



OUR STRATEGIC PLAN

Four Priorities. One North Fondy.

**To create a place of excellence where
individuals want to be.**

Great schools take a shared plan. Explore our four buckets, see how we measure progress, and learn which actions are underway.

Smart: Learning & Academics

Heart: Safe & Healthy Schools

Spirit: Engagement & Communication

Foundation: Finance & Operations

HOW TO USE THIS PDF

Select a bucket or KPI to jump to its page. Use the buttons at the bottom to return. Each KPI has a fillable notes box. Save a copy to keep your notes. Form support depends on your PDF viewer.

Sources & Website

Plan Home



Learning & Academics

Every student deserves strong teaching and the support to grow. We want students to leave North Fondy ready for college, careers, and life.

CHOOSE A KPI

State Report Card 30%

Student Connectors: College, Career & Work 20%

Reading Achievement 25%

Math Achievement 25%

Every KPI page explains how we measure, what improves the rating, and the actions underway. Percentages show each KPI's share of its bucket rating.



State Report Card

30% | Learning & Academics

HOW WE MEASURE

Use Forward, PreACT, and ACT results as learning evidence. Track the overall district score on the state report card.

WHAT IMPROVES THE RATING

Report card scale: 1 star: below 48; 2: 48-57.9; 3: 58-69.9; 4: 70-82.9; 5: 83-100. A higher score moves the district into a higher rating.

ACTION STEPS UNDERWAY

- Review learning data weekly and monthly to find where students need help.
- Strengthen reading and math teaching with shared curriculum tools, teacher teams, monthly training, coaching, and learning walks.
- Leaders visit at least 20 classrooms each month and give prompt feedback using what they observed, the evidence, its impact, and a question for growth. Leaders meet monthly to use shared rating standards. Staff take part in Educator Effectiveness each year.

YOUR NOTES / QUESTIONS



Student Connectors: College, Career & Work

20% | Learning & Academics

HOW WE MEASURE

Count AP course participation, Youth Apprenticeship (YA), other work-based learning, and Academic and Career Planning (ACP). For the rating, track the percent of graduates who complete at least one college-level course, earn a work-based certificate, or enter military service.

WHAT IMPROVES THE RATING

1 star: below 50%; 2: 50–59.9%; 3: 60–69.9%; 4: 70–79.9%; 5: 80–100%. Count each graduate once for the overall percentage.

ACTION STEPS UNDERWAY

- Counselors in grades 6–12 help students plan for careers, AP courses, school-to-work programs, and Youth Apprenticeship.
- Work to strengthen the career pathway model through a partnership with Envision Fond du Lac.
- Use the skills and attributes defined by our community at the School Community Summit. Build a grades 6–12 pathway where students learn, practice, and document them.
- Work toward a user-friendly data system for students, staff, and families.

YOUR NOTES / QUESTIONS



Reading Achievement

25% | Learning & Academics

HOW WE MEASURE

Use i-Ready and PreACT to check learning. The original rating measure tracks the percent of students at or above the 50th percentile on i-Ready/Forward reading. The 50th percentile compares students with a reference group; it is not 50% correct.

WHAT IMPROVES THE RATING

1 star: below 50%; 2: 50–59.9%; 3: 60–69.9%; 4: 70–79.9%; 5: 80–100%. The goal is for more students to reach or pass the stated benchmark.

ACTION STEPS UNDERWAY

- Review AIMS, i-Ready, and PreACT results weekly and monthly.
- Use research-based reading strategies in daily teaching. Aim for classroom instruction that helps at least 80% of students learn the skill.
- Provide added learning support from 4K through grade 12. Connect reading instruction across grades using Amplify and My Perspectives.
- Teacher teams meet every Wednesday to review each student's learning and adjust lessons, assessments, and support.
- Staff learn shared teaching strategies at monthly training. Coaches, coordinators, and specialists help staff use them in classrooms.
- Staff visit other classrooms on learning walks to learn and reflect. Consultants help teachers use curriculum tools as intended.
- Leaders visit at least 20 classrooms each month and give prompt feedback using what they observed, the evidence, its impact, and a question for growth. Leaders meet monthly to use shared rating standards. Staff take part in Educator Effectiveness each year.

YOUR NOTES / QUESTIONS



Math Achievement

25% | Learning & Academics

HOW WE MEASURE

Use i-Ready and PreACT to check learning. The original rating measure tracks the percent of students at or above the 50th percentile on i-Ready/Forward math. The 50th percentile compares students with a reference group; it is not 50% correct.

WHAT IMPROVES THE RATING

1 star: below 50%; 2: 50–59.9%; 3: 60–69.9%; 4: 70–79.9%; 5: 80–100%. The goal is for more students to reach or pass the stated benchmark.

ACTION STEPS UNDERWAY

- Review i-Ready and PreACT results weekly and monthly.
- Use research-based math strategies in daily teaching. Aim for classroom instruction that helps at least 80% of students learn the skill.
- Connect math learning across grades with Bridges and Illustrative Mathematics. Work with CESA 6 to support the grades 6–12 rollout and help teachers use the tools as intended.
- Teacher teams meet every Wednesday to review each student's learning and adjust lessons, assessments, and support.
- Staff learn shared teaching strategies at monthly training. Coaches, coordinators, and specialists help staff use them in classrooms.
- Staff visit other classrooms on learning walks to learn and reflect. Consultants help teachers use curriculum tools as intended.
- Leaders visit at least 20 classrooms each month and give prompt feedback using what they observed, the evidence, its impact, and a question for growth. Leaders meet monthly to use shared rating standards. Staff take part in Educator Effectiveness each year.

YOUR NOTES / QUESTIONS



Safe & Emotionally Healthy Schools

Students learn best when they feel safe, supported, and cared for. Staff need a healthy place to work, too.

CHOOSE A KPI

Student Well-Being 30%

Safety Plan 20%

Student Behavior 20%

Staff Wellness 30%

Every KPI page explains how we measure, what improves the rating, and the actions underway. Percentages show each KPI's share of its bucket rating.



Student Well-Being

30% | Safe & Healthy Schools

HOW WE MEASURE

Use the student survey question about feeling safe at school. Track the percent of students who say their school is a safe place to learn.

WHAT IMPROVES THE RATING

Top category: 95% or more. Other bands: 85–94%, 75–84%, 65–74%, and fewer than 64%. The source does not place exactly 64% in a band.

ACTION STEPS UNDERWAY

- Help students and staff understand safety routines and school procedures.
- Use the GRIT social and emotional learning curriculum in K–12.
- Help students and families learn about counselors and mental health resources.

YOUR NOTES / QUESTIONS



Safety Plan

20% | Safe & Healthy Schools

HOW WE MEASURE

Review NFDL's safety plan and check the status of safety audit items.

WHAT IMPROVES THE RATING

Top category: the plan is expanded and reviewed each year, and safety audit items are completed.

ACTION STEPS UNDERWAY

- The district Safety Committee reviews the plan regularly.
- The School Board reviews the plan every three years, as listed in the action document.
- Review emergency management tools, buildings, cameras, and daily routines such as visitor check-in.

YOUR NOTES / QUESTIONS



Student Behavior

20% | Safe & Healthy Schools

HOW WE MEASURE

Review behavior records in the student information system. For the rating, track the percent of students with one or more in-school suspensions, out-of-school suspensions, or expulsions.

WHAT IMPROVES THE RATING

Top category: 0-2%. Other bands: 2.1-3%, 3.1-4%, 4.1-5%, and 5.1% or higher. Fewer students removed from learning supports a stronger rating.

ACTION STEPS UNDERWAY

- Use shared behavior expectations across 4K-12.
- Use restorative practices to help students repair harm and rebuild relationships.
- Work closely with the local Police Department.

YOUR NOTES / QUESTIONS



Staff Wellness

30% | Safe & Healthy Schools

HOW WE MEASURE

Use the GRIT staff survey to learn about staff well-being and work-based stress.

WHAT IMPROVES THE RATING

The original outline lists a top band of 95–100% positive responses, followed by 85–94%, 75–84%, 65–74%, and below 64%. The district still needs to define how GRIT results match these bands; exactly 64% is not assigned in the source.

ACTION STEPS UNDERWAY

- Put the GRIT staff survey in place.
- Offer healthy activities and opportunities.
- Provide mental fitness training to help staff respond to challenges and manage stress.

YOUR NOTES / QUESTIONS



Engagement & Communication

We are better together. Every student should have a caring adult at school. Families and staff should feel heard and know how to stay involved.

CHOOSE A KPI

Student Activity Engagement 30%

Parent, Family & Community Feedback 10%

Staff Engagement 20%

Staff Retention 10%

Attendance 10%

Student Connectedness 20%

Every KPI page explains how we measure, what improves the rating, and the actions underway. Percentages show each KPI's share of its bucket rating.



Student Activity Engagement

30% | Engagement & Communication

HOW WE MEASURE

Use the student information system to count students in at least one school club, activity, or athletic team. Compare that count with total students to find the participation rate.

WHAT IMPROVES THE RATING

The top category is more than 85% participating. Other listed bands are 70-84%, 55-69%, 25-49%, and 0-24%. The source has gaps between bands; those cutoffs need district clarification.

ACTION STEPS UNDERWAY

- Help students learn about available activities.
- Hire strong coaches and advisors.
- Build consistent programs and supports for school activities.

YOUR NOTES / QUESTIONS



Parent, Family & Community Feedback

10% | Engagement & Communication

HOW WE MEASURE

Use a community engagement survey. Track the percent who agree or strongly agree with the family engagement statements.

WHAT IMPROVES THE RATING

Top category: 95–100% positive. Other bands: 85–94%, 75–84%, 65–74%, and below 64%. The source does not place exactly 64% in a band.

ACTION STEPS UNDERWAY

- The original outline calls for an annual survey. The new action-step attachment does not list added actions for this KPI.

YOUR NOTES / QUESTIONS



Staff Engagement

20% | Engagement & Communication

HOW WE MEASURE

Use the Gallup Q12 staff survey. The new action plan sets a goal of 80% or better; the district must use a consistent scoring method when reporting this goal.

WHAT IMPROVES THE RATING

The original outline's top rating band is 95–100% positive responses; other bands are 85–94%, 75–84%, 65–74%, and below 64%. The 80% action-plan goal is separate from the top rating band. Exactly 64% is not assigned in the source.

ACTION STEPS UNDERWAY

- Collect examples of staff engagement across 4K–12 and use staff commitments over 30 days.
- Use the two lowest survey areas to choose added action steps.
- Help each building connect its actions to the survey statements.

YOUR NOTES / QUESTIONS



Staff Retention

10% | Engagement & Communication

HOW WE MEASURE

Track the staff retention rate, excluding retirements. Use the matching turnover rate for the rating: the percent of staff who leave.

WHAT IMPROVES THE RATING

Top category: turnover below 4%. Other bands: 4–5.9%, 6–9.9%, 10–11.9%, and 12% or more. Lower turnover supports a stronger rating.

ACTION STEPS UNDERWAY

- Use Q12 survey results to find gaps in staff engagement. Address those gaps to support engagement and help staff stay.

YOUR NOTES / QUESTIONS



Attendance

10% | Engagement & Communication

HOW WE MEASURE

Use attendance records in the student information system to track the overall attendance rate.

WHAT IMPROVES THE RATING

Top category: 95% or higher. Other bands: 90–94%, 85–89%, 80–84%, and below 80%.

ACTION STEPS UNDERWAY

- Build engaging schools and use student survey results to check how students feel.
- School leaders and counselors work with families early. Create attendance plans when needed.
- Each building uses approaches that fit its students and families.

YOUR NOTES / QUESTIONS



Student Connectedness

20% | Engagement & Communication

HOW WE MEASURE

Use the student survey, including whether students have a trusted adult who supports them at school. The attachment calls the survey “bi-annual”; the schedule needs clarification before a frequency is posted.

WHAT IMPROVES THE RATING

Top category: 90–100% positive responses. Other bands: 80–89%, 70–79%, 60–69%, and below 60%.

ACTION STEPS UNDERWAY

- Build caring relationships that help staff guide, coach, support, and teach each student.
- Use the GRIT social and emotional learning curriculum in K–12.

YOUR NOTES / QUESTIONS



Financial & Operational Stewardship

Stewardship means taking good care of what our community trusts us to manage. We plan ahead so our dollars, buildings, and technology support students.

CHOOSE A KPI

Bond Rating 17%

Financial Reserves: Fund Balance 17%

Financial Audit 17%

Five-Year Building Plan 17%

Three-Year Technology Plan 16%

Workplace Injury Insurance Measure: MOD Rate 16%

Net Open Enrollment Additional Measure

Every KPI page explains how we measure, what improves the rating, and the actions underway. Percentages show each KPI's share of its bucket rating.



Bond Rating

17% | Finance & Operations

HOW WE MEASURE

Track the district's bond rating and financial market conditions. A bond rating describes the district's ability to repay borrowed money.

WHAT IMPROVES THE RATING

Improve the rating toward the top category listed in the plan: Aaa/AAA or Aa1/AA+. Stronger ratings can help lower borrowing costs.

ACTION STEPS UNDERWAY

- District leaders and the Board work with financial consultants to make decisions that support a stronger bond rating.

YOUR NOTES / QUESTIONS



Financial Reserves: Fund Balance

17% | Finance & Operations

HOW WE MEASURE

Review the year-end fund balance and the reserve percentage used in the plan.

WHAT IMPROVES THE RATING

Top category: 20% or higher. Other categories: 15–19%, 11–14%, 6–10%, and 5% or lower.

ACTION STEPS UNDERWAY

- Use careful spending and conservative budgets each year to protect financial reserves.

YOUR NOTES / QUESTIONS



Financial Audit

17% | Finance & Operations

HOW WE MEASURE

Use the outside auditing firm's report and findings.

WHAT IMPROVES THE RATING

The plan's top category is one finding with no significant concerns. Fewer concerns and sound financial records support a stronger rating.

ACTION STEPS UNDERWAY

- Maintain financial records using accepted accounting standards and provide oversight of district finances.

YOUR NOTES / QUESTIONS



Five-Year Building Plan

17% | Finance & Operations

HOW WE MEASURE

Review Fund 46, the fund used for long-term building needs. Also check the five-year plan, its yearly review, and project priorities.

WHAT IMPROVES THE RATING

Top category: a five-year plan is in place, reviewed and adjusted each year, with projects ranked alongside other financial needs.

ACTION STEPS UNDERWAY

- Use careful budgeting and spending.
- Keep reviewing building needs and update the current plan.

YOUR NOTES / QUESTIONS



Three-Year Technology Plan

16% | Finance & Operations

HOW WE MEASURE

Review the technology budget and the three-year plan. Check planned repairs, replacements, and priorities.

WHAT IMPROVES THE RATING

Top category: a three-year plan is in place, reviewed and adjusted each year, with work ranked alongside other financial needs.

ACTION STEPS UNDERWAY

- Use careful budgeting and spending.
- Keep reviewing technology needs and update the current plan.

YOUR NOTES / QUESTIONS



Workplace Injury Insurance Measure: MOD Rate

16% | Finance & Operations

HOW WE MEASURE

Track the experience modification rate, or MOD rate. It compares the district's work injury claim history with similar employers. A lower rate is better.

WHAT IMPROVES THE RATING

Top category: 0.79 or lower. Other categories: 0.80-0.94, 0.95-1.09, 1.10-1.24, and 1.25 or higher.

ACTION STEPS UNDERWAY

- Create a MOD rate committee with staff, community members, and district leaders.
- Increase staff awareness of workplace safety and injury prevention.

YOUR NOTES / QUESTIONS



Net Open Enrollment

Additional Measure | Finance & Operations

HOW WE MEASURE

Review annual open enrollment counts. Net open enrollment means students coming into NFDL from other districts minus NFDL students attending elsewhere.

WHAT IMPROVES THE RATING

The outline asks the district to report the numbers. It does not set a rating scale or assign a weight to this measure.

ACTION STEPS UNDERWAY

- The Board approves the number of open enrollment spaces available at each grade level each year.

YOUR NOTES / QUESTIONS



A Shared Plan. A Living Process.

Stand Up & Own It • We Are One • Courage to Grow

Set clear goals. Support people with time, tools, and training. Check the evidence. Learn and adjust.

ABOUT THESE MEASURES

This PDF adapts the district's strategic plan website and its two source documents: NFDL Strategic Plan: KPI Outline 2026-2027 and Strategic Plan Measures and Action Steps. The shared bucket graphic also shaped the website. Actions describe work underway; they do not show that a rating has already increased. Some rating cutoffs, survey scoring rules, and schedules need district clarification. Those gaps are labeled on the KPI pages.

The staff engagement action goal of 80% or better differs from the original top rating band of 95-100%. Open enrollment is an additional measure with no assigned rating weight. The family/community KPI uses the annual survey action from the original outline; the action-step attachment lists no added actions.

OPEN THE INTERACTIVE WEBSITE

[NFDL Strategic Plan website](#)

Questions? Contact the district at 920-929-3750.