



CALEDONIA AREA PUBLIC SCHOOLS

Serving the communities of Brownsville, Caledonia, Eitzen and Freeburg



Four-Year Strategic Plan

(September 2023 – May 2027)

In August of 2023, Caledonia Area Public School Board adopted a four-year strategic plan for the district. The plan consists of five goals set by district stakeholders. The school board has tasked administration with developing and executing an action plan in order to achieve the following goals by the end of the 2026-2027 school year.

GOAL 1 (Team Leader: John Wahlstrom)

By the end of the 2024-25 school year, CAPS will have a 10% reduction in disciplinary occurrences based on DIRS data. This will be achieved by implementing a framework of actions and consequences consistently followed by staff, supported by parents, and understood by students.

How this goal will improve student outcomes: A structured environment and well-known parameters for students and staff will provide a climate and structure which is conducive to learning. Providing such a climate and structure should in turn lead to increased student achievement.

Actions Taken	Future Actions
<p>1: Established baseline number of disciplinary occurrences.</p> <p>2: Presented DIRS data to the Strategic Plan Oversight Committee.</p> <p>3: Met with coaches to establish open lines of communication and to make sure everyone is presenting a consistent unified front.</p> <p>4: Required staff to be in the hallway during passing time starting fall 2024.</p> <p>5. Removed cell phones from school</p>	<p>1: Annually compile and analyze past DIRS data from MDE.</p> <p>2: Coaches, parents, and students will participate in meetings focused on personal growth, leadership, and school climate/culture. For fall, winter, and spring activities.</p> <p>3: Create Content/Plan for working with Coaches and Student Athletes. (Implement 25-26 School Year)</p>

GOAL 2 (Team Leader: Craig Ihrke)

CAPS will improve staff moral and retention by addressing the top concerns raised in the annual employee survey/exit survey.

How this goal will improve student outcomes: The school district’s most valuable resource is its employees. If we can recruit and retain fantastic staff, we will be able to cultivate long term relationships with students which will in turn help students reach their full potential and better prepare them to be college and/or career ready upon graduation.

Actions Taken	Future Actions
<p>1: Established annual employee survey.</p> <p>2. Principals have established recognition programs for both the ES and MS/HS employees.</p> <p>3. Employee spotlight included as part of the monthly newsletter</p>	<p>1: Make adjustments based on annual employee surveys.</p>

GOAL 3 (Team Leader: John Wahlstrom and Nathan Boler)

All CAPS students will be involved in at least one community outreach service project a year; service projects will be organized at each grade level.

How this goal will improve student outcomes: By engaging in service to others, students will learn the importance of civic stewardship, responsibility to others, and worth to oneself.

Community Outreach Project by Grade Level

Grade 1:

- Singing Easter/spring songs for residents at Claddagh

Grade 2:

- Valentine cards for Claddah

Grade 3:

- Christmas cards for Lions Club (first Saturday in December)

Grade 4:

- Clean up the Gazebo park in conjunction with the Caledonia Rotary Club. (Neighbors day)

Grade 5:

- Wired Rooster cup sleeves

Grade 6:

- Pen Pal
- Mentees?

School Wide Outreach:

- Veterans Day Program
- Grandparents Day
- PACE Family Fun Night

Group Specific Outreach:

- National Honor Society: Hwy Pickup
- Leadership class: Clean up after games

Grade 7:

- Pen Pal

Grade 8:

- Law enforcement vehicle wash

Grade 9:

- Rake leaves in conjunction with Caledonia Rotary Club. (Neighbors day)

Grade 10:

- **Sprague woods clean up**

Grade 11:

- Mentor? (Would require mentoring the mentor. Have a structured plan)

Grade 12:

Outreach Ideas:

- Ginger bread houses
- Random act of kindness (Hot chocolate)
- Blood Drive
- Farm to table at the Fair
- Beaver Creek St. Park clean up
- Arbor day: tree planting
- Contact habit groups such as Quales Forever/Pheasants forever to help with habitat improvement efforts
- MS/HS teachers come up with projects and the students can sign-up for the project that they would like to help with

GOAL 4 (Team Leader: Craig Ihrke)

CAPS will support the mental health of students by engaging in partnerships with local mental health professionals and provide all students with access to a mental health professional.

How this goal will improve student outcomes: Youth Mental Health is a priority. The school district is committed to help in a number of ways, but this goal aims to help students connect with professionals who can provide help in ways that a school cannot.

Actions Taken	Future Actions
<p>1: Coordinated with Brett Knutson and Scott Sorenson to facilitate small group discussion in 9th grade regarding mental health, addiction, and drug abuse.</p> <p>2: Coordinated with Brett Knutson to offer Q&A with teachers to discuss issues affecting them and their students.</p> <p>3: Entered into an agreement with Family & Children’s Center and provided them a space to provide services.</p> <p>4. Provided space for local mental health providers to work with students and families.</p> <p>5. Utilized state aid for a student support specialist.</p>	

GOAL 5 (Team Leader: Nathan Boler)

CAPS will increase specific exposure to life skills for all CAPS students by utilizing the expertise of community members to offer meaningful exposure and experiences to a variety of opportunities for personal and potential professional growth.

How this goal will improve student outcomes: Not every student will go on to college. Even the ones who do, will need to be exposed to tangible, “real world” skills and experiences to be prepared for life after high school.

Student Opportunities by Grade Level

6th Grade:

- Spring Field Trip
- Environmental Field Day

7th Grade:

- Eagle Bluff Field Trip

8th Grade:

- Career Exploration (WTC)
- PEM Ag Challenge

All Students 9-12 Grade:

- CTE Career Fair
- Trade Union Panel
- Build My Future (Onalaska)
- BCC Harmony Enterprises
- BCC Gundersen La Crosse
- Military Recruiters
- BPA Leadership Competition
- Operating Engineers Field Trip

10th Grade:

- Workplace Writing & Communication Workshop
- Career Fair
- Mock Interviews with Caledonia business/residents
- Job Shadow (Required)

11th Grade:

- Work Based Learning
- Supervised Ag Experience
- Supervised Business Experience
- Wisconsin Education Fair
- Job Shadow (Optional)
- College Visits (Optional)

12th Grade:

- Work Based Learning
- Supervised Ag Experience
- Supervised Business Experience
- Job Shadow (Optional)
- College Visits (Optional)
- Three Rivers Conference Leadership Summit (Rushford)
- Personal Finance Class

Class Field Trips:

- Sports & Entertainment Marking Field Trip
- Hospitality & Tourism Field Trip
- Econ Class-Minneapolis Federal Reserve
- A & P Class to UW Cadaver Lab
- Food Science to Stinston’s Meat Market
- U of M Animal Science

Guest Speakers