



2024 School District of Horicon Strategic Planning



Team Members:

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School District of Horicon

Our Mission

Educate. Engage. Empower. Every day.

Our Vision

Where everyone discovers success – today, tomorrow, and forever.

Our Beliefs

- All students can and will learn.
- Quality instruction is best supported through relevant, challenging, and innovative curriculum.
- We need to be flexible, open-minded, and creative to develop individual talents and meet the diverse needs of students.
- Respect for self and others is critical for a healthy and safe learning environment.
- Students, families, school staff, and community members share responsibility for developing productive citizens.
- Vibrant co-curricular programs are a vital part of the overall educational experience.
- Effective recruitment, development, and retention of quality staff is essential to achieving our mission and vision.
- Make today's decisions with respect for our past and with a vision for the future.

Horicon Pride is The Marshmen Way!

**School District of Horicon
SWOT Analysis
Strategic Planning Committee
February 2024**

<p style="text-align: center;">Strengths</p> <ul style="list-style-type: none">● Experienced, dedicated staff● Supportive administration, school board, and community● Incredible facilities on one campus	<p style="text-align: center;">Weaknesses</p> <ul style="list-style-type: none">● Increasing student needs/absences● Available classroom space, including performance arts space● Hiring and retaining needed support staff / regular staff turnover
<p style="text-align: center;">Opportunities</p> <ul style="list-style-type: none">● Community growth● Recruiting staff● Increasing cultural diversity	<p style="text-align: center;">Threats</p> <ul style="list-style-type: none">● State funding levels and challenging legislation● Recruiting/retaining staff, especially in math, science, and special ed. / Staff compensation● Expansion of private school voucher programs● Divisive political climate and its impact in schools, school governance, human interactions, and related social media challenges

School District of Horicon

District Pillars and 5-Year Strategic Objectives

2024-29

District Pillars

The following four district pillars in orange font organize our ongoing continuous improvement work at the district and at the school level over the long-term. Listed under each district pillar are our five-year strategic objectives for the system.

We will articulate annual action steps for each year within this five-year cycle to

- A) Accomplish these multi-year strategic objectives*
- B) Advance our mission and vision for student learning and organizational excellence*

Teaching, Learning, and Achievement

- Maximize student engagement by connecting students with necessary resources.
- Maintain and update curriculum, priority standards, and assessments to ensure rigorous and relevant programming to support all learners.

Partnerships and Community Engagement

- Create a marketing strategy to attract and retain students, families, and staff as well as promote community involvement.
- Enhance partnerships to address needs, provide growth opportunities, and foster community service.

Developing and Retaining Exceptional Staff

- Support a positive school culture through timely and applicable professional development and collaboration.

Financial and Operational Responsibility

- Develop a facility needs assessment based on increased enrollment and current facility space limitations.
- Develop a sustainable operational plan that includes a competitive / innovative compensation model for all employees.