



# BULLDOG

News and Views from the School District of New London



# bulletin

## Continuous Improvement Strategic Plan

The School District of New London began its journey towards building leadership capacity within its staff members and school community on June 15, 2022. The goal was to support the development of a new “Continuous Improvement Strategic Plan” using a framework that emphasizes continuous improvement. The leadership discussions laid the foundation for establishing a language, culture, and process that fosters directed strategic growth within the District. To create and support the development of the continuous improvement strategic plan, six critical mindsets were identified as the foundation.

- Leadership mindset
- Improvement mindset
- System mindset
- Growth mindset
- Student first mindset
- Tools to improve mindset

After conducting a thorough review to reaffirm the District’s current mission, vision, and guiding principles, four additional strategic core areas were identified to promote continuous improvement and progress monitoring.

To help achieve the newly established “Indicators of Success,” Key Performance Indicators (KPIs) were defined to identify critical focus areas to achieve the best results. A rating percentage system was established to track annual progress and outcomes by regularly monitoring the identified (KPIs).



### INDICATORS OF SUCCESS

#### 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.

#### (KPIs)

- State Report Card 50%
- College & Career Ready 20%
- Local Assessments – iReady Achievement 10%
- Local Assessments – iReady Growth 10%
- ACT 10%

#### 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.

#### (KPIs)

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

#### 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.

#### (KPIs)

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

See **STRATEGIC PLAN** page 2

# SCHOOL DISTRICT OF NEW LONDON CONTINUOUS IMPROVEMENT PLAN



## STRATEGIC PLAN *from page 1* 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.

(KPIs)

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

The School District of New London has set a focused direction for constant improvement by establishing the Continuum Improvement Strategic plan structure. As the 2023-2024 academic year progresses, the measurable rating system will update progress monitoring to determine the current evolution of desired results within the rating system.

Note that there needs to be a current rating score for the student, parents/guardians/families, and staff engagement survey within the established Engaged & Connected core area. Action steps will be developed based on the findings from the fall survey to support data results reported in the spring of 2024 to determine the rating results.

**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



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

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College & Career Ready	20%
Local Assessments - iReady Achievement	10%
Local Assessments - iReady Growth	10%
ACT	10%

#### FINANCIAL & OPERATIONAL STABILITY

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

#### SAFE, ORDERLY & HEALTHY

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

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



# Lincoln Turns 30!

On September 22, almost 30 years to the day of Lincoln Elementary School's dedication, students, staff and the community celebrated the school's birthday. Students and staff viewed video presentations of Lincoln's history back to the late 1800s and also viewed a video of the Lincoln Time Capsule being opened. Finally, students and staff browsed the

artifacts that were housed within the time capsule, had a birthday cupcake and sang, "Happy Birthday" to our school. After the school day, the community was invited in to view the above mentioned videos and to look at the time capsule artifacts. Cupcakes were available to all. All in all, it was a great day celebrating a great school! Happy Birthday Lincoln School!



## CHILD DEVELOPMENT DAYS

The School District of New London recently held the first Child Find process of the year on Thursday, October 12, 2023. Over 30 families participated in this great event. The next screening is coming up in January. The date will be held on Thursday, January 25, 2024 at Lincoln Elementary. To make an appointment, please call Molly Brown at (920) 982-8447.

The event will take place from 8:00 a.m. to 5:00 p.m. at Lincoln Elementary School. This developmental screening is designed for children 2½ to 4 years old. Appointment slots are still available.

The screening process allows children to separate from their parents to participate in a play-based screening to observe speech/language, cognition, gross and fine motor, and self-help skills. During the screening, parents are able to chat with our elementary principals and then will be directed to our community area to speak with our school nurse, 4K staff, and is gather other informational resources. The Lions Club is also on-hand at the event to offer free vision screenings to all the children who participate. This event is held annually twice per year in the months of October and January.



# Growing Together:

## Student Council Cultivates Unity with School Flower Gardens



Parkview student council members have been actively involved in the school garden, including delivering bouquets to staff. School gardens can provide valuable learning experiences and promote a sense of community and responsibility among students.

Fourth Grade Student Council has plans to plant another garden in the spring of 2024 thanks to a large donation of garden seeds from Walmart in New London. Our goal is that the garden continues to flourish and benefit the school in the years to come!

# Plach Donation



Plach Automotive has been a long standing supporter of education and educational programs in our district. As a New London graduate he is open to provide feedback, service and training to students seeking a future in automotive industry. Most recently, Dan Plach was instrumental in allowing our course to expand with experience with hands on automotive. His generous donation of a hydraulic lift to the engines programming not only provided this opportunity,

but his insight helped determine which complimentary tools, partially funded with a grant from the Heideman family, were necessary. Dan has also been a volunteer during senior exit interviews and hosted students who are in the AYES program at Fox Valley Technical College for their placement during that component of the program. Students who are currently enrolled in the Rawhide Automotive cohort have also been encouraged to apply should they decide to enter this industry.



# BULLDOGS PLUS

New London Middle and Intermediate School has always been a great place for students to begin developing their interests and celebrating their talents, but this year they will have a more coordinated approach to doing so. After a few years of enhanced options for involvement with the Bulldogs Plus and Bulldog time, our new coordinator, Brett Pickarts will be looking to align things in a more seamless manner for families and students to seek ways to be involved. This will include coordinating activities during the school day, setting up optional opportunities for additional outreach and challenges like the spelling bee and field trips and enhancing the influence of our clubs and organizations both in and outside of the school. Additionally Brett promotes ways for our online Rural

Virtual School students to stay connected, so he hopes this effort can grow to connect to our traditional students as well. Some of the highlights so far from the program include:

- RVA Leadership Conference in Mosinee
- Blended Kaleidoscope Extension Instruction
- Goal Setting Conferences for students needing improvement in academic achievement

Be on the lookout for awesome Bulldog Time opportunities, educational experiences outside of the classroom, and other opportunities for engagement for families and students in the future.

*Pictures from our 8th Grade Students at RVA District Connect Event (Leadership Conference) in Mosinee!*





# CELEBRATING YEAR TWO OF THE ARC READING PROGRAM

As we embark on the second year of the American Reading Company (ARC) program, we are proud to share that it has been a seamless transition for our students and teachers. Through the ARC program, we remain dedicated to fostering lifelong readers who will go on to achieve academic success and enrich their lives through the power of literacy.

Students like Nathan Mueller and Lily Culek embrace the benefits of this initiative. Nathan, an eighth-grader, appreciates the accessibility of the online ARC library from home. It has enriched his reading experience and improved his skills.

Lily also highlights the program's impact, noting that this year has felt smoother, allowing her to work more proficiently in class. These student testimonials provide a glimpse into the positive influence of ARC on our students' reading journeys. We're excited to continue this program and witness more success stories in the future.

Moreover, we understand the importance of support at home. To further enhance the students' reading experience, we encourage parents to actively participate in their child's reading journey by utilizing the online ARC library from home. This additional support can significantly contribute to the progress our students make, fostering a love for reading that will last a lifetime. As we eagerly anticipate another successful year of ARC, we remain committed to creating a strong partnership between school and home to ensure the continued growth of our young readers.



Elementary students have been working hard through their first unit of American Reading Company (ARC) reading curriculum. Unit 1 of ARC in all grade levels helps students fall in love with reading through a variety of books and builds a reading community within the classroom by allowing students to read, share, and talk about books together. Teachers and students work to build a positive classroom community and build classroom routines that will be implemented throughout the school year.

# SUGAR BUSH ELEMENTARY GOT A NEW LOOK



Sugar Bush Elementary opened its doors after a significant remodel project just in time to welcome students and staff to the 2023-24 school year. Families and the community were given the big reveal at Open House on September 5, 2023.

Sugar Bush Elementary was built in 1963 and has had some recent remodel projects, but this summer was a major project including new energy efficient windows, updated heating, ventilation and air conditioning (HVAC), casework in all classrooms, new sinks in classrooms, updated electrical distribution, and teaching spaces, carpet throughout and hard surfaces replaced in classrooms and areas in need. A major highlight and huge hit is the remodel of student bathrooms as well as a handicap accessible bathroom which doubled the size of the original facility. The project also replaced all asphalt and portions of concrete both in parking areas and on the playground.



Prior to the construction, staff was able to work with the architects to suggest renovations to a few of the existing rooms to add additional learning spaces and offices. This has provided staff with areas to work which previously were not available.

With second quarter beginning November 6, staff and students are settled in and enjoying the newness and updates of the learning spaces!





# Readfield Elementary Meets the Fleet



On Wednesday, October 25, the Readfield PTO invited various emergency personnel to the school in conjunction with Fire Prevention Month which is celebrated in October. "Meet the Fleets" have become popular

in our area and provide a way for children to be familiar with emergency personnel in a comfortable, positive way. The afternoon was wrapped up back in the classroom where students were gifted a swag bag!



Among the groups that joined staff and students were the Dale Volunteer Fire Department, New

London Police Department, Gold Cross Ambulance Services and City of New London Public Works. Unfortunately, the weather did not allow Theda Star helicopter to land, however, we look forward to rescheduling the landing right at Readfield Elementary!



## Thank you to the following *Bulldog Bulletin* contributors:

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| ▶ Kandi Martin   | ▶ Nicole Tesch     |

## PUPIL NONDISCRIMINATION STATEMENT:

It is the policy of the School District of New London that no person may be denied admission to any public school or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, race, religion, national origin, ancestry, color, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.