

# Granton Area School District Strategic Plan



## Our Vision

**EXCELLENCE,  
INNOVATION,  
INSPIRATION;  
Every day. Every  
way.**

## Our Mission

**Granton Area  
School District  
believes that we  
will provide a  
high-quality  
education  
through a strong  
partnership with  
community and  
parents to instill  
a lifelong love of  
learning and  
success in our  
student's future.**

The strategic planning process is intended to provide a disciplined and thoughtful process that links the values, mission, and goals of a school system with a set of coherent strategies and tasks designed to achieve those goals.

**Our work culminated in five action teams:**

**Action Team 1 – Educational Quality**

**Action Team 2 – Staff & Enrollment Retention**

**Action Team 3 – Co-Curricular, Student Activities & Youth  
Development**

**Action Team 4 – Promoting & Marketing**

**Action Team 5 – Facilities & Finances**

The Granton Area School District is committed to the importance of the identified strategies, and the community has worked together to create action plans that are focused, brief, and that provide consistent monitoring and evaluation. We will begin the implementation with confidence that the strategies will truly influence student achievement.



## Steering Committee Team Members

**Dean Schmitz** (community member)

**John Richmond** (community member, past school board member, alumni)

**Lisa Richmond** (community member)

**Chip Chadwick** (community member)

**Joye Eichten** (community member, Granton village clerk)

**Mark Kayhart** (community member, parent, alumni)

**Julie Kayhart** (community member, substitute teacher, parent, alumni)

**Tiffanee Tesmer** (community member, parent)

**Meghan Naedler** (community member, parent)

**Ann Wegner** (community member)

**Alex Lendved** (Dean of Mid-State Technical College, Alumni)

**Lois Garbisch** (community member, past school board member)

**Roxy Eibergen** (community member)

**Megan Gentaman** (community member, parent, alumni)

**Mike Solberg** (HR @ Nasonville Dairy)

**Jason Strey** (Community member, Parent, Coach, Alumni)

**Cindy Dix** (community member, parent, alumni)

**Amie Pongratz** (community member, parent, alumni)

**Amanda Schofield** (parent, alumni)

**Annette Woller** (teacher, parent)

**Dana Klein** (teacher, community member, alumni)

**Jessica Schier** (teacher, community member, alumni)

**Kim Aumann** (Instructional/Behavior Coach)

**Charlotte Johnson** (Admin Assistant/FS Director)

**Shelly Schmitz** (Guidance Counselor)

**Robby Roehl** (Maintenance Director, Parent, Alumni, parent, community member)

**James Kuchta** (Interim District Administrator)

**Amanda Kraus** (4k-12 Principal)

**Theresa Hasz** (School Board President)

**Doug Eichten** (School Board Clerk)

**Dennis Kuehn** (School Board Member, Alumni)

**Paul Knoff** (School Board Member, Parent, Alumni, community member)

**Cheryl Steinbach** (School Board Treasurer, Alumni, community member)

**Dan Schoessow** (Community member, Parent)

**Nicole Walz** (Community Member, Parent, Alumni)

**Caleb Franklin** (Parent)

**LaDonna Nickel** (Granton Community Child Care Center-Director, community member)

**Kennedy Raimond** (student)

**Tanner Friedemann** (student)

**Kristin Strey** (student)

**Diego Mendoza** (student)

**Riley Sternitzky** (student)

**MaKenzie Muraski** (student)

**Justin Berg** (student)

**Joi Riemer** (student)

**Abby Woller** (student)

**Alexis Pongratz** (student)

**Julie Strey** (Community Member, Parent, Alumni)

**Caroline Walter** (Teacher Aide, Community member)

**Annette Woller** (Teacher, Parent)

## The Planning Process

The process began in February 2021 with forty-nine members which consisted of community members, parents, district staff, school board members, students, alumni, business owners and administrators. From February through April, the initial forty-nine members began to collect feedback regarding the needs, strengths and opportunities specific to the district. They did this with results from a survey given to community members, students and staff.

In the first meetings the committee created five action teams:

- (1) Educational Quality;
- (2) Staff & Enrollment Retention;
- (3) Co-Curricular; Student Activities and Youth Development;
- (4) Promoting & Marketing;
- (5) Facilities & Finances

Members joined action teams they had a passion or interest in. These teams continued with meetings to determine their strategic objectives. Each team created their own vision statement. The steering committees identified strategic objectives to achieve in the first year, and strategic objects for two to three years and three to five years plus.

## Participant Focus

During the strategic planning process, a set of questions were asked of staff, students, community members, school board members of the Granton Area School District.

Respondents were asked to rate the overall quality of education in the district.

- The district provides a clear, compelling vision for the future?
- The district is heading in the right direction?
- The district has high standards for student's performance?
- The district makes decisions based on information from data and research?
- The district is working to close the achievement gap?
- The district provides as well-rounded educational experience for all students?
- Teachers personalize instructional strategies to address individual learning needs, special education and gifted?
- District schools are safe?
- The social and emotional needs of students are being addressed?
- Students are on track to be college and career ready?
- Technology is integrated into the classroom?
- The district engages the community as a partner to improve the school system?
- There is transparent communication from the district?
- The district engages with diverse racial, cultural and socio-economic groups?
- Facilities are well maintained?
- The district is fiscally responsible?
- The district employs effective teachers, administrators and support staff in its schools?
- Employees are held accountable to high standards?
- Students are held accountable to high standards?
- District technology infrastructure is sufficient to support 21<sup>st</sup> century learning?

The respondents were asked the following open-ended questions.

- What are the greatest challenges or issues the Granton Area School District has to address over the next five years in order to provide a quality education for all students?
- What should the financial priorities be for our school district's future over the next five years?
- What could the school district do that would delight you?
- What information or advice would you give to the Granton Area School District School Board as they make decisions about long term-priorities and goals.

The responses from nearly one hundred participants were reviewed and sorted into focus areas to guide the next steps in strategic planning. The information was added to the steering committee binder in 2021 and the strategic action teams emerged from a series of planning meetings.

The Granton Area School District will review the Strategic Plan on an annual basis. Each action team will meet regularly to review progress toward goals, evidence of progress, and make recommendations for improvement to the plans. The action teams will each provide an annual report to the Board of Education, staff, and community.



## 2020-2021 Granton School Board Members

**President** - Theresa Hasz

**Vice President** - Dennis Kuehn

**Clerk** - Doug Eichten

**Member** - Cheryl Steinbach

**Member** - Paul Knoff

## Action Team #1 – Educational Quality

**Goals:** To fundamentally advance the way that we deliver education.

### **Our Priorities – School Improvement Initiative**

1. Identify an instructional model to best serve the Granton community and student body. (Year 1 - School year 2021-2022)
2. Review and implement best practices in classroom management to address discipline concerns. (Year 1 - School year 2021-2022).
3. Implement and evaluate pilot program(s). (Year 2 - School year 2022-2023).
4. Implement and/or discontinue pilot program(s). (Year 3 - School year 2023-2024).

### **Action Team Members:**

**Roxy Eibergen**

**Alex Lendved**

**Jessica Schier**

**Amanda Schofield**

**Jason Strey**

**Annette Woller**

**Cheryl Steinbach**



## Action Team #2 – Staff & Enrollment Retention

**Goals:** Build a reputation as a school of choice for students and staff who desire excellence in a community environment.

### **Our Priorities – School Improvement Initiative**

1. Survey families who open enroll in and open enroll out to identify reasons they enter or exit the district. Conduct exit interviews with all employees that leave the district.
2. Promote community events to encourage everyone to be involved and participate with the school.
3. Performance teams' idea: mix different levels of performance level staff members into small groups for mentoring/ ideas/ guidance/ suggestions.
4. Set up Bulldog "W-I-N" (What I Need) meetings. The meetings will include 4k-12 teachers and support staff. There will be an email prior to the meeting for attendees to submit concerns/comments. Identify the issues on a white board with no discussion initially, regarding "What are we currently doing that is working?" and "What are we not doing that we should be?"
5. Evaluate open enrollment in and out. Look at options for increasing daycare enrollment. Story hour in the library to bring in community people. Host a career fair for students to learn about different careers.

### **Action Team Members:**

**Kim Aumann  
Shelly Schmitz  
Nicole Walz  
Tiffanee Tesmer  
Theresa Hasz  
Doug Eichten**



## **Action Team #3 – Co-Curricular, Student Activities and Youth Development**

**Goals:** Increase participation in sports, clubs and activities among students and children of all ages. To provide skills needed for students to succeed in school and beyond.

### **Our Priorities – School Improvement Initiative**

1. Survey students and parents to determine their interest in sports, clubs and activities and identify possible barriers to participation. Implement more camps and ways to start getting students involved.
2. Survey staff and community to see if they have suggestions and are interested in coaching/ leading additional groups or activities. Engage more staff and community members to help build participation in programs.
3. Expand school age daycare/after school options.
4. Recognize accomplishments of individuals and groups more often. Bring back the trophy case that was taken down when the pool remodel was done. Focus not just on sports but all clubs/activities. Want to try to bring back some opportunities that have not been done recently and also any new opportunities that there is interest in.
5. Different avenues may be explored based on the results of the survey. Long range goal would be to try and get increased participation and get most sports back to Granton.

### **Action Team Members:**

**Cindy Dix  
Kristin Strey  
Alexis Pongratz  
Julie Strey  
Amie Pongratz  
Lisa Richmond  
Makenzie Muraski  
Ladonna Nickel  
Char Johnson**



## **Action Team #4 – Promoting & Marketing**

**Goals:** Granton Area School District has pride in uniqueness, strength in community and excellence in education. Shine the light on Granton by sharing and promoting our pride and increase the visibility of our school.

### **Our Priorities – School Improvement Initiative**

1. Increase school spirit by making apparel more available. Use one bulldog logo. Create a tagline or hashtag that is unified across the district and everyone recognizes that it is Granton's.
2. Student/Teacher category - Bring back and broaden PAWS activities. School store in the building for kids to purchase pens, pencils, apparel, etc. Revamping pep rallies and homecoming events.
3. Parents category - Build up PTO. Larger media presence to reach parents such as radio spots, TRG, Press, Tik Tok, Facebook.
4. Public category - Bulldog Spirit everywhere - Posters, signs, etc. Invite the public to school events such as concerts, art shows, FFA, games, etc. Post flyers at local businesses to advertise what's happening at the school. Create senior citizen "pen pals" - pairing kids with seniors and have them write letters & invitations for them to come watch a game or concert. Craft days where seniors can work with kids.
5. Opening a school store in the space next to the village office. A place for Granton apparel and merchandise to be sold.

### **Action Team Members:**

**Dana Klein  
Joye Eichten  
Joi Riemer  
Julie Kayhart  
Caroline Walter  
Amanda Kraus**





## **Action Team #5 – Facilities & Finances**

**Goals:** Commit to providing a well-rounded financial approach to supporting the facilities and the school community.

### **Our Priorities – School Improvement Initiative**

1. Create a survey for staff members - what cost efficiencies do they see? Create a long-range fiscal plan for large purchases such as parking lot updates, roof repair, bus purchases, etc.
2. Year 1 - Lower Parking lot, lighting, projects for other action teams, plan for roof repairs. Consider facility upgrades with ESSER II and ESSER III federal funds.
3. Year 2 -Start roof repairs, replace a bus or entertain lease agreement, budget plan for regular repairs
4. Year 3 and beyond - Bus garage, Air quality/air conditioning
5. Continue ongoing analysis and investment to provide financial support of other action team items.

### **Action Team Members:**

**James Kuchta**  
**Robby Roehl**  
**Dan Schoessow**  
**Mark Kayhart**  
**John Richmond**  
**Dennis Kuehn**  
**Meghan Naedler**  
**Megan Genteman**  
**Riley Sternitzky**  
**Tanner Friedemann**

