

SCHOOL DISTRICT OF NEW LONDON CONTINUOUS IMPROVEMENT PLAN



MISSION: Success For All Students.

VISION: The School District of New London will partner with families and community to develop students by providing high quality instruction, personalized learning options, and a caring environment in which students are able to reach their fullest potential. This collaborative partnership will encourage opportunity for students to become:

- Effective Communicators
- Problem Solvers and Critical Thinkers
- Self-Directed and Life-Long Learners
- Responsible, Contributing Citizens

GUIDING PRINCIPLES: We will be accountable and work together to...

- Provide a safe, secure, nurturing environment
- Establish and maintain school, family, community partnerships
- Foster students' developmental assets
- Ensure that students master the essential curriculum
- Recruit, develop, and retain a highly qualified staff
- Model what is expected
- Value diversity
- Meet the needs of the future

RATING



This Continuous Improvement Plan identifies and monitors four Core Areas that represent the overall health of the School District of New London as a teaching and learning organization. Listed under the Core Areas are the Key Performance Indicators (KPIs) and the percentage at which they contribute to the overall rating for the Core Area to which they belong.

INDICATORS OF SUCCESS

DISTRICT STATE REPORT CARD

3

We will work to enhance the District State School Report card annually from the Wisconsin Department of Public Instruction, with continued focus on the multiple indicators for student learning which include Student Achievement, Student Growth, Target Group Outcomes, and On Track to Graduation.

District State Report Card

100%

LEARNING & ACHIEVEMENT

3

We will promote the highest levels of academic achievement through effective teaching strategies, intellectual engagement and differentiation to meet the needs of all students. With an emphasis on actionable outcomes developed through Professional Learning Communities, we will support student exploration, critical thinking, collaboration and creativity to ensure all students are college- and career-ready and life-long learners.

Pre-ACT Secure	20%
College & Career Ready	20%
Local Assessment – iReady Literacy	20%
Local Assessments – iReady Math	20%
ACT	20%

FINANCIAL & OPERATIONAL STABILITY

3

We will work within a fiscally responsible framework that supports an educational system with consistent approaches to maximize local, state and federal funding. Focused on respecting and seeking support from community stakeholders, we will develop financial resources with a sustainability principle to achieve preferred District results that best serve students, staff, District facilities and the school community.

Sustainability Planning	35%
Fund Balance	20%
Bond Rating	15%
Financial Audit	15%
Open Enrollment	15%

SAFE, ORDERLY & HEALTHY

5

We will create and promote safe learning environments that support the physical, social and emotional well-being of students, staff and the school community. To enable responsiveness to emergencies, the District will provide preventive training and resources and support the review and practice of safety strategies.

Student Safety (Behavior)	25%
Staff Safety (Survey)	25%
Safety Planning & Processes	25%
MOD Rating	25%

ENGAGED & CONNECTED

2

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

Student Engagement Survey Index Analysis	25%
Parents/Guardians/Families Engagement Survey Index Analysis	25%
Staff Engagement Survey Index Analysis	25%
Clubs, Co-Curriculars, Athletics (Participation)	15%
Attendance	10%

CORE VALUES: PASSION | RESPECT | INTEGRITY | DEDICATION | EXCELLENCE

SCHOOL DISTRICT OF NEW LONDON

CONTINUOUS IMPROVEMENT PLAN



CORE AREA

DISTRICT STATE REPORT CARD

We will work to enhance the District State School Report card annually from the Wisconsin Department of Public Instruction, with continued focus on the multiple indicators for student learning which include Student Achievement, Student Growth, Target Group Outcomes, and On Track to Graduation.

KEY PERFORMANCE INDICATOR

DISTRICT STATE REPORT CARD

DEFINITION

The School District of New London receives a State School Report Card annually from the Wisconsin Department of Public Instruction with continued focus on the multiple indicators across four priority areas for student learning (Student Achievement, Student Growth, Target Group Outcomes, and On-Track to Graduation).

WHY THIS MATTERS

The District report card provides ratings for all Wisconsin schools and districts. This publicly reported measure is an indicator of overall achievement and engagement. It allows a consistent comparison of state priorities.

RATING



83-100



70-82.9



58-69.9



48-57.9



0-47.9

CELEBRATIONS

The School District of New London continues to “Meet Expectations” as established by the Department of Public Instruction with a score of 66.3 for the 2022-2023 academic year. In 2021-2022 the District score was recognized at 68.7, “Meets Expectations.”

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London continues to monitor the influence of flexible enrollment on our reports for elementary schools. We are also focused on improving test participation rates in special education and monitoring chronic absenteeism. English Language Arts instruction is in the third year of implementing the new curriculum K-8.



CORE AREA



LEARNING & ACHIEVEMENT

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KEY PERFORMANCE INDICATOR

PRE-ACT SECURE



DEFINITION

The Pre-ACT Secure is a summative assessment given to 9th and 10th grade students that is aligned to the ACT and ACT College and Career Readiness Standards.

WHY THIS MATTERS

The Pre-ACT Secure is a State Assessment that measures student proficiency and growth in English, Math, Science, and STEM. The Pre-ACT assessment is incorporated into the school report card.

RATING



25.0-35.0



17.5-24.9



14.0-17.4



13.0-13.9



1-12.9

CELEBRATIONS

New London High School scored above the state average in reading and math. Students will begin taking the Practice Pre-ACT Secure exam in the fall to prepare for the spring exam. The composite score for the Spring of 2023-2024 data was 18.9.

OPPORTUNITIES FOR IMPROVEMENT

New London High School strives to increase the percentage of students on target by reviewing and utilizing the fall practice assessment data and incorporating intervention strategies into all departments.



CORE AREA



LEARNING & ACHIEVEMENT

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KEY PERFORMANCE INDICATOR

COLLEGE & CAREER READY



DEFINITION

The School District of New London prepares students for postsecondary education and the workplace by providing students with an opportunity to experience postsecondary-level education courses and career readiness courses and experiences. We will measure the percentage of graduating students who have had at least one course, experience, or certification identified to promote college and career readiness.

WHY THIS MATTERS

The School District of New London recognizes that Success For All Students means having students with multiple goals for postsecondary achievement.

RATING



90%-100%



80%-90%



70-79%



60-69%



Less than 60%

CELEBRATIONS

83% percent of graduates passed at least one course or experience in a postsecondary or career readiness course compared to 68% in the 2022-2023 academic year. Beyond courses, we also have 39 local and state-recognized certifications.

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London will look to add additional college and career readiness options and opportunities for special populations (bilingual and special education) and will continue to grow partnerships with local businesses and industry to increase pathways and opportunities for students to be college and career-ready prior to graduation. New London High School will utilize the INSPIRE platform to provide multiple opportunities for career exploration and connection to students and staff.



CORE AREA



LEARNING & ACHIEVEMENT

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KEY PERFORMANCE INDICATOR

LOCAL ASSESSMENTS - IREADY LITERACY



DEFINITION

The School District of New London uses the iReady assessment tool to evaluate the Literacy skills of students in grades K-8. This tool is research-based and administered 3 times per year. The goal is to measure student-targeted achievement and growth by assessing grade level proficiency placement with national norms.

WHY THIS MATTERS

District schools and classrooms use the assessment data to inform instruction and provide support or enrichment for students. All students should show achievement and growth in Literacy. Performance on these assessments allows teachers to make adjustments to their instruction to proactively meet the needs of all learners.

RATING



Greater than 140%
of students score
on or above grade
level



130-139% of
students score on
or above grade
level



120-129% of
students score on
or above grade
level



110-119% of
students score on
or above grade
level



Less than 110% of
students score on or
above grade level

CELEBRATIONS

Literacy maintained 63% of students in grades K-8 scoring on or above grade level compared to the 2022-2023 academic year. 2023-2024 Literacy average annual typical growth score mirrored the 2022-2023 score of 133%.

OPPORTUNITIES FOR IMPROVEMENT

Results from iReady and other local assessments will continue to be analyzed regularly to assure instruction, intervention, and achievement, and will remain a focus for student success. Growth Rating - scale will be represented as noted.



CORE AREA



LEARNING & ACHIEVEMENT

We will promote the highest levels of academic achievement through effective teaching strategies, intellectual engagement and differentiation to meet the needs of all students. With an emphasis on actionable outcomes developed through Professional Learning Communities, we will support student exploration, critical thinking, collaboration and creativity to ensure all students are college- and career-ready and life-long learners.

KEY PERFORMANCE INDICATOR

LOCAL ASSESSMENTS - IREADY MATH



DEFINITION

The School District of New London uses the iReady assessment tool to evaluate the math skills of students in grades K-8. This tool is research-based and administered 3 times per year. The goal is to measure student-targeted achievement and growth by assessing grade level proficiency placement with national norms.

WHY THIS MATTERS

District schools and classrooms use the assessment data to inform instruction and provide support or enrichment for students. All students should show achievement and growth in math. Performance on these assessments allows teachers to make adjustments to their instruction to proactively meet the needs of all learners.

RATING



Greater than 140% of average annual typical growth



130-139% of average annual typical growth



120-129% of average annual typical growth



110-119% of average annual typical growth



Less than 110% of average annual typical growth

CELEBRATIONS

Math increased to 64% of students in grades K-8 scoring on or above grade level achievement average during the 2023-2024 academic year from 63% during the 2022-2023 academic year. The average annual typical growth score in math increased 6% to 121% from the previous year of 115%.

OPPORTUNITIES FOR IMPROVEMENT

Results from iReady and other local assessments will continue to be analyzed regularly to assure instruction, intervention, and achievement, and will remain a focus for student success. Growth Rating - scale will be represented as noted.



CORE AREA



LEARNING & ACHIEVEMENT

We will promote the highest levels of academic achievement through effective teaching strategies, intellectual engagement and differentiation to meet the needs of all students. With an emphasis on actionable outcomes developed through Professional Learning Communities, we will support student exploration, critical thinking, collaboration and creativity to ensure all students are college- and career-ready and life-long learners.

KEY PERFORMANCE INDICATOR

ACT



DEFINITION

The School District of New London provides students with additional opportunities and monitors overall performance and growth on the ACT over time to increase the average Composite ACT score.

WHY THIS MATTERS

The ACT is one indicator of college and career readiness for students. The ACT is one comparable measure for schools around the country. It also plays a part in the district report card system.

RATING



23- Above



20-22.9



17-19.9



15-16.9



0-14.9

CELEBRATIONS

Increased composite ACT score to 20.4 during the 2023-2024 academic year compared to 19.5 during the 2022-2023 academic year.

OPPORTUNITIES FOR IMPROVEMENT

New London High School will provide students with personalized improvement plans and practice opportunities on the ACT. ACT data will be evaluated and improvement strategies will be implemented across all academic areas.



CORE AREA

FINANCIAL & OPERATIONAL STABILITY



We will work within a fiscally responsible framework that supports an educational system with consistent approaches to maximize local, state and federal funding. Focused on respecting and seeking support from community stakeholders, we will develop financial resources with a sustainability principle to achieve preferred District results that best serve students, staff, District facilities and the school community.

KEY PERFORMANCE INDICATOR

SUSTAINABILITY PLANNING



DEFINITION

The School District of New London maintains and plans for our largest and most costly assets - school District facilities. Annual and preventative maintenance or replacement schedules are scheduled in a deliberate operating timeline and covers “standard” items such as roof surfaces, parking lots, HVAC, flooring, and District capital assets. A Future Ready Plan addresses library and technology needs.

WHY THIS MATTERS

We need to safeguard the assets of the District through preventative maintenance on a set schedule to effectively plan for long-term budgeting strategies for the District.

RATING



A 10 year Facilities Plan, and 5 year Future Ready Plan are in place, reviewed, reported, adjusted, and followed annually



A 10 year Facilities Plan, and 5 year Future Ready Plan are in place and reviewed and adjusted annually



A 10 year Facilities Plan, and 5 year Future Ready Plan are in place, but not always followed



10 year Facilities Plan, and 5 year Future Ready Plan are not been fully completed; action is taken sporadically to address District facility needs



There is not a 10 year Facilities Plan, and 5 year Future Ready Plan

CELEBRATIONS

10 year facilities plan is in place and formally recognized. The 5 year Future Ready Plan was formally recognized and reviewed during 2023-2024 academic year.

OPPORTUNITIES FOR IMPROVEMENT

The continued evaluation of the 10-year facility plan as it pertains to annual project work to sustain building functionality, efficiency, and desired enhancement to the District’s operational functions.



CORE AREA



FINANCIAL & OPERATIONAL STABILITY

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KEY PERFORMANCE INDICATOR

FUND BALANCE



DEFINITION

The School District of New London monitors their fund balance for two main reasons: to provide cash flow and to safeguard the District for unanticipated expenditures. The District will measure the percentage of fund balance over total expenditures in Fund 10.

WHY THIS MATTERS

A higher fund balance manages cash flow because the timing of revenues and expenditures is not equal. State, federal and local revenues are often received after expenditures are paid out. Cash flow borrowing has interest and legal costs that have exceeded \$250,000 the last ten years. Annually, the District currently borrows over \$1,100,000 to ensure expenditures can be paid.

Fund balance is also important to plan uncertainties and provide a resource to the Board of Education for “one-time” expenditures or often referred to as a “rainy-day” fund.

RATING



A fund balance of over 25%



A fund balance of over 20%



A fund balance over 15%



A fund balance over 10%



Fund balance of less than 5%

CELEBRATIONS

The General (operating) Fund balance increased by \$5,331 to \$4.03M representing 13% of the operating budget during 2022-2023 fiscal year.

OPPORTUNITIES FOR IMPROVEMENT

Revised KPI benchmarks related to the rating indicators for 2024-2025.



CORE AREA



FINANCIAL & OPERATIONAL STABILITY

We will work within a fiscally responsible framework that supports an educational system with consistent approaches to maximize local, state and federal funding. Focused on respecting and seeking support from community stakeholders, we will develop financial resources with a sustainability principle to achieve preferred District results that best serve students, staff, District facilities and the school community.

KEY PERFORMANCE INDICATOR

BOND RATING



DEFINITION

The School District of New London bond rating is important because it reports on the overall strength of the District’s finances. The District will use the annual Moody's rating to report the current rating.

WHY THIS MATTERS

A higher bond rating reduces the interest costs when financing is required for projects or operations approved by the Board or local taxpayers. A higher bond rating also reflects the financial stewardship of the District.

RATING



A rating of Aaa/AAA
or Aa1/AA+



A rating of Aa3/AA-
or Aa2/AA



A rating of A1/A+



A rating of A2/A



A rating of A3/A-

CELEBRATIONS

The District continues to influence factors that impact the current bond rating of A2 such as improved fund balance, reduction of debt and unfunded liabilities.

OPPORTUNITIES FOR IMPROVEMENT

Revised Board policy to set benchmarks related to the rating.



CORE AREA



FINANCIAL & OPERATIONAL STABILITY

We will work within a fiscally responsible framework that supports an educational system with consistent approaches to maximize local, state and federal funding. Focused on respecting and seeking support from community stakeholders, we will develop financial resources with a sustainability principle to achieve preferred District results that best serve students, staff, District facilities and the school community.

KEY PERFORMANCE INDICATOR

FINANCIAL AUDIT



DEFINITION

The School District of New London completes an annual third party financial audit as required by state statute. Annual financial auditing provides the Board of Education and the community a report of annual District activities related to expenditures and revenues.

WHY THIS MATTERS

An audit reports the findings and areas that may need improvement in the management letter and those charged with governance. An audit report scrutinizes the budget, financial operations and programs that are required to be monitored by local, state and federal guidelines.

RATING



Audit has 0 findings



Audit has 1-2 findings



Audit has 3-4 findings



Audit has more than 5 findings



Audit reports difficulties with the District and/or District finances are not in order

CELEBRATIONS

The District continues to have only one finding after its annual auditing processes.

OPPORTUNITIES FOR IMPROVEMENT

The District is able to improve on deficiencies noted in the management’s discussion and analysis.



CORE AREA



FINANCIAL & OPERATIONAL STABILITY

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KEY PERFORMANCE INDICATOR

OPEN ENROLLMENT



DEFINITION

The School District of New London monitors the annual impact of open enrollment students in the District. Open enrollment is important because it can attract students from other districts to attend and retain resident students.

WHY THIS MATTERS

The School District of New London currently has more students that open enroll out of the District versus into the District.

RATING



A decrease of 15+ annual net loss of open enrolled students



A decrease of 11-15 annual net loss of open enrolled students



A decrease of 6-10 annual net loss of open enrolled students



A decrease of 1-5 annual net loss of open enrolled students



No decrease of annual net loss of open enrolled students

CELEBRATIONS

A decrease of 6 in the annual student net loss of open enrollment was recognized during the 2023 third Friday enrollment count compared to 5 during the 2022 third Friday enrollment count.

OPPORTUNITIES FOR IMPROVEMENT

The District will continue to explore data to improve the rating.



CORE AREA



SAFE, ORDERLY & HEALTHY

We will create and promote safe learning environments that support the physical, social and emotional well-being of students, staff and the school community. To enable responsiveness to emergencies, the District will provide preventive training and resources and support the review and practice of safety strategies.

KEY PERFORMANCE INDICATOR

STUDENT SAFETY (BEHAVIOR)



DEFINITION

The School District of New London tracks the number of major referrals (in-school suspensions, out-of-school suspensions, and expulsions) for students in grades K-12. The District will use the 3rd Friday count in September as total students. This measure helps provide a measure of student safety.

WHY THIS MATTERS

Maintaining a safe school environment for all students is essential for learning and social/emotional growth. Schools with higher suspension rates have lower academic performance.

RATING



95-100% of students
have 0 Major Referrals



90-94% of students
have 0 Major Referrals



85-89% of students
have 0 Major Referrals



80-84% of students
have 0 Major Referrals



0-79% of students
have 0 Major Referrals

CELEBRATIONS

During the 2023-2024 academic year, 97.8% of students in grades K-12 did not have a marked major discipline incident, which was classified as an in-school suspension, out-of-school suspension, or expulsion. In 2022-2023, 93% of students in grades K-12 did not have a marked major discipline incident, which was classified as an in-school suspension, out-of-school suspension, or expulsion.

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London continues to explore and develop additional strategies to support positive student behavior.



CORE AREA



SAFE, ORDERLY & HEALTHY

We will create and promote safe learning environments that support the physical, social and emotional well-being of students, staff and the school community. To enable responsiveness to emergencies, the District will provide preventive training and resources and support the review and practice of safety strategies.

KEY PERFORMANCE INDICATOR

STAFF SAFETY (SURVEY)



DEFINITION

The School District of New London tracks staff perceptions regarding the safe operation of District facilities and activities with surveys.

WHY THIS MATTERS

Maintaining a safe school environment for all staff is essential for creating a productive learning environment. Staff and students are able to fully engage in the learning process when they feel safe.

RATING



95-100% of staff that respond that they agree/strongly agree that they feel safe at school



90-94% of staff that respond that they agree/strongly agree that they feel safe at school



85-89% of staff that respond that they agree/strongly agree that they feel safe at school



80-84% of staff that respond that they agree/strongly agree that they feel safe at school



0-79% of staff that respond that they agree/strongly agree that they feel safe at school

CELEBRATIONS

98% of staff responded that they agree/strongly agree that they feel safe at school during the spring staff check in survey compared to the fall staff check in survey in which 97% of staff responded that they agree/strongly agree that they feel safe at school.

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London continues to explore and monitor staff perceptions of school safety. The staff survey will be conducted once yearly.



CORE AREA



SAFE, ORDERLY & HEALTHY

We will create and promote safe learning environments that support the physical, social and emotional well-being of students, staff and the school community. To enable responsiveness to emergencies, the District will provide preventive training and resources and support the review and practice of safety strategies.

KEY PERFORMANCE INDICATOR

SAFETY PLANNING & PROCESSES



DEFINITION

The School District of New London provides safety audit training of staff and students (drills) and meets ACT 143 Department of Justice compliance and requirements. A Safety Plan is reviewed annually with an audit of safety concerns from the year prior.

WHY THIS MATTERS

Maintaining a safe school environment for all students and staff is essential for providing a safe, secure, nurturing learning environment. As well as being able to recruit, develop and retain highly qualified staff.

RATING



A School Safety Plan exists and is expanded and reviewed annually. Safety audit items completed



A School Safety Plan exists and is reviewed annually. Safety audit items completed



A School Safety Plan exists and is reviewed every 3 years. Safety audit items completed



School Safety Plan exists, but has not been reviewed. Safety audit items partially completed



No School Safety Plan exists for the District. Safety audit items not completed

CELEBRATIONS

A school safety plan exists and was reviewed. Safety audit items were completed with safety audit training during staff and student building meetings throughout the year. Act 143 Department of Justice compliance fulfilled.

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London continues to explore and develop best practices with the support of our district-wide safety team that also includes members of New London Police Department, the Fire Department, the Sheriff’s Department, and Waupaca County Emergency Response to monitor and revise the School District of New London Safety Plan.



CORE AREA



SAFE, ORDERLY & HEALTHY

We will create and promote safe learning environments that support the physical, social and emotional well-being of students, staff and the school community. To enable responsiveness to emergencies, the District will provide preventive training and resources and support the review and practice of safety strategies.

KEY PERFORMANCE INDICATOR

MOD RATING



DEFINITION

The School District of New London uses a MOD rating to assess and monitor workman’s compensation claim history.

WHY THIS MATTERS

The safety of students and staff matters to the School District of New London. The rating indicates the overall score in comparison to similar organization’s safety. The lower the number, the better the claim history. The lower the score, the lower the annual premiums are for insurance and that impacts the budget.

RATING



A MOD rating of
0.85 or lower



A MOD rating of
0.86 - 0.95



A MOD rating of
0.96 - 1.05



A MOD rating of
1.06 - 1.15



A MOD rating of
1.15 or higher

CELEBRATIONS

The District MOD rating was lowered to .87 during the 2023-2024 academic year compared to the previous year rating of .89.

OPPORTUNITIES FOR IMPROVEMENT

The District’s lowest score was 0.77 in 2020-21. We continue to promote safety processes to prevent workman's compensation claims.



CORE AREA

2

ENGAGED & CONNECTED

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

KEY PERFORMANCE INDICATOR

STUDENT ENGAGEMENT SURVEY INDEX ANALYSIS

2

DEFINITION

The School District of New London will gather information through a student engagement survey and create strategies to improve student connectedness, engagement, drive, citizenship/leadership, perception, social/emotional aptitude wellness, and academic and career planning. A student engagement survey is given annually during the spring semester to gather feedback.

WHY THIS MATTERS

We rely on student feedback to shape our plans and evaluate the effectiveness of our programs. When students are actively involved in school, they have a greater chance of success both in and outside of the classroom.

RATING



4.50-5.0



4.00-4.49



3.50-3.99



3.00-3.49



0.00-2.99

CELEBRATIONS

Student Themed Target Focus

“Staff Connections”
If I were bullied, I would feel comfortable talking to someone about it.
Fall: 75% 3.84 strongly agree-agree, 84th percentile, 4th quartile
Spring: 75% 3.84 strongly agree-agree, 84th percentile, 4th quartile

“Life at School”
Students treat me with respect.
Fall: 82% 3.94 strongly agree-agree, 87th percentile, 4th quartile
Spring: 79% 3.86 strongly agree-agree, 70th percentile, 3rd quartile

“Connecting learning”
I can relate to what I'm learning at school.
Fall: 74% 3.70 strongly agree-agree, 66th percentile, 3rd quartile
Spring: 71% 3.56 strongly agree-agree, 56th percentile, 3rd quartile

OPPORTUNITIES FOR IMPROVEMENT

By consistently reviewing feedback from the student engagement survey, schools can develop effective strategies and provide further opportunities for students to succeed. Ensuring survey data is collected during the spring semester of each year will allow analysis and action.

Noting that baseline data has been established during the 2023-2024 academic year, future scoring of the student engagement survey will reflect the average score based on the four index scores referencing Connection, Learning, Environment, and Experience.

SCHOOL DISTRICT OF NEW LONDON

CONTINUOUS IMPROVEMENT PLAN



CORE AREA

2

ENGAGED & CONNECTED

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

KEY PERFORMANCE INDICATOR

PARENTS/GUARDIANS/FAMILIES ENGAGEMENT SURVEY INDEX ANALYSIS

2

DEFINITION

The School District of New London will gather information through a parents/guardians/families engagement survey and create strategies to improve the culture of educational excellence, effective teaching, safe and healthy school climate, leadership, sense of community, and equity. A parent/guardian family survey is given annually during the spring semester to gather feedback.

WHY THIS MATTERS

At our schools, we value the input of parents, guardians, and families to help guide our plans and assess the impact of our programs. When parents, guardians, and families are engaged in school activities, they can better support and contribute to the success and growth of our district, both inside and outside the school environment.

RATING



4.50-5.00



4.00-4.49



3.50-3.99



3.00-3.49



0.00-2.99

CELEBRATIONS

Parent/Guardian Themed Target Focus

School Experience

"Updated on how my child is doing at school."

Fall: 81% 3.82 strongly agree-agree, 34th

percentile, 2nd quartile

Spring: 84% 3.92% strongly agree-agree, 65th

percentile, 3rd quartile

School Experience

"Bullying"

Fall: 78% 3.73 strongly agree-agree, 92th percentile, 4th quartile

Spring: 75% 3.67% strongly agree-agree, 82nd percentile, 4th quartile

School Experience

"At least one staff member I feel comfortable connecting with."

Fall: 85% 4.02 strongly agree-agree, 26th percentile, 2nd quartile

Spring: 90% 4.20 strongly agree-agree, 80th percentile, 4th quartile

OPPORTUNITIES FOR IMPROVEMENT

By consistently reviewing feedback from the parents/guardians/families engagement survey, strategies can be established to address the culture of educational excellence, effective teaching, safe and healthy school climate, leadership, sense of community, and equity. Ensuring survey data is collected during the spring of each year that will allow analysis and action.

Noting that baseline data has been established during the 2023-2024 academic year, future scoring of the parents/guardians/families engagement survey will reflect the average score based on the five index scores referencing: Informed, Included, Educational Excellence, Atmosphere, and Experience.

SCHOOL DISTRICT OF NEW LONDON

CONTINUOUS IMPROVEMENT PLAN



CORE AREA

2

ENGAGED & CONNECTED

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

KEY PERFORMANCE INDICATOR

STAFF ENGAGEMENT SURVEY INDEX ANALYSIS

2

DEFINITION

The School District of New London will gather information through a staff check-in survey to analyze and respond to the workday, environment, support, equal opportunities and salary. A staff engagement survey is given annually during the spring semester to gather feedback.

WHY THIS MATTERS

Employees actively supporting Success For All Students contribute to the achievements of our District throughout the school community.

RATING



4.50-5.0



4.00-4.49



3.50-3.49



3.00-3.49



0.00-2.00

CELEBRATIONS

Staff Themed Target Focus

Support
The District's pay practices are fair.
Fall: 59% 3.17 strongly agree-agree, 68th percentile, 3rd quartile
Spring: 57% 3.10 strongly agree-agree, 59th percentile, 3rd quartile

Support
Our school supports students from diverse backgrounds.
Fall: 87% 3.95 strongly agree-agree, 53th percentile, 3rd quartile
Spring: 89% 4.02 strongly agree-agree, 69th percentile, 3rd quartile

Support
The school board is doing what it takes to make our District successful.
Fall: 48% 2.92 strongly agree-agree, 9th percentile, 1st quartile
Spring: 53% 2.96 strongly agree-agree, 10th percentile, 1st quartile

OPPORTUNITIES FOR IMPROVEMENT

District leadership teams can develop effective strategies to address workday experiences, work environment, support, equal opportunities, and salary analysis by regularly reviewing feedback from the staff check-in engagement survey. Ensuring survey data is collected during the spring of each year that will allow analysis and action.

Noting that baseline data has been established during the 2023-2024 academic year, future scoring of the staff check-in engagement survey will reflect the average score based on the five index scores referencing: Academic, Engagement, Support, Student Experience and Staff Experience.



CORE AREA

2

ENGAGED & CONNECTED

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

KEY PERFORMANCE INDICATOR

CLUBS, CO-CURRICULARS, ATHLETICS (PARTICIPATION)

3

DEFINITION

The School District of New London offers a wide variety of activities to keep students engaged and connected within the school setting and community. The School District also sees the value and importance of work-based learning and community involvement. Active student engagement represents participation in a school-recognized or school-sponsored club, involvement in a work-based learning placement or active involvement in a community or civic organization in middle or high school.

WHY THIS MATTERS

Research shows that students benefit in many ways (physically, socially, emotionally) from their involvement in activities beyond academics. Co-curriculars, work, and community involvement offer students opportunities to explore high-interest areas, connect with peers and adult mentors, build time management skills, and encourage active engagement within the school, business & industry, and community settings.

RATING

5

90%-100% of students in Grades 5-12 participate in SDNL Clubs, Co-Curriculars or Athletics

4

80%-89% of students in Grades 5-12 participate in SDNL Clubs, Co-Curriculars or Athletics

3

60%-79% of students in Grades 5-12 participate in SDNL Clubs, Co-Curriculars or Athletics

2

50%-59% of students in Grades 5-12 participate in SDNL Clubs, Co-Curriculars or Athletics

1

Under 50% of students in Grades 5-12 participate in SDNL Clubs, Co-Curriculars or Athletics

CELEBRATIONS

70% of students in grades 5-12 participated in at least one club, or co-curricular activity during the 2023-2024 academic year compared to 70.5% during the 2022-2023 academic year. The Intermediate Middle School student participation rate in at least one club, or co-curricular activity increased to 67% during the 2023-2024 academic year from 63% in 2022-2023. 73% of High School students participated in at least one club or co-curricular activity during the 2023-2024 academic year compared to 78% during the 2022-2023 academic year. The number of students who successfully completed a Youth Apprenticeship went from 11 to 14.

OPPORTUNITIES FOR IMPROVEMENT

The School District of New London will continue to promote club and activity offerings at all levels. The School District of New London will work together with families and the community to make students and families aware of these opportunities and their importance in a well-rounded education. New London High School will develop an opportunity for all employed students to gather in order to share experiences and receive professional development in multiple areas of employment in order to enhance and maximize their experience. Involvement in community clubs and activities will be tracked through regular survey data. An annual report of student involvement will be reviewed to provide guidance of student participation to assure growth and maintenance of opportunities.

SCHOOL DISTRICT OF NEW LONDON

CONTINUOUS IMPROVEMENT PLAN



CORE AREA

2

ENGAGED & CONNECTED

We will build relationships and develop engaged and connected school communities by providing transparent communication and collaboration with all of our stakeholders. Responding to continuous feedback, we will make sure our school community is welcoming to and representing all students, families and staff.

KEY PERFORMANCE INDICATOR

ATTENDANCE

3

DEFINITION

The School District of New London will measure the overall attendance rate for the School District of New London for students in grades K-12.

WHY THIS MATTERS

Students cannot succeed if they are not present for instruction, intervention, healthy meals and support. Students and families who have challenges or barriers to attend school need additional support.

RATING



Above 96%
attendance rate



94% - 95.9%
attendance rate



92%- 93.9%
attendance rate



90% - 91.9%
attendance rate



Less than 90%
attendance rate

CELEBRATIONS

Increased student attendance rate to 93.7% during the 2023-2024 academic year compared to 92.8% during the 2022-2023 academic year.

OPPORTUNITIES FOR IMPROVEMENT

The number of students who miss more than 10% of their possible attendance continues to increase. The administrative and pupil services team will continue to monitor and address these individually. The District continues to monitor attendance trends overall on a regular basis.