

Wadena-Deer Creek ISD #2155 Strategic Plan Pillars and Goals

The Wadena-Deer Creek Public Schools' leadership team and school board have developed four strategic pillars for the district to focus its efforts. Each of these will be essential components in the development and implementation of the action plans to meet each goal.

Strategic Pillar #1: Culture of Respect

Goal 1: Build and maintain a culture of belonging, respect and acceptance that makes all students and staff feel safe and welcome.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Greet students at the beginning of the day and send-off students at the end of the day.	All staff	none	Every school day	Google survey - self-rating,	Be visible at the door/hallway 80% of the time.	
Staff and students will be surveyed twice a year on school climate.	Superintendent	none	Twice/year	Google survey	80% positive rating.	

Goal 2: Promote an environment where students treat peers, staff and school property with kindness and courtesy.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Consequences will be administered in accordance with the student	Principals and staff	JMC referral	Principals will get back to staff within 24 hours.	JMC reports - look for trends	100% follow-up sent from JMC.	

handbook and communicated with staff in a timely manner after a referral has been made.						
Monthly JMC student behavior report to school board	Office staff	Time	Monthly	JMC Reports	School Board meeting report prepared.	
Goal 3: Foster a collaborative school culture by actively seeking and valuing staff input in decision-making processes, improving communication, and promoting shared ownership of school goals.						
Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Staff input will be sought through two surveys per year on school climate.	Superintendent	Time	Twice/year	Google survey	70% positive rating	

Strategic Pillar #2: Finance						
Goal 1: Communicate school financial information clearly and regularly to all stakeholders to build transparency and trust.						
Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Communicate financial information with stakeholders	Superintendent & Business Manager	Time	Quarterly school finance update to stakeholders using multiple platforms.	JMC, Website, Facebook	4 updates per year	
Goal 2: Seek a voter approved operating levy in November 2025.						

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Pass the operating levy	Stakeholders	Share information with stakeholders	November 2025	Election	Over 50%	

Strategic Pillar #3: Student Achievement

Goal 1: Improve student outcomes by using data collaboratively within PLCs to inform teaching decisions, monitor progress, and adjust interventions.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Implement PLC's focusing on instruction and student achievement	Administration and teachers	Time	Staff development days throughout the year.	PLC's will meet at least 4 times.	There will be improvement on key indicators such as grad rates, test scores, and the number of failed classes.	

Goal 2: Empower students to explore and pursue career pathways by providing relevant guidance, resources, and hands-on learning opportunities.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Continue development of Wolverine Pathways (career pathways).	Wolverine Pathway committee.	SchoolLinks, advisory and time.	Wolverine Pathways will be fully implemented by the start of the 2026-2027 school year.	Faculty will be briefed on current status at the beginning and throughout the school year. Wolverine Pathway committee will meet monthly.	Courses and all other requirements for the 4 pathways will be finalized by April 30, 2026.	

Goal 3: Improve student attendance and graduation rates by fostering a supportive school environment, implementing early interventions, and engaging families and community partners.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Accurate and timely attendance will be taken on JMC every period of every day.	Teachers.	None.	Daily.	Timely and accurate attendance taking will be emphasized by admin in meetings and updates.	Timely and accurate attendance will be taken 95% of the time.	

Strategic Pillar #4: Workforce

Goal 1: Attract and retain high-quality staff by fostering a supportive work environment, providing professional growth opportunities, and recognizing staff contributions.

Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Implement PLC's focused on professional growth in the areas of instruction and student achievement.	Administration and teachers.	Time.	Staff development days throughout the year.	PLC's will meet at least 4 times.	Survey of teachers - 70% positive on professional growth through PLC's.	
Staff feedback will be sought through a survey on the staff development topics and the quality of the staff	Staff Development Committee	Time	Two surveys per year	One survey will be conducted after fall workshops and another in May.	Survey of staff - 70% positive feedback on staff development	

development.						
Goal 2: Enhance employee professional growth by using the evaluation process to improve employee performance, improve instructional practices, and support continuous improvement.						
Action step	Responsible party	Resources needed	Timeline	Fidelity measures	Outcome measures	Progress notes
Staff goals will be established at the beginning of the year	Administration and staff	Time	Goals set beginning of the year, mid-year and end of year check-in on goals.	Principals/supervisors will prepare a mid-year and end of year report for the Supt.	100% of staff will establish and report on goals.	