

**Vision for Excellence in
Student Growth & Engagement**

2021-2024

Approved April 2021



SWALLOW SCHOOL DISTRICT
INSPIRING EXCELLENCE SINCE 1844

Introduction

Since the Swallow School District's formation by local residents who greatly valued education before Wisconsin was even a state, the tradition of excellence and strong community support has allowed the district to flourish and become a destination for families and staff members alike. Swallow students consistently perform in the highest percentiles on state tests with nearly 100% of graduating 8th graders exceeding college and career readiness standards. Overall district performance is among the top in the state of Wisconsin and nation annually as evidenced by a 2016 National Blue Ribbon in the *Closing the Gaps* Category in addition to designations at the state level as both a high achievement and high progress school.

While these levels of individual and collective student performance are among the strongest in the state and nation, we know that societal demands will best be met by adults who have learned how to learn and understand the value of focusing on personal growth rather than solely attainment of an accolade or task completion. It is for this reason, and the crisis in mental health our country is facing, that this action plan focuses specifically on student growth rather than student achievement. Paying specific attention to student engagement goes beyond the ritualism associated with school and ensures that students are not only learning content, but that they experience the relevance of learning in real time and can create new meaning with information. A focus on growth maximizes achievement. Working to achieve the three strategic objectives below will ensure students are ready for their futures.

Overview of Action Plan

Strategic Objectives	<p>Deepen personalized learning experience for each student which considers their social, emotional, and academic needs and interests.</p> <p>Provide rigorous and relevant educational opportunities which go beyond the curriculum and engage students in solving real-world challenges/problems related to their interests and grow them socially, emotionally, and academically.</p> <p>Engage students in creating leadership opportunities that improve the Swallow School experience and community for all stakeholders.</p>
Key Performance Indicators (KPIs)	<p>KPIs goal percentages will be placed onto a Scorecard which can be annually reviewed and updated based on progress.</p> <ul style="list-style-type: none"> ● Assessments: Practice, Formative, Summative, benchmark, district level, and state/national <ul style="list-style-type: none"> ○ Percentage of 3rd grade students at or above grade level benchmark for Reading ○ Percentage of 8th grade students who complete Algebra 1 ● Percentage of students achieving STAR growth targets in RLA ● Percentage of students achieving STAR growth targets in Math ● Student participation in co-curriculars ● Assessments--student driven: self-assessments and reflections about growth and engagement ● Classroom Walk-Thru Data ● Professional Learning Community Meeting Agendas/Report Outs ● Favorable responses in perceptual data gained via Annual Satisfaction Surveys <ul style="list-style-type: none"> ○ Swallow provides opportunities for me to develop my leadership skills. ○ Connectedness Index ○ Drive Index ○ Citizenship Index ○ Preparation ○ Academic & Career Planning Index ○ Social & Emotional Index ○ Wellness Index
Key Questions	<p>How are relationships nurtured and leveraged to achieve outcomes?</p> <p>What communication is needed at what points in this action plan to ensure stakeholder understanding, buy in, and feedback are part of the success in achieving outcomes?</p>

<i>Strategic Objective #1</i>	<u>Foundational Year (2020-21)</u>	<u>Year One (2021-22):</u>	<u>Year Two (2022-23)</u> In addition to the goals and expectations outlined for 2021-22, the following will be achieved:	<u>Year Three (2023-24)</u> In addition to the goals and expectations outlined for 2022-23, the following will be achieved:
Deepen a personalized learning experience for each student which considers their social, emotional, and academic needs and interests	<u>Curriculum/Instruction/Assessment/Feedback/Reporting</u> <ul style="list-style-type: none"> Continue curricular and programmatic review process Review UBD documents to be sure they are fully updated with prior changes approved by the Board. Review and revise “I can” statements as needed. 	<u>Curriculum/Instruction/Assessment/Feedback/Reporting</u> <ul style="list-style-type: none"> Continue curricular and programmatic review process Implement I Can statement usage in daily instructionI Can statement usage in daily instruction <u>Instruction</u> <ul style="list-style-type: none"> Instructional opportunities that offer (guided/free) inquiry and higher level of thinking. Provide students the opportunity to engage in collaborative and individual learning activities beyond the traditional classroom (skype, blog--providing students with authentic learning outside of Swallow) Provide professional development for staff on instructional strategies that promote choice and voice, technology implementation and building partnerships with other schools/classrooms. <u>Assessment</u> <ul style="list-style-type: none"> Start to create aligned and scaffolded rubrics K-8. 	<u>Curriculum/Instruction/Assessment/Feedback/Reporting</u> <ul style="list-style-type: none"> Continue curricular and programmatic review process <u>Assessment, in addition to curricular and programmatic review process:</u> <ul style="list-style-type: none"> Students utilize self-assessments with guidance Multiple forms of assessment and opportunities to demonstrate proficiency are shared vertically across teams 	<u>Curriculum/Instruction/Assessment/Feedback/Reporting</u> <ul style="list-style-type: none"> Continue curricular and programmatic review process <u>Assessment</u> <ul style="list-style-type: none"> Students can demonstrate their understanding using a variety of assessment modalities Students’ self-assessment data drives future instruction

<i>Strategic Objective #2</i>	<u>Foundational Year (2020-21)</u>	<u>Year One (2021-22):</u>	<u>Year Two Next Year (2022-23)</u>	<u>The Following Year Three (2023-24)</u>
<p>Provide rigorous and relevant educational opportunities which go beyond the curriculum and engage students in solving real-world challenges/problems related to their interests and grow them socially, emotionally, and academically.</p>	<p>Blended learning used routinely as a part of learning extension.</p> <p>Evaluation of current and possible extra curricular offerings; create and pilot additional extracurricular offerings.</p> <p>Continuously work to provide more Summer School enrichment offerings</p>	<p>Define what service learning and community services is so that all stakeholders understand what is meant and expected. From there, we will begin planning what types of educational opportunities exist at each grade level that extend into the community and seek to build long-term partnerships with outside organizations.</p> <p>Build supports by designating a coordinator of service learning to create more partnerships and ready more grade levels for implementation.</p> <p>Make a list and begin outreach with businesses and community groups to share the vision where there are tangible results that benefit both the organization and student learning.</p> <p>Continuously work to provide more Summer School enrichment offerings.</p>	<p>In addition to the goals and expectations outlined for 2021-22, the following will be achieved:</p> <p>Continuously work to provide more Summer School enrichment offerings</p> <p>Define and model a gradual release for students to move from teacher-led to student-led service learning so students understand the process and value of service learning.</p> <p>Determine ways to guide student inquiry so that they understand how the problem came to be, brainstorm and try possible solutions, and reflect on the process and project.</p> <p>Begin planning for what Swallow Worldwide would look like and how we can extend beyond the current partnerships.</p>	<p>In addition to the goals and expectations outlined for 2022-23, the following will be achieved:</p> <p>Implement social-emotional component to learning process that helps students feel safe in risk-taking and understand when the solution did not go the way they hoped it would to self reflect, problem solve, and come up with other solutions.</p> <p>Implement and expand on connections for a Swallow Worldwide program that engages students with students from across the globe.</p>

<i>Strategic Objective #3</i>	<u>Foundational Year (2020-21)</u>	<u>Year One (2021-22):</u>	<u>Year Two Next Year (2022-23)</u> In addition to the goals and expectations outlined for 2021-22, the following will be achieved:	<u>The Following Year Three (2023-24)</u> In addition to the goals and expectations outlined for 2022-23, the following will be achieved:
Engage students in creating leadership opportunities that improve the Swallow School experience and community for all stakeholders.	<p>PBIS model videos/facilitate Harvey's How To Day and Handbook</p> <p>Help all staff understand the need to create genuine student leadership opportunities and engage them in fostering these within the classroom and larger school community with special attention to the format for younger kids.</p>	<p>Construct lessons on creating SMART goals to kick off the school year, and follow up lessons which can be used on a monthly basis to ensure all students can create and monitor their own goals. These lessons would focus on ownership and leadership for their own learning. These would be grade level appropriate and all staff could spend time discussing at our PD days back in August.</p> <p>Work with each student in 4K-4th grade to create and monitor their own SMART goals with an emphasis on ownership and leadership for learning.</p> <p>Establish an Academic and Career Plan with each student in grades 5-8th that includes SMART goals to be monitored within the academic year.</p> <p>Work with Student Council on creation of mission and leadership projects within our school community.</p> <p>Formalize Swallow Ambassador program as a sub-committee of Student Council to serve as tour guides and helpers at events which promote our school district.</p>	<p>Work with Student Council to broaden leadership projects into the Hartland/surrounding community. Examples of impact could include:</p> <ul style="list-style-type: none"> ● Safety Patrol ● Peer mediation ● Find new ways to get more involved at assemblies--grade levels ● Video announcements ● Before school/after school greeters ● Lunchroom ● Tutoring <p>Use Swallow Ambassador program to create and design a 0-100 Community Learning Program--examples of programming could be story hour for infants, parenting classes/tips, and technology learning for adults</p> <p>Engage video club in showcasing this leadership</p> <p>As a staff provide simple, daily opportunities for students to be leaders in the classroom such as classroom jobs, decisions, morning meeting, and helping with weekly parent classroom newsletter?</p>	<p>Continue work with Student Council to broaden leadership projects that engage Swallow students in understanding and supporting work in other communities around the world.</p> <p>Pilot 0-100 Community Learning Program</p> <p>Use Swallow Ambassador program beyond the walls of the district to attend events which promote our school district.</p>