



# *SDSV Strategic Plan*

In October 2021, the SDSV Board of Education adopted the following six strategic goals. The goals were developed after a process that included gathering feedback from the community, students, support staff, teachers, and administrators. These goals were identified by all stakeholders as important areas of focus. This document serves as a format to track progress and accomplishments made toward achieving these goals.

## Strategic Goals

**Goal 1:** Fiscal planning for athletic & co-curricular facilities

**Goal 2:** Determine where the SDSV stands re: employee salary/benefits with the goal to be in top 50% or higher when compared to other conference and area school districts.

**Goal 3:** Develop FACE curriculum/life skills

**Goal 4:** Clear communication with students & families re: ACP opportunities, Job Fair, Partnering with community

**Goal 5:** Examine possibilities to offer more clubs/activities

**Goal 6:** Professional development for all staff

Progress Color Key:

**Green** = Substantial Progress

**Yellow** = Modest Progress

**Red** = Initial Stage Progress



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**Goal 2: Determine where the SDSV stands re: employee salary/benefits with the goal to be in top 50% or higher when compared to other conference and area school districts.**

**Outcome:** By the end of the 2021-22 school year, the SV School Board will receive data demonstrating how each employee group salary/benefit package compares to peer groups in other area school districts. Moving forward into the 2022-23 school year, a plan to ensure all groups are in the top 50% or higher compared to peers will be shared. This will include financial impacts and other factors to consider prior to implementation.

Measurable Action Steps	Person or Group Responsible	Progress to Date / Completion
Determine budget factors, revenues, and expenditures (i.e. insurance costs) in order to make an April 2022 recommendation to the school board regarding potential salary/benefit package for all employee groups for 2022-23 school year.	John Groh and Sandy Langer-Wood	January-March 2022
Gather information from Dunn St. Croix Conference schools regarding base wage and maximum wage (hourly and annual) for teachers, paraprofessionals, custodians, and food service	John Groh	February 2022
Meet and confer meetings were held with all employee groups. The purpose was to provide everyone with an opportunity to share requests for salary, benefits, and working conditions.	John Groh and Staff	February - March 2022
Using sustainability as a guide, a compensation package for 2022-23 school year will be developed and considered by the board	John Groh and School Board	April 25, 2022
Ongoing budget evaluation to determine district's level of capacity to fund ongoing employee salary and benefit levels	Board, Superintendent, District Accountants, District Administrative Assistant, Baird Financial Analysis Partners, JA Counter Health/Dental Benefits Partners, Employees	July 2022 - April 2023
Analysis of history of salary levels for veteran teaching staff	Superintendent, District Accountants, District Administrative Assistant, Employees, Board	August 2022 - April 2023