

ROSENDALE-BRANDON SCHOOL DISTRICT

MISSION STATEMENT

Blending small school values with large school opportunities to inspire families, students, and staff to choose Rosendale-Brandon schools.

CONTINUOUS IMPROVEMENT FOCUS AREAS AND KEY PERFORMANCE INDICATORS

Focus Area

- Key performance indicators and definition
 - Why This Matters

Student Growth and Achievement--The student learning vision of the Rosendale-Brandon School District is that ALL students will grow and learn at grade level or beyond, preparing students for the post-secondary journey of their choice.

- Department of Public Instruction (DPI) Report Card--Wisconsin's state accountability report cards are an indicator of school and district performance for all schools and districts across Wisconsin. The star rating is a calculation of performance based on measured indicators, largely based on annual state student assessments.
 - The District report card provides ratings for all Wisconsin schools and districts. This publicly reported measure is an indicator of overall achievement and engagement.
- **ACT Achievement**--The ACT measures students' ability to be successful in post secondary reading, English, math, science, and social studies.
 - Students who meet or exceed ACT benchmarks are more likely to be successful in their post secondary endeavors.
- **College and Career Readiness**--The Rosendale-Brandon School District is committed to preparing students for post-secondary education and the workplace. An integral part of preparation for post-high school experiences is leaving high school with post-secondary credit or certifications. Our goal is for every graduate to partake in at least one of the following opportunities over the course of their High School Career: AP course enrollment, Early College Credit/Start College Now course enrollment, Dual Credit course enrollment, Youth Apprenticeship participation, workplace certification, work credit completion, or other similar recognized experiences.
 - Students who graduate from our school system with post-secondary credit or experiences are better able to achieve in college and career, serving the community at a high level.
- **Reading Growth**--Each school within the District administers benchmark assessments in literacy to provide information that supports our teachers and students in continuous growth.

- The District strives to help all students grow in order to reach or exceed grade level proficiency. Strong reading skills benefit students in all curricular areas.
- **Mathematics Growth**--Each school within the District administers benchmark assessments in math to provide information that supports our teachers and students in continuous growth.
 - The District strives to help all students grow in order to reach or exceed grade level proficiency. Strong math skills benefit students in increased college and career options.

Financial Stewardship--The District's fiscal philosophy is conservative. We strive to use financial resources to ensure student success and opportunities as well as attract and retain quality staff members. The District is committed to long range planning.

- **Successful Audit**--This indicator examines the District's performance on the annual independent audit of financial operations.
 - The independent audit report is an annual review of the District's financial operations to ensure the proper accounting of District financial resources in compliance with state and federal law.
- **Fund Balance Level**--This indicator examines the strength of the District's financial reserves.
 - Maintaining an adequate fund balance provides financial stability to the District to meet emergency or critical financial expenditure needs, avoid excessive interest expenses, and is a factor in establishing the District's credit rating.
- **Facilities Plan**--The District's Facility Plan prioritizes future capital projects.
 - The plan allows the District to forecast budgetary needs to support the capacity, usage, safety, and security of each site and facility.
- **Three Year Technology Plan**--The District's Technology Plan sets forth the goals and priorities for technology purchases and implementation. This indicator examines the presence and review of a current Technology Plan.
 - Technology changes quickly and devices have a short lifespan. A plan to upgrade, replace and expand the District's hardware, software and infrastructure is crucial to student learning and employee job performance.
- **Bond Rating**--The bond rating measures the financial strength of the District when issuing bonds, and its ability to make interest payments and repay the principal of the bond, when due.
 - A good credit rating allows the District to avoid excessive interest and borrowing costs when financing is required for operations.

Safe and Orderly Schools--The Safe and Orderly Schools vision of the District is to create a school environment that is safe and conducive for student learning. We survey students, staff, and parents to continuously improve culture and climate. Emergency preparedness training and practice drills occur throughout the year to ensure our staff and students have the skills and confidence to successfully respond to any emergency situation.

- **Behavior Incidents**--This indicator examines the percentage of students who have 0-1 major Discipline Incidents within a school year. This indicator tracks the removal of students from school for disciplinary reasons.
 - District staff work to establish a climate in which all students and staff are taught and understand the behavioral expectations. When students are removed due to disciplinary reasons, they are not actively engaged in their educational programming, which has a negative impact on their education.

- **Workers' Compensation Modification Rate**--The Mod Rating is an indicator of time lost from work and medical costs incurred due to staff members being injured while on the job.
 - The Mod Rate acts as a multiplier when determining the cost of Workers Compensation Insurance. A Mod Rate of 1 is considered the median or baseline factor. A Mod Rate less than 1 indicates the Workers Compensation Claims history has better than average and results in lower premium costs in the future. A Mod Rating greater than 1 indicates Workers Compensation claims are occurring at a higher rate and/or cost than average and increases coverage premiums.

- **Safety Perceptions Data**--This indicator examines the rate at which students and staff feel their school is a safe place to learn.
 - Safe and orderly schools are essential in order to ensure high levels of teaching and learning occur. Maintaining an understanding of the perception of the students/staff is important to support engagement and allow us to appropriately respond.

- **Safety & Emergency Preparedness**--This indicator examines the safety and emergency preparedness practices within the District.
 - Student and staff safety is critical and preparing for and planning around safety is key to the emotional and physical safety of our students and staff.

Engagement and Communication--The District Engagement and Communication vision is founded upon the belief that our community requires everyone acting together to maximize every student's potential. Effective engagement and communication strategies attract and enhance the educational experience of families and for our employees.

- **Student Engagement**--Student connectedness to the school environment includes students' knowing that they have adults who care about them and support their educational journey.
 - To effectively meet our students' academic, social, and emotional needs we must get to know them as people as well as learners. Through developing a trusting environment and relationships with our students, we empower them to maximize their potential.

- **Student Club and Activity Participation (6-12)**--Active student participation strengthens students' connection to the school district while promoting their growth, health, and well-being.
 - Students who are connected to school feel they get to participate in a school-based club or activity tend to be more engaged in the school environment.

- **Staff Engagement**--Employee engagement is the connection an employee feels toward his or her work environment.
 - Engaged staff will be a catalyst for innovation resulting in students success.

- **Retention of Staff**--Staff retention represents the ability of the school district to keep employees.
 - Certified staff retention provides consistency and maintains an engaging culture for our students and families.

- **Parent and Community Engagement**--Parent and community engagement is the connection the members of the community feel toward the school district.
 - The District, parents, and our community are partners in the education of each child in our district. Parent and community support are paramount to the success of each child in the RBSD.