions that will improve the bond rating which allows for borrowing funds at lower interest rates.

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CORE AREAS

FINANCIAL & OPERATIONAL STEWARDSHIP



MEETS
EXPECTATIONS

The Financial & Operational Stewardship vision is founded on fiscal responsibility. We will maximize local, state, and federal resources to educate the whole child, and to maintain and protect all district buildings, grounds and equipment.

KEY PERFORMANCE INDICATOR

FUND BALANCE



MEETS
EXPECTATIONS

DESCRIPTION Fund Balance is the difference between assets and liabilities in the governmental fund account. It is used for cash flow as much of the District’s revenue from state aid and property tax is received in the second half of the fiscal year. Fund Balance is also used to guard against future financial uncertainty and any potential loss of revenue. This indicator demonstrates the amount of fund balance the District has at its disposal as of the end of the fiscal year.

WHY THIS MATTERS Maintaining a favorable fund balance provides financial stability to the District to meet critical or emergency expenditure needs, allows the District to forego short term borrowing and maintain a favorable credit rating.

RATING & CRITERIA X

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

Fund Balance is
20% or higher



EXCEEDS
EXPECTATIONS

Fund Balance is
15-19%



MEETS
EXPECTATIONS

Fund Balance is
11-14%



MEETS FEW
EXPECTATIONS

Fund Balance is
6-10%



DOES NOT MEET
EXPECTATIONS

Fund balance is
5% or lower

CELEBRATIONS The District continues to operate without short-term borrowing and continues to build knowledge around the importance of a strong fund balance and explores opportunities to grow it.

OPPORTUNITIES FOR IMPROVEMENT The District must continue to increase the amount of fund balance proportionately with an ever-increasing operational budget.

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MEETS
EXPECTATIONS

KEY PERFORMANCE INDICATOR

AUDIT



EXCEEDS
EXPECTATIONS

DESCRIPTION The District is required by Wisconsin State Statute to provide the Board and the community with an annual audited report of District financials.

WHY THIS MATTERS The community should expect and know that the District’s finances are maintained according to Generally Accepted Accounting Guidelines and that the oversight of the District’s finances are sound and in order.

RATING & CRITERIA X

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

Management Letter has 1 findings and no significant concerns



EXCEEDS
EXPECTATIONS

Management Letter has 2 findings and no significant concerns



MEETS
EXPECTATIONS

Management Letter has 3 findings and the letter indicates reason for management concerns



MEETS FEW
EXPECTATIONS

Management Letter has more than 4 findings and the letter indicates reason for management concerns



DOES NOT MEET
EXPECTATIONS

Management Letter indicates District finances are not in order

CELEBRATIONS The District’s audit report demonstrates financial responsibility. The District has maintained 1 finding which is required when the audit firm is hired to prepare the final financial statements.

OPPORTUNITIES FOR IMPROVEMENT The District must continue to meet the challenge of an ever-changing world that often brings new requirements and required reporting.

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MEETS
EXPECTATIONS

KEY PERFORMANCE INDICATOR

FACILITY PLAN - 5 YR



MEETS FEW
EXPECTATIONS

DESCRIPTION The District has a clear focus on maintaining and improving our buildings and capital objects. Preventive maintenance and replacement of capital objects should be a deliberate and planned process.

WHY THIS MATTERS Developing a schedule for maintenance or replacement shows good financial stewardship as there are significant costs when maintenance is deferred or catastrophic failures occur.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

A 5 Year plan is in place, is reviewed and adjusted annually. Action is prioritized with other competing financial objectives



**EXCEEDS
EXPECTATIONS**

A 5 Year plan is in place, is reviewed and adjusted annually. A 5 Year plan is in place, but action on completing projects is not prioritized



**MEETS
EXPECTATIONS**

A 5 Year plan is not completed. District facility needs are addressed as they arise.



**MEETS FEW
EXPECTATIONS**

A 5 Year plan is being developed by collecting and analyzing data.



**DOES NOT MEET
EXPECTATIONS**

A 5 Year plan is not in place.

CELEBRATIONS The District has completed two major capital projects all within the last five years.

OPPORTUNITIES FOR IMPROVEMENT The District will work to map out the next 5 years considering preventative maintenance.

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MEETS
EXPECTATIONS

KEY PERFORMANCE INDICATOR

TECHNOLOGY PLAN - 3 YR



EXCEEDS
EXPECTATIONS

DESCRIPTION This indicator focuses on how we are maintaining our technology infrastructure and all related components.

WHY THIS MATTERS Without deleverate maintenance or replacement, or technology infrastructure will not remain current or be as robust as necessary to support the function of education in a rapidly changing world. Preventive maintenance or replacement is specified in a deliberate plan with a timeline and covers all buildings.

RATING & CRITERIA X

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

A 3 Year plan is in place, is reviewed and adjusted annually. Action is prioritized with other competing financial objectives.



EXCEEDS
EXPECTATIONS

A 3 Year plan is in place, but action on completing projects is not prioritized.



MEETS
EXPECTATIONS

A 3 Year plan is not completed. Technology needs are addressed as they arise.



MEETS FEW
EXPECTATIONS

A 3 Year plan is being developed by collecting and analyzing data.



DOES NOT MEET
EXPECTATIONS

A 3 Year plan is not in place.

CELEBRATIONS We went from having a general plan to more of a concrete plan that accounts for our actions as a District with Technology.

OPPORTUNITIES FOR IMPROVEMENT Continue to explore and learn how Tech can continue to be a vehicle for learning.

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

MOD RATE



**MEETS FEW
EXPECTATIONS**

DESCRIPTION The Experience Modification Rate is a numeric representation of an organization's worker claim history as compared to other similar organizations within the same state. The MOD rate is applied to all experience rated workers compensation policies. The factor rewards employers who better manage their workers compensation claims with lower premiums and raises premiums for those who have little or no control over claims.

WHY THIS MATTERS Student and staff safety is essential. The MOD rate, in numerical form, notes how we are doing with worker on site injuries and helps to determine areas for improvement with staff safety.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

0.79 MOD rate or lower
(significantly safer than
most schools in the
state)



**EXCEEDS
EXPECTATIONS**

0.80 - 0.94 MOD rate
(safer than average
schools in the state)



**MEETS
EXPECTATIONS**

0.95 - 1.09 MOD rate
(average risk compared
to most other schools in
the state)



**MEETS FEW
EXPECTATIONS**

1.10 - 1.24 MOD rate
(riskier than other
schools in the state)



**DOES NOT MEET
EXPECTATIONS**

1.25 MOD rate or
higher (significantly
riskier than other
schools in the state)

CELEBRATIONS The District's MOD rate has consistently improved over the past 5 years:

• 2019 = 1.29 • 2020 = 0.91 • 2021 = 0.87 • 2022 = 0.73 • 2023 = 0.71

OPPORTUNITIES FOR IMPROVEMENT The District will provide staff training to avoid behaviors that increase slip and trip accidents as well as tools to deal with student physical behaviors.

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

ENGAGEMENT & COMMUNICATIONS

The Engagement & Communications vision of the District is based on the belief that we are better together. We value the engagement of all stakeholders and will strive to maintain a positive, clear digital presence through the use of our website and social media.



**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

STUDENT ACTIVITY ENGAGEMENT



**MEETS
EXPECTATIONS**

DESCRIPTION Active participation in a school recognized or school sponsored club, activity, or athletic

WHY THIS MATTERS Students who are connected to school and feel they get to participate in a school based activity tend to be more engaged in the school environment. High levels of engagement leads to better academic outcomes in math, reading and all subjects combined (Reckmeyer, K-12 Education Researcher).

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

More than 85% of students are involved in at least 1 Club/Activity/Athletic Team



**EXCEEDS
EXPECTATIONS**

70-84% of students are involved in at least 1 Club/Activity/Athletic Team



**MEETS
EXPECTATIONS**

55-69% of students are involved in at least 1 Club/Activity/Athletic Team



**MEETS FEW
EXPECTATIONS**

25-49% of students are involved in at least 1 Club/Activity/Athletic Team



**DOES NOT MEET
EXPECTATIONS**

0-24% of students are involved in at least 1 Club/Activity/Athletic Team

CELEBRATIONS Our elementary is primed to become the foundation for hitting these benchmarks. We believe that improved student connectedness will increase the amount of trusted adults for students in the school community.

OPPORTUNITIES FOR IMPROVEMENT With the addition of the Director of Activities for each grade level we are excited to watch the number of opportunities increase.

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

PARENT & COMMUNITY ENGAGEMENT



**EXCEEDS
EXPECTATIONS**

DESCRIPTION Parents/Families and community engagement is the connection the members of the community feel toward the District. A community engagement survey will be used to measure this indicator. The percentages below represent the amount of parents/families who responded with “Strongly Agree,” or “Agree” to the Parent/family engagement statements. Parents/Families and the community are partners in education with the District; community engagement is imperative to overall District success and continuous improvement.

WHY THIS MATTERS The School District of NFDL relies on the partnership and connectedness to our parents/families and community members for volunteerism, transparency and support of our comprehensive educational model. The reputation of the District in the eyes of the community dictates new family growth and financial support.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

95-100% positive
response rate



**EXCEEDS
EXPECTATIONS**

85-94% positive
response rate



**MEETS
EXPECTATIONS**

75-84% positive
response rate



**MEETS FEW
EXPECTATIONS**

65-74% positive
response rate



**DOES NOT MEET
EXPECTATIONS**

Below 64% positive
response rate

CELEBRATIONS We have community that supports education; NFDL has passed two referendums in less than four years apart.

OPPORTUNITIES FOR IMPROVEMENT In an effort to continuously improve how the NFDL engages with our community we will administer a survey annually.

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

ENGAGEMENT & COMMUNICATIONS

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

STAFF ENGAGEMENT



**EXCEEDS
EXPECTATIONS**

DESCRIPTION Employee engagement is the connection an employee feels towards their work environment along with their commitment to the organization and its goals. A staff engagement survey is used to measure this indicator. The percentages below represent the amount of staff who responded with “Strongly Agree,” or “Agree” to the staff engagement statements.

WHY THIS MATTERS Organizations with a highly engaged staff are more productive, committed and also outperform their peers.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

95-100% positive
response rate



**EXCEEDS
EXPECTATIONS**

85-94% positive
response rate



**MEETS
EXPECTATIONS**

75-84% positive
response rate



**MEETS FEW
EXPECTATIONS**

65-74% positive
response rate



**DOES NOT MEET
EXPECTATIONS**

Below 64% positive
response rate

CELEBRATIONS When asked “how often do you feel engaged at work” 90% NFDL staff favorably responded.

OPPORTUNITIES FOR IMPROVEMENT The Strategic Planning Team is continuing to work on action steps that can be taken to sustain and improve in this KPI.

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CORE AREAS

ENGAGEMENT & COMMUNICATIONS

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KEY PERFORMANCE INDICATOR

STAFF RETENTION





DESCRIPTION This indicator represents the ability of the District to retain employees over time. The table below includes information from all employee groups and does not include retirements.

WHY THIS MATTERS Attracting and retaining a high-quality staff will have a positive impact on student learning and engagement. We know properly trained staff in a school are the largest influence on student learning.

RATING & CRITERIA X

STAR RATING

				
SIGNIFICANTLY EXCEEDS EXPECTATIONS	EXCEEDS EXPECTATIONS	MEETS EXPECTATIONS	MEETS FEW EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Retention of staff (less than 4% turnover)	Retention of staff (between 4-5.9% turnover)	Retention of staff (between 6-9.9% turnover)	Retention of staff (between 10-11.9% turnover)	Retention of staff (12% or more turnover)

CELEBRATIONS X

OPPORTUNITIES FOR IMPROVEMENT X

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CORE AREAS

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

ATTENDANCE



**EXCEEDS
EXPECTATIONS**

DESCRIPTION The overall attendance rate measures the percentage of students present in school on a regular basis. It provides an indication of the overall level of student engagement and attendance within the school district.

WHY THIS MATTERS Regular student attendance is crucial for academic success. Every effort should be made by families and students to prioritize consistent and regular school attendance. Students who miss only 2 days of school per month starting in kindergarten:

- Will have missed about a month of school by the end of kindergarten
- Will have missed nearly a half year of school by the end of 3rd grade
- Will have missed a full year of school by the end of 8th grade
- Will have missed over a year and a half of school by the end of 12th grade

RATING & CRITERIA Overall attendance rate.

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

Students attending 95%
of the time or higher



**EXCEEDS
EXPECTATIONS**

Students attending
90% to 94%



**MEETS
EXPECTATIONS**

Students attending
85% to 89%



**MEETS FEW
EXPECTATIONS**

Students attending
80% to 84%



**DOES NOT MEET
EXPECTATIONS**

Students attending
below 80%

CELEBRATIONS X

OPPORTUNITIES FOR IMPROVEMENT X

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CORE AREAS

ENGAGEMENT & COMMUNICATIONS

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**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

STUDENT ENGAGEMENT



**EXCEEDS
EXPECTATIONS**

DESCRIPTION Student engagement and connectedness to the school environment includes students' belief that they have adults who care about them and support their educational journey; this is meant to measure the non-academic aspects of a student's educational experience. A student engagement survey is used to measure the indicator.

WHY THIS MATTERS Student engagement and hope are indicators of a student's involvement and enthusiasm for school as well as encouraging their ideas and energy for the future.

RATING & CRITERIA X

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

90-100% positive student
response rate



**EXCEEDS
EXPECTATIONS**

80-89% positive student
response rate



**MEETS
EXPECTATIONS**

70-79% positive student
response rate



**MEETS FEW
EXPECTATIONS**

60-69% positive student
response rate



**DOES NOT MEET
EXPECTATIONS**

Below 60% positive
student response rate

CELEBRATIONS Spring 2024 Student Panorama Data- NFDL District average of students who reported having an adult who cares about them in school (85%)

OPPORTUNITIES FOR IMPROVEMENT X

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

SAFE & EMOTIONALLY HEALTHY SCHOOLS

The Safe & Emotionally Healthy Schools vision of the District supports high levels of learning and growth throughout the District. The District values the importance of taking preventative measures to provide a safe environment for learning and participation every day. The District is committed to maintaining safe schools, while supporting the physical, mental and social emotional health of all students established through focused and intentional practices.



**MEETS
EXPECTATIONS**

KEY PERFORMANCE INDICATOR

STUDENT WELLBEING SURVEY



**MEETS FEW
EXPECTATIONS**

DESCRIPTION This indicator examines the rate at which students feel the school is a safe place to learn.

WHY THIS MATTERS

RATING & CRITERIA

STAR RATING



**SIGNIFICANTLY
EXCEEDS
EXPECTATIONS**

95% or more of surveyed students indicate that their school is a safe place to learn



**EXCEEDS
EXPECTATIONS**

85-94% of surveyed students indicate that their school is a safe place to learn



**MEETS
EXPECTATIONS**

75-84% of surveyed students indicate that their school is a safe place to learn



**MEETS FEW
EXPECTATIONS**

65-74% of surveyed students indicate that their school is a safe place to learn



**DOES NOT MEET
EXPECTATIONS**

Fewer than 64% of surveyed students indicate that their school is a safe place to learn

CELEBRATIONS X

OPPORTUNITIES FOR IMPROVEMENT X

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

SAFE & EMOTIONALLY HEALTHY SCHOOLS



MEETS
EXPECTATIONS

The Safe & Emotionally Healthy Schools vision of the District supports high levels of learning and growth throughout the District. The District values the importance of taking preventative measures to provide a safe environment for learning and participation every day. The District is committed to maintaining safe schools, while supporting the physical, mental and social emotional health of all students established through focused and intentional practices.

KEY PERFORMANCE INDICATOR

SAFETY PLAN



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

DESCRIPTION The Safety Plan reflects the state statutory requirements to complete safety audits and school safety evaluations that include collaboration with local law enforcement as well as appropriate emergency management agencies. A school safety plan is to be reviewed by the Board of Education every three years by statute.

WHY THIS MATTERS Parents and the community have an expectation for schools to provide safe learning environments. Learning is enhanced when students and parents feel that schools are safe environments.

RATING & CRITERIA X

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

A School Safety Plan exists and is expanded and reviewed annually. Safety audit items completed.



EXCEEDS
EXPECTATIONS

A School Safety Plan exists and is reviewed annually. Safety audit items completed.



MEETS
EXPECTATIONS

A School Safety Plan exists and is reviewed every three years. Safety audit items completed.



MEETS FEW
EXPECTATIONS

A School Safety Plan exists but has not been reviewed. Safety audit items partially completed.



DOES NOT MEET
EXPECTATIONS

No School Safety Plan exists for the District. Safety audit items not completed.

CELEBRATIONS Established a district wide committee which includes local law enforcements and emergency management agencies. The committee meets monthly.

OPPORTUNITIES FOR IMPROVEMENT Continue yearly review of safety plans and improvements/updates to manuals and practices. Continued work with rally points and reunification process.

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

SAFE & EMOTIONALLY HEALTHY SCHOOLS

The Safe & Emotionally Healthy Schools vision of the District supports high levels of learning and growth throughout the District. The District values the importance of taking preventative measures to provide a safe environment for learning and participation every day. The District is committed to maintaining safe schools, while supporting the physical, mental and social emotional health of all students established through focused and intentional practices.



KEY PERFORMANCE INDICATOR

STUDENT BEHAVIOR








DESCRIPTION This indicator tracks the removal of students from school for disciplinary reasons.

WHY THIS MATTERS Schools with higher rates of school suspension have lower academic quality and poor school climate (American Psychological Association, 2006). Schools with higher suspensions and expulsion rates have lower outcomes on standardized tests (Davis & Jordan, 1994; Skiba & Rausch, 2006).

RATING & CRITERIA X

STAR RATING

				
SIGNIFICANTLY EXCEEDS EXPECTATIONS	EXCEEDS EXPECTATIONS	MEETS EXPECTATIONS	MEETS FEW EXPECTATIONS	DOES NOT MEET EXPECTATIONS
0-2% of students received or more in-school suspensions, out-of-school suspensions, or an expulsion	2.1-3% of students received or more in-school suspensions, out-of-school suspensions, or an expulsion	3.1-4% of students received or more in-school suspensions, out-of-school suspensions, or an expulsion	4.1-5% of students received or more in-school suspensions, out-of-school suspensions, or an expulsion	5.1% of students or higher received or more in-school suspensions, out-of-school suspensions, or an expulsion

CELEBRATIONS Dropping a percentage point within one year.

OPPORTUNITIES FOR IMPROVEMENT Continuity in behavior matrixes and language. Continued look and use of Restorative practices.

NORTH FOND DU LAC SCHOOL DISTRICT CONTINUOUS IMPROVEMENT PLAN

CORE AREAS

SAFE & EMOTIONALLY HEALTHY SCHOOLS

The Safe & Emotionally Healthy Schools vision of the District supports high levels of learning and growth throughout the District. The District values the importance of taking preventative measures to provide a safe environment for learning and participation every day. The District is committed to maintaining safe schools, while supporting the physical, mental and social emotional health of all students established through focused and intentional practices.



MEETS
EXPECTATIONS

KEY PERFORMANCE INDICATOR

STAFF WELLNESS



MEETS FEW
EXPECTATIONS

DESCRIPTION Staff wellness refers to the holistic state of well-being experienced by employees within an organization. It encompasses physical, mental, emotional, and social dimensions, reflecting the overall health and satisfaction of staff members. A staff engagement survey is used to measure this indicator. The percentages below represent the amount of staff who responded with “Strongly Agree,” or “Agree” to the staff engagement statements.

WHY THIS MATTERS: As a district we recognize that a healthy and engaged workforce is essential for achieving our organizational goals and sustaining long-term success. We commit to fostering a supportive and inclusive environment that prioritizes the physical, mental, and emotional well-being of our staff.

RATING & CRITERIA X

STAR RATING



SIGNIFICANTLY
EXCEEDS
EXPECTATIONS

95-100% positive
response rate



EXCEEDS
EXPECTATIONS

85-94% positive
response rate



MEETS
EXPECTATIONS

75-84% positive
response rate



MEETS FEW
EXPECTATIONS

65-74% positive
response rate



DOES NOT MEET
EXPECTATIONS

Below 64% positive
response rate

CELEBRATIONS The Strategic Planning Team made Staff Wellness a focal point for the upcoming years. Created & delivered a staff survey via Panorama this past Spring 24’.

OPPORTUNITIES FOR IMPROVEMENT Based upon the survey results the Strategic Planning team has started to create action steps for the upcoming years.