



## OUR VISION

We will provide excellent academics and co-curricular activities that develop life-long learning skills for all students preparing them for our community and world-wide experiences.

### INNOVATION

We are committed to continuous improvement by seeking innovative methods, strategies, and programs to meet the needs of our 21st century learners and prepare them for their future.

### INTEGRITY

We are committed to fostering open, honest, and transparent communication between all school staff and with students, parents, and community members. We will promote an environment of compassion and understanding in order to demonstrate equity and fairness for each individual and to build trust within and outside of our schools.

### RESPECT

We are committed to building respect by assuming positive intent in the ideas and suggestions presented by others and by recognizing the inherent value of each person. All members of our school community will be held to high expectations and we will provide supportive practices and policies which demonstrate our belief that ALL students can learn.

### PASSION

We are committed to the value of public education and the important learning which occurs in our schools each and every day. We will demonstrate enthusiasm in pursuing the work we do and perseverance in turning challenges into opportunities. We will strive to inspire each other and our students to pursue excellence in all endeavors.

### LEADERSHIP

We are committed to building leadership at all levels through collaborative teamwork, partnerships with all stakeholders in the community, and accountability for individuals and collective actions and decisions.

OUR

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CORE VALUES

## OUR MISSION

To provide high quality student learning: Every child. Every day.

# PILLARS OF EXCELLENCE



STUDENT  
ACHIEVEMENT  
&  
FUTURE  
FOCUSED

WORKFORCE  
ENGAGEMENT

SERVICE TO  
COMMUNITY

FINANCE &  
OPERATIONS

- **We will prepare our students to succeed each year and in their future post-secondary education and the career of their choice through transformational educational opportunities ensuring the Tomah Area School District remains a school district of choice for students and their families.**

**CRITICAL INITIATIVES:** Continuous Improvement of Student Academic Achievement Evidenced through Multiple Measures of Student Progress | Implementation of Guided Coalitions and Collaborative Teams through Professional Learning Community (PLC) Process | Sustain Student Social Emotional Learning (SEL) Supports and Interventions

**KEY MEASURES:** I Ready Assessments, State Forward Exam, ACT Aspire, Classroom Assignments and Authentic Tasks; Career/College Data: Dual Enrollment, Certifications Completed, YA Enrollments, Advanced Placement Enrollments and Exam Results | Continued Implementation of Professional Learning Community (PLC) Structures and Professional Development Opportunities Fall 2022 – June 2024 | Ongoing Implementation of Solution Tree Teacher Professional Development July 2022-Spring 2023 | Student Learning Reports to Board of Education January 2023 State Forward Exam; 3X Annually IReady and Building Specific Formative Assessments | Signed MOU's with Area SEL Providers and Updates to Board of Education – Fall 2022

- **We will attract and retain and continuously develop highly effective employees for our team.**

**CRITICAL INITIATIVES:** Maintain District Average Wage and Salary in the Top 3 to 5 Ranking compared to Area School Districts | Ongoing Employee Representation on District Level Compensation and Insurance Committees that meet Monthly or Quarterly | Employee Engagement Survey Administered Annually Spring 2023 | Continue Development and Implementation of Substitute Teacher Retention and Recruitment Activities

**KEY MEASURES:** District Participation in Annual CESA 4 Compensation Partnership Program (Fall 2022) | Board Committee Planning Calendar with Meeting Dates and Time through January 2024 | School Perceptions Staff Engagement Survey Fall 2022 Release of Information and Action Planning with Board Level and Building Level Committees and Leadership Team | Substitute Collab/Feedback/Training Fall and Spring Annually

- **We will ensure an educational experience and environment for our students, parents, and community members that promotes understanding and kindness by creating connections to one another.**

**CRITICAL INITIATIVES:** Implement Community Education and Engagement Plans for Potential Operational Referendum | Feasibility Study for Improvement of Broadband Access for Students and Faculty at Warrens Elementary School using ESSER Funds

**KEY MEASURES:** Community Communication and Engagement Activities Monthly through April 2023 | Present Broadband Study for Warrens Elementary to Board Fall 2022

- **We will plan and use resources to best support the district mission, vision, and goals.**

**CRITICAL INITIATIVES:** Potential Operational Referendum April 2023 | Maximize Use of Federal ESSER funds to Support Students and Faculty through end of Grant Timeline

**KEY MEASURES:** Board Academy and Regular Meeting Agenda Items focused on Community Stakeholder Plan associated with Operational Referendum June 2022 – April 2023 | Implementation of Communication and Engagement Activities Associated with Potential Operational Referendum through – April 2023 | Updated ESSER III Plan and Review of Expenditures Once Per Quarter at Regular Board of Education Meetings through June 30, 2024