

SCHOOL DISTRICT GOALS

The School District of West Allis-West Milwaukee, Et. Al. Board of Education shall develop goals for each school year no later than August 31 of that school year.

For the 2016-2021 school years, the goals are:

College & Career Readiness

Our students demonstrate personal excellence in college and career readiness; across multiple measures and pathways.

2021 Targets

- 80% of students achieve college and career readiness (baseline reading 40.9% and baseline math 26.7%).
- The 4-year graduation rate increases from baseline 93.2% to 98%.
- Students enroll in 1,200 Advanced Placement Courses (baseline 1,028) and 65% score a 3 or better (baseline 55%).
- Students achieve Work Keys Certifications TBD. (Baseline to be set.)
- 80% of students perform proficient or advanced proficient on 3rd Grade State Assessments in reading (baseline 57.2%) and math (baseline 49.2%).
- Students demonstrate character education skills so they are better able to collaborate with others and contribute to the greater school community. (Baseline to be set).
- Students will demonstrate creativity so they are better able to innovate and problem-solve. (Baseline to be set).

Employee Engagement & Culture

We build and support our team through clear, timely, and transparent communication, effective relationships, and professional development.

2021 Targets

- Employee Engagement as measured by the mean on the Employee Engagement Survey increases from baseline 3.79 to 4.19 out of 5.
- Annual employee turnover decreases TBD. (Baseline to be set.)
- Number of professional development offerings accessed by staff increases TBD. (Baseline to be set.)

Service to our Stakeholders & Community

Our students, parents, staff, and community are engaged in achieving a shared vision of excellence.

2021 Targets

- Increase attendance rate from 93.4% to 95%.
- Reduce exclusionary discipline incidents by 5% (baseline 941 incidents).
- Parent Satisfaction as measured by the mean on the Parent Satisfaction Survey increases from baseline 4.06 to 4.31 out of 5.
- The number of resident students who enroll in our district increases TBD. (Baseline to be set.)
- Parent involvement in organized groups connected to the school or district increases TBD. (Baseline to be set.)

Financial Stability & Efficiency

We equitably align resources to our mission and vision and maintain fiscal stability. Our facilities are safe, efficient and provide 21st century learning environments.

2021 Targets

- Annual audit results demonstrate fiscal stability.
- The student to teacher ratio will decrease from the current average of 24-1 at elementary and 30 – 1 at secondary.
- A gap analysis and adjustment of resources by school is conducted annually.
- A 5-year Capital Improvement Plan is implemented.

2017-2018 Targets**College & Career Readiness**

- Increase the number of students demonstrating reading skills at the sixty-first percentile to 56% of all students (baseline 49.8%)
- Increase the number of students demonstrating math skills at the sixty-first percentile to 52% of all students (baseline 45.1%)
- The 4-year graduation rate increases to 98% of all students (baseline to be set)
- Students demonstrate character education skills so they are better able to collaborate with others and contribute to the greater school community (baseline to be set)
- Students will demonstrate creativity so they are better able to innovate and problem solve (baseline to be set)

Employee Engagement & Culture

- Increase the number of employees taking the Employee Engagement Survey to 900 (Baseline 827)
- Employee Engagement as measured by the mean on the Employee Engagement Survey increases to 3.80 (Baseline 3.70)
- Seven of the fourteen items on the Employee Engagement Survey will increase from Spring 2017 to Spring 2018
- Develop an understanding of why staff would not recommend our district to a parent for their child
- Voluntary teacher turnover reduces to 12% (Baseline 13.47%)

Service to our Stakeholders & Community

- Parent Satisfaction as measured by the mean on the Parent Satisfaction Survey increases to 4.06 (Baseline 3.95)
- Parents regularly receive feedback from school staff on how well their child is learning increases to 3.9 (Baseline 3.81)
- Student attendance increases to 94% (Baseline 93.3%)
- Exclusionary discipline decreases to 12% (Baseline 13.03%)
- Resident enrollment in our district increase to 91% (Baseline 90.18%)
- Establish community-wide measures (baselines) on community well-being and student and family mental health

Financial Stability & Efficiency

- Increase transparency and efficacy of communication regarding the 5-Year Capital Improvement Plan and the three-phase process of the 20-Year Facility Master Plan
- Continue the process of creating, tracking and reporting Capital Improvement Projects including more user friendly public communications about the projects
- Develop a plan to reduce class sizes in higher poverty, higher mobility schools
- Continue to develop and manage budgets with a surplus that return funds to district reserves
- Continue to report annual audit results with fewer findings requiring action than the previous fiscal year

LEGAL REFERENCE: Sections 118.01 Wisconsin Statutes
118.13
121.02(1)
Wisconsin Act 166

CROSS REFERENCE: 110, School District Mission
411, Equal Educational Opportunities

APPROVED: September 7, 1976

REVISED:	May 11, 1993	November 26, 2007	August 27, 2012
	November 14, 1995	September 22, 2008	August 26, 2013
	December 20, 2004	September 29, 2009	September 8, 2014
	August 23, 2005	September 27, 2010	November 23, 2015
	September 11, 2006	September 12, 2011	November 28, 2016
	August 14, 2017		