



## Strategic Plan Update - 2017

During the 2014-2015 school year the District, in collaboration with many stakeholders within the community, created a strategic plan to serve as the guideposts for our decision making and action planning within the District. From that work, we created the four pillars that will guide our organization to increasing the outcomes for all of our students. We committed to working toward these goals for the next five years. As our community is an integral piece of the work we do, we also want to keep you posted on our progress toward these goals.

**O**ur People are absolutely critical to our success. The goal under this pillar states:

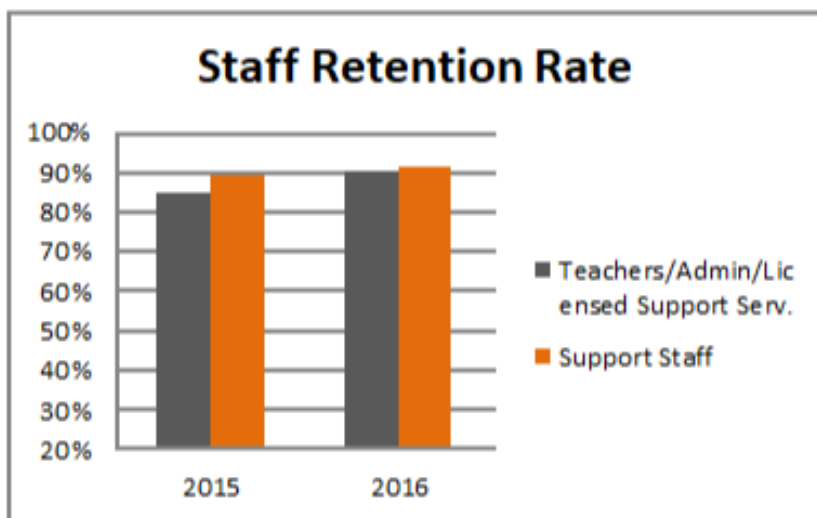
***We have a reputation of excellence that helps attract and retain highly qualified staff. We value and appreciate employees who apply their skills and experience to meeting our high expectations and fulfilling our District's vision.***

The Strategic Initiatives in this pillar talk about engaging employees in problem solving and decision-making to promote shared leadership, recognizing employees for the great work they do, enhancing leadership skills among principals and all leaders to ensure continuous improvement, and finally to help define, monitor, and hold each other accountable for living our core values every day. The significant change to our upcoming school year calendar really grew out of this pillar. If we want to continue with systemic professional development and providing time for our teams within the District to work together to create high functioning Professional Learning Communities (PLC), then we need to provide the time for that to happen. Beginning with the 2017-2018 school year there will be one hour of PLC time each week. Many of our teacher and administrative leaders have participated in training over the past year to be sure we can maximize the benefits of that time together!

We agreed that we would measure our progress toward the Our People goal by using the following measures:

- Staff retention rate
- Annual employee perception survey

**Staff Retention Rate** - We know that if we are going to help our students be successful, the people that are interacting with them on a daily basis are more important than any program we may purchase or facilitate. We invest a significant amount of professional development and human capital into Our People. For the organization to thrive, we cannot have high rates of turnover or we will be continuously starting back at the beginning. We are pleased with the increase in retention, but also know that teacher shortages continue to become more and more of a problem, particularly in some high needs areas. We have to work to keep our great people here in Black River Falls. This is a challenge for rural districts throughout the state. Our data tells us we are moving in the right direction!



**Staff Perception Survey Feedback** - Annually, we invite ALL staff, (custodians, teachers, bus drivers, aides, secretaries, administrators, school psychologists, technology specialist, etc.) to share their perceptions on these very pointed questions. We continue to work with all employee groups to create meaningful ways to share information and gather feedback. While this happens informally on a daily basis, the Our People Committee, made up of representatives of all of the groups mentioned above, specifically analyze the feedback in these areas, broken down by building, and work together to ensure we are progressing toward our goal.

<b>I feel valued for the work that I do.</b>		
2015-2016	2016-2017	Difference
79.2% Agree/Strongly Agree	77.7% Agree/Strongly Agree	-1.5%
<b>Compared to a year ago, how satisfied are you with your job?</b>		
2015-2016	2016-2017	Difference
62.3% Satisfied/Extremely Satisfied	71.4 Satisfied/Extremely Satisfied	+9.1%
<b>Would you recommend working at the School District of Black River Falls if you knew someone seeking a job?</b>		
2015-2016	2016-2017	Difference
71.7%	77.8%	+6.1%