

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

STATE REPORT CARD

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

DEFINITION

The Department of Public Instruction (DPI) produces annual report cards for every publicly-funded school and district in Wisconsin as part of the Wisconsin State Accountability System.

SCORE

Exceeds Expectations



RATING SYSTEM

Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
0-47.9 score on District State Report Card	48-57.9 score on District State Report Card	58-69.9 score on District State Report Card	70-82.9 score on District State Report Card	83-100 score on District State Report Card

WHY THIS MATTERS

The DPI district report card includes data on multiple indicators over multiple years across four priority areas (Student Achievement, Growth, Target Group Outcomes, and On-Track to Graduate and Post-Secondary Success). The publicly shared report card rating is an indicator of overall student achievement and engagement.

HOW THIS IS MEASURED

District State Report Card

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

COLLEGE CREDIT OR WORK EXPERIENCE

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

DEFINITION

KASD prepares our students to be successful in the real world after graduation. One of the important ways we do that is by providing students with post-secondary experiences during high school such as AP, CAPP, and dual credit coursework, attainment of industry-recognized certifications, Youth Apprenticeships, and work-based learning experiences.

SCORE

Significantly Exceeds Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 59.9% of students participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation	60-69.9% of students participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation	70-79.9% of students participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation	80-98.9% of students participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation	99%-100% of students participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation

WHY THIS MATTERS

Standardized test scores do not always provide an accurate representation of students' potential and life goals. Participation in AP or dual credit courses is one indicator of academic rigor and is a component of college readiness. Additionally, work-based learning is key to readiness and these experiences expose students to different types of careers and attainment of industry-recognized certifications.

HOW THIS IS MEASURED

Percentage of students who participate in at least one AP, CAPP, or dual credit course OR a Youth Apprenticeship or credit-bearing work experience prior to graduation

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

K-8 READING GROWTH

DEFINITION

KASD has set rigorous reading goals in order to establish high expectations and create a culture of literacy throughout the District. The District uses i-Ready as a tool to monitor reading progress and help to identify areas of strength and areas for growth for each student. These assessments are given three times per year.

SCORE

Exceeds Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 39% of students meet Typical Growth on the spring iReady Reading diagnostic	40-49% of students meet Typical Growth on the spring iReady Reading diagnostic	50-59% of students meet Typical Growth on the spring iReady Reading diagnostic	60-79% of students meet Typical Growth on the spring iReady Reading diagnostic	80-100% of students meet Typical Growth on the spring iReady Reading diagnostic

WHY THIS MATTERS

Local assessment data is used to drive classroom instruction and inform District decisions related to professional development, adjustments to instructional resources and/or practices, and strategies for student interventions.

HOW THIS IS MEASURED

Percentage of students in grades K-8 who meet Typical Growth on the Spring iReady Reading diagnostic

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

K-8 MATH GROWTH

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

DEFINITION

KASD has set rigorous goals and high expectations for students as they learn math throughout the District. KASD uses i-Ready as a tool to monitor math progress and help to identify areas of strength and areas for growth for each student. These assessments are given three times per year.

SCORE

Exceeds Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 39% of students meet Typical Growth on the spring iReady Math diagnostic	40-49% of students meet Typical Growth on the spring iReady Math diagnostic	50-59% of students meet Typical Growth on the spring iReady Math diagnostic	60-79% of students meet Typical Growth on the spring iReady Math diagnostic	80-100% of students meet Typical Growth on the spring iReady Math diagnostic

WHY THIS MATTERS

Local assessment data is used to drive classroom instruction and inform District decisions related to professional development, adjustments to instructional resources and/or practices, and strategies for student interventions.

HOW THIS IS MEASURED

Percentage of students in grades K-8 who meet Typical Growth on the Spring iReady Math diagnostic

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

FOUNDATIONAL EARLY LITERACY SKILLS

DEFINITION

KASD uses three local assessments in order to monitor progress in foundational early literacy skills. These assessments, which are given to all 4K students three times per year, measure student proficiency on letter sounds, letter identification, and phonemic awareness.

SCORE

Meets Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 59.9% of students scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments	60-69.9% of students scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments	70-79.9% of students scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments	80-99.9% of students scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments	100% of students scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments

WHY THIS MATTERS

KASD recognizes that foundational early literacy skills are an important predictor for future success in reading and writing.

HOW THIS IS MEASURED

Percentage of students who scored Proficient on all three of the District's 4K Spring Foundational Early Literacy assessments (Letter Sounds, Letter Identification, and Phonemic Awareness).

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KAUKAUNA AREA SCHOOL DISTRICT



LEARNING & ACADEMICS

ACT COMPOSITE

CATEGORY WEIGHTING

State Report Card	45%
College Credit or Work Experience	25%
K-8 Reading Growth	10%
K-8 Math Growth	10%
Foundational Early Literacy Skills	5%
ACT Composite	5%

DEFINITION

The American College Test (ACT) is a college entrance exam taken by over 1.3 million students annually. The ACT is designed to measure skills that are most important for success in post-secondary education and are attained in high school courses. The score range for each of the four multiple choice tests is 1-36 with the composite score being the average of the four tests.

SCORE

Meets Expectations



RATING SYSTEM

				
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
0-14.9 average composite score on the statewide ACT test	15-16.9 average composite score on the statewide ACT test	17-19.9 average composite score on the statewide ACT test	20-23.9 average composite score on the statewide ACT test	24-33 average composite score on the statewide ACT test

WHY THIS MATTERS

The ACT is one indicator of post-secondary readiness for students.

HOW THIS IS MEASURED

Kaukauna High School average composite score on the statewide ACT test

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

FINANCIAL AUDIT

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

DEFINITION

KASD is required by state statute to provide the Board of Education and the public with an annual audited report of the District's finances. The management letter is where the District's third-party auditor describes areas that may need more scrutiny or improved processes to meet all audit requirements.

SCORE

Significantly Exceeds Expectations



RATING SYSTEM



Fails To Meet Expectations

Management letter indicates District's finances are not in order



Meets Few Expectations

Management letter has more than 4 findings and indicates reason for management concern



Meets Expectations

Management Letter has 3-4 findings and no significant concerns



Exceeds Expectations

Management Letter has 2 findings and no significant concerns



Significantly Exceeds Expectations

Management Letter has 0-1 findings and no significant concerns

WHY THIS MATTERS

The community should expect and know that the District's finances are maintained according to the Generally Accepted Accounting Principles (GAAP) and that the oversight of the District's finances is sound and in order.

HOW THIS IS MEASURED

This category is measured using a 3rd party auditor who thoroughly assesses the district's finances and then reports out on significant concerns from their findings.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

FUND BALANCE

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

DEFINITION

The KASD fund balance is used for cash flow purposes as much of the District's revenue from state aid and property tax is received in the second half of the fiscal year. This indicator demonstrates the amount of fund balance KASD has left at the end of the fiscal year.

SCORE

Fails to Meet Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Fund balance is less than 9% of operating budget	Fund balance is 9%-14.9% of operating budget	Fund balance is 15%-17.9% of operating budget	Fund balance is 18%-19.9% of operating budget	Fund balance is higher than 20% of operating budget

WHY THIS MATTERS

Maintaining a favorable fund balance provides financial stability to the District to cover critical or emergency expenses, avoid short-term borrowing, and maintain a favorable credit rating.

HOW THIS IS MEASURED

Fund balance as a percentage of overall District operating budget

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

MOD RATE

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

DEFINITION

The experience modification (MOD) rate is a numeric representation of an organization's worker claim history as compared to other similar organizations (other school districts) in the same state. The MOD rate is applied to all experience-rated workers' compensation policies.

SCORE

Meets Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
MOD rate is 1.25 or higher (significantly riskier than other schools in the state)	MOD rate is 1.10 - 1.24 (riskier than other schools in the state)	MOD rate is 0.95 - 1.09 (no more or no less risky than most other schools in the state)	MOD rate is 0.80 - 0.94 (safer than average schools in the state)	MOD rate is 0.79 or lower (significantly safer than most schools in the state)

WHY THIS MATTERS

Student and staff safety is essential. The MOD rate in numerical form demonstrates how the District is doing with on-site injuries and helps to determine areas of improvement with staff safety. Additionally, districts that better manage their workers' compensation claims benefit from lower premiums.

HOW THIS IS MEASURED

Experience Modification Rate (worker claim history as compared to other school districts)

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

OPEN ENROLLMENT

DEFINITION

Open enrollment allows families to apply for their child or children to attend public school in a school district other than the one in which they reside.

SCORE

Fails to Meet Expectations



RATING SYSTEM

☆☆☆☆☆	☆☆☆☆	☆☆☆☆☆	☆☆☆☆☆	☆☆☆☆☆
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
-0.1% or lower	0% - 1.5%	1.6% - 3%	3.1% - 4.5%	4.6% or higher
In the current school year, the percentage of 4K public school students who reside within the district boundaries and attend KASD schools is lower than the previous 5 year average	In the current school year, the percentage of 4K public school students who reside within the district boundaries and attend KASD schools is between 0% - 1.5% higher than the previous 5 year average	In the current school year, the percentage of 4K public school students who reside within the district boundaries and attend KASD schools is between 1.6% - 3% higher than the previous 5 year average	In the current school year, the percentage of 4K public school students who reside within the district boundaries and attend KASD schools is between 3.1% - 4.5% higher than the previous 5 year average	In the current school year, the percentage of 4K public school students who reside within the district boundaries and attend KASD schools is at least 4.6% higher than the previous 5 year average

WHY THIS MATTERS

When students enter the open enrollment program in the state model, school funding is impacted. When a student open enrolls out of the district, KASD loses \$8,000-\$9,000 in state funding. Conversely, the district gains \$8,000-\$9,000 in revenue from the state when a student open enrolls in to KASD.

HOW THIS IS MEASURED

This metric is calculated by measuring the difference between the percentage of 4K students who reside within the district boundaries and attend KASD schools, with the previous 5-year average.

$(4K \text{ public school students attending in KASD} + 4K \text{ students who open enrolled out} - 4K \text{ students who open enrolled in}) = \text{Number of 4K public school students residing in KASD boundaries.}$

$4K \text{ students who open enrolled out} / 4K \text{ students residing in KASD boundaries} = \% \text{ of 4K students residing in KASD boundaries who choose to open enroll out of the district.}$

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

FACILITY PLAN - 5 YEAR

DEFINITION

This indicator focuses on how we are maintaining and creating strategy around our largest and most costly assets, such as our buildings, fields, and other facilities. Preventative maintenance is laid out in a deliberate operating timeline and covers standard items such as roof surfaces, asphalt, turf field maintenance, as well as long term building projects for the future of the district.

SCORE

Exceeds Expectations



RATING SYSTEM



Fails To Meet Expectations

Meets Few Expectations

Meets Expectations

Exceeds Expectations

Significantly Exceeds Expectations

There is no plan in place

A 5-year plan has not been fully completed. Decisions to address facilities needs are made without an articulated comprehensive plan

A 5-year plan is in place, but the required action is prioritized with all other District needs

A 5-year plan is in place, is reviewed and adjusted annually, and is followed depending on other budget needs

A 5-year plan is in place, is reviewed and adjusted annually, and is followed each year

WHY THIS MATTERS

KASD needs to safeguard its assets and follow preventative maintenance or replacement plans on a set schedule in order to avoid more costly repairs in the future.

HOW THIS IS MEASURED

Development and implementation of a 5-year Facilities Plan

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



FINANCE, OPERATIONS & FACILITIES

TECH PLAN - 5 YEAR

CATEGORY WEIGHTING

Financial Audit	20%
Fund Balance	20%
MOD Rate	20%
Open Enrollment	20%
Facility Plan - 5 Year	10%
Tech Plan - 5 Year	10%

DEFINITION

This indicator focuses on how KASD is maintaining our technology infrastructure and all related components. Preventative maintenance or replacement is specified in a deliberate plan with a timeline, and it covers all buildings.

SCORE

Meets Expectations



RATING SYSTEM



Fails To Meet Expectations

There is no plan in place and no components of the Future Ready Framework

Meets Few Expectations

A 5-year plan has not been fully completed. Decisions to address technology needs are made without an articulated comprehensive plan. 1 to 2 components of the Future Ready Framework are followed

Meets Expectations

A 5-year plan is in place, is funded, and follows a replacement cycle. 3 of the components of the Future Ready Framework are followed

Exceeds Expectations

A 5-year plan is in place, is funded, and follows a replacement cycle. 4 to 5 components of the Future Ready Framework are followed

Significantly Exceeds Expectations

A 5-year plan is in place, is funded, and follows a replacement cycle. All six components of the Future Ready Framework are followed

WHY THIS MATTERS

KASD safeguards the technology assets of the District and follows preventative maintenance or replacement work on a set schedule to ensure that all users have access to needed technology.

HOW THIS IS MEASURED

Development and implementation of a 5-year Technology Plan

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



SAFE & HEALTHY SCHOOLS

CATEGORY WEIGHTING

School Safety	25%
Student Behavior	25%
Student Mental Well-Being	25%
Staff Well-Being	25%

SCHOOL SAFETY

DEFINITION

KASD has a comprehensive safety plan that reflects the state requirements to complete safety drills and school safety evaluations, provide relevant professional development and training, and collaborate with local law enforcement and emergency management agencies. A school safety plan is to be reviewed by the Board of Education annually.

SCORE

Significantly Exceeds Expectations



RATING SYSTEM



Fails To Meet Expectations

Meets Few Expectations

Meets Expectations

Exceeds Expectations

Significantly Exceeds Expectations

No safety plan exists; safety audit items and drills are not completed

A safety plan exists but has not been reviewed; safety audit items and drills are partially completed

A safety plan exists and is reviewed annually; safety audit items and drills are partially completed

A safety plan exists and is reviewed annually; safety audit items and all drills are completed

A safety plan exists and is reviewed and adapted annually; all safety audit items and drills are completed

WHY THIS MATTERS

Having safety plans to prevent the entry of outside intruders, to know what to do during a medical or natural emergency, and to stay calm during a time of crisis helps students and staff be prepared and feel safe, so they are able to focus on teaching and learning. Strong school safety plans allow stakeholders to focus on maintaining a safe school environment for optimal learning.

HOW THIS IS MEASURED

Development and implementation of an annual Safety Plan

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



SAFE & HEALTHY SCHOOLS

CATEGORY WEIGHTING

School Safety	25%
Student Behavior	25%
Student Mental Well-Being	25%
Staff Well-Being	25%

STUDENT BEHAVIOR

DEFINITION

A universal set of expectations for student behavior and conduct are established in each school and classroom throughout KASD in order to ensure that all students have access to a safe and healthy learning environment that allows every child the ability to learn and grow to their greatest potential.

SCORE

Baseline Data
In Development



RATING SYSTEM

				
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated

WHY THIS MATTERS

By meeting the expectations for behavioral conduct in schools, all students are able to focus on academic learning in a safe, healthy, and efficient environment.

HOW THIS IS MEASURED

Specific metrics and baseline data for measuring student behavior will be gathered and established during the 2023-24 school year.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



SAFE & HEALTHY SCHOOLS

CATEGORY WEIGHTING

School Safety	25%
Student Behavior	25%
Student Mental Well-Being	25%
Staff Well-Being	25%

STUDENT MENTAL WELL-BEING

DEFINITION

Student mental well-being refers to the overall state of a student's psychological and emotional health. It encompasses various factors, including their ability to cope with stress, manage emotions, maintain healthy relationships, and adapt to academic and social challenges. Key components of student mental well-being include: emotional regulation, coping skills, social connectedness, self-esteem, and resilience.

SCORE

Baseline Data
In Development



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated

WHY THIS MATTERS

KASD is committed to supporting every student's academic growth, as well as their social, emotional, and behavioral growth. Part of the District's shared goals for students is for them to be able to regulate their emotions, develop positive relationships, and make responsible choices. The District has been focused on expanding its social emotional learning and mental health support for students at all grade levels.

HOW THIS IS MEASURED

A specific tool and metrics for measuring this Key Performance Indicator will be gathered and established during the beginning of the 2023-24 school year.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



SAFE & HEALTHY SCHOOLS

CATEGORY WEIGHTING

School Safety	25%
Student Behavior	25%
Student Mental Well-Being	25%
Staff Well-Being	25%

STAFF WELL-BEING

DEFINITION

Staff well-being refers to an overall sense of purpose, meaning, happiness, balance, and job satisfaction.

SCORE

Baseline Data
In Development



RATING SYSTEM



Fails To Meet Expectations

There is no plan in place

Meets Few Expectations

A plan has not been fully completed. Decisions to address staff well-being and workplace needs are made without an articulated comprehensive plan and/or without gathering staff feedback

Meets Expectations

A plan to address staff well-being and workplace needs is in place and most action steps are implemented with fidelity. Action steps are not directly tied to staff feedback

Exceeds Expectations

A plan to address staff well-being and workplace needs is in place and action steps were created in response to staff feedback. All action steps in the plan are implemented with fidelity

Significantly Exceeds Expectations

A differentiated plan to address staff well-being and workplace needs is in place and action steps were created in response to staff feedback. All action steps in the plan are implemented with fidelity. The plan is dynamically reviewed and adapted to meet changing needs throughout the school year

WHY THIS MATTERS

While KASD places a priority on students' social, emotional, and psychological well-being, the District also recognizes the importance of maintaining a healthy and balanced working environment for our staff. By actively taking steps to mitigate work-based stressors and cultivating awareness around how we think, behave, and feel in the workplace in order to maintain a state of well-being, our staff can be their best for our students.

HOW THIS IS MEASURED

Development and implementation of an annual plan that works to mitigate work-based stressors and continually cultivate a working environment that places a priority on the well-being of our staff.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



ENGAGEMENT & CONNECTEDNESS

CATEGORY WEIGHTING

Student Involvement	25%
Staff Engagement	25%
Attendance	20%
Staff Retention	15%
Stakeholder Satisfaction	15%

STUDENT INVOLVEMENT

DEFINITION

KASD recognizes the importance of student involvement in school. Student involvement is defined as active participation in a school-recognized or school-sponsored club or activity.

SCORE

Baseline Data
In Development



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Under 50% of middle and high school students participate in a school-sponsored or school-recognized club or activity	50%-59% of middle and high school students participate in a school-sponsored or school-recognized club or activity	60%-79% of middle and high school students participate in a school-sponsored or school-recognized club or activity	80%-89% of middle and high school students participate in a school-sponsored or school-recognized club or activity	90%-100% of middle and high school students participate in a school-sponsored or school-recognized club or activity

WHY THIS MATTERS

High levels of student engagement lead to better academic performance and a stronger sense of belonging in the school community.

HOW THIS IS MEASURED

Percentage of middle and high school students who participate in a school-sponsored or school-recognized club or activity

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



ENGAGEMENT & CONNECTEDNESS

CATEGORY WEIGHTING

Student Involvement	25%
Staff Engagement	25%
Attendance	20%
Staff Retention	15%
Stakeholder Satisfaction	15%

STAFF ENGAGEMENT

DEFINITION

Employee engagement is the connection an employee feels toward his or her work environment, along with their commitment to the organization and its goals.

SCORE

Baseline Data
In Development



RATING SYSTEM

Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 25% of staff engaged	25% - 34% of staff engaged	35% - 49% of staff engaged	50% - 64% of staff engaged	Greater than 64% of staff engaged

WHY THIS MATTERS

Staff engagement is a leading indicator of student achievement. Organizations and teams with higher employee engagement and lower active disengagement perform at higher levels.

HOW THIS IS MEASURED

KASD uses the Gallup Q12 Employee Engagement Survey to measure staff engagement.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



ENGAGEMENT & CONNECTEDNESS

CATEGORY WEIGHTING

Student Involvement	25%
Staff Engagement	25%
Student Attendance	20%
Staff Retention	15%
Stakeholder Satisfaction	15%

STUDENT ATTENDANCE

DEFINITION

Regular school attendance is a key factor in student achievement. KASD considers a student a regular attendee if he or she has an attendance rate that is 90% or higher.

SCORE

Exceeds Expectations



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Less than 80% of students in the District are considered regular attendees	80 - 90% of students in the District are considered regular attendees	90 - 92% of students in the District are considered regular attendees	93 - 95% of students in the District are considered regular attendees	Greater than 95% of students in the District are considered regular attendees

WHY THIS MATTERS

Attending school consistently and on time is a key factor that can impact student success in school. Over 8 million students in the United States miss nearly a month of school each year. Poor attendance in Kindergarten and 1st grade leads to reduced reading proficiency in third grade. By 6th grade, chronic absenteeism becomes the leading indicator that students will drop out of high school.

HOW THIS IS MEASURED

Percentage of students who are considered regular attendees (at least 90% attendance rate)

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



ENGAGEMENT & CONNECTEDNESS

CATEGORY WEIGHTING

Student Involvement	25%
Staff Engagement	25%
Attendance	20%
Staff Retention	15%
Stakeholder Satisfaction	15%

STAFF RETENTION

DEFINITION

Staff retention refers to an organization's ability to prevent voluntary employee turnover, or the number of people who choose to leave their job to pursue other opportunities. KASD develops and implements strategies and processes to reduce staff turnover and retain its critical talent. Retirements are not included in this indicator because the District has a limited ability to impact that component of staff retention.

SCORE

Baseline Data
In Development



RATING SYSTEM

★☆☆☆☆	★★☆☆☆	★★★☆☆	★★★★☆	★★★★★
Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated	Not Yet Rated

WHY THIS MATTERS

Organizations need to keep their best employees in order to thrive. In KASD, attracting and retaining high-quality staff has a direct impact on the District's ability to advance its goals for student success, growth, and achievement. Staff retention has a direct and positive impact on student learning and engagement.

HOW THIS IS MEASURED

Metrics for measuring this Key Performance Indicator will be gathered and established during the beginning of the 2023-24 school year.

CONTINUOUS IMPROVEMENT PLAN

KAUKAUNA AREA SCHOOL DISTRICT



ENGAGEMENT & CONNECTEDNESS

CATEGORY WEIGHTING

Student Involvement	25%
Staff Engagement	25%
Attendance	20%
Staff Retention	15%
Stakeholder Satisfaction	15%

STAKEHOLDER SATISFACTION

DEFINITION

KASD will measure our community's perceptions and satisfaction with the District by using a Net Promoter Score survey. The survey asks the question: "On a scale from 0-10 how likely are you to recommend the Kaukauna Area School District to friends or family?"

SCORE

Baseline Data
In Development



RATING SYSTEM

Fails To Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
Greater than 25% Detractors on the Net Promoter Score	1% - 25% Detractors on the Net Promoter Score	0% - 25% Promoters on the Net Promoter Score	26% - 49% Promoters on the Net Promoter Score	50% - 100% Promoters on the Net Promoter Score

WHY THIS MATTERS

Parents/guardians and the community are key partners in education with KASD, and their engagement is critical to the District's overall success and continuous improvement. Additionally, the reputation of the District in the eyes of the community impacts new family growth and financial support.

HOW THIS IS MEASURED

The Net Promoter Score Survey asks the question: "On a scale from 0-10, how likely are you to recommend the Kaukauna Area School District to friends or family?" The Net Promoter Score groups feedback into three categories: Promoters (those who respond with a score of 9 or 10), Passives (those who respond with a score of 7 or 8), and Detractors (those who respond with a score of 0-6). A final Net Promoter Score is calculated by subtracting the percentage of Detractors from the percentage of Promoters.