

Living the Strategic Plan Actions- Goal 2 Year 1 (2025-2026)

Action Steps & Measures Performance Legend	Completed	On Schedule	Delayed
			
The action steps and measures for each strategic plan goal should be considered in their totality. The district will have met the specific goal when all of the action steps and targeted measures for each strategic plan goal have been realized.			

Goal 2: Safety & Wellness (Goal Leaders: Kristin Schmidt / Gary Snep)								
Support the overall well-being of students and staff in secure and supportive learning and working environments.								
Goal	Action Steps	Estimated Completion Date(s)	Reporting Year					Progress Comments
			2025-26	2026-27	2027-28	2028-29	2029-30	
2.1	Develop a draft definition of “well-being of students and staff” and “secure and supportive environments” that will be used as the common understanding for this strategic goal.	April 2025	✓					The team easily agreed on the wording/definitions: Well-being of students and staff refers to the overall state of health, happiness, and fulfillment experienced by individuals in an educational setting. It includes their physical, mental, emotional, and social wellness, and is influenced by the environment, relationships, and support systems around them. Secure and supportive learning environments are spaces where students and staff feel safe, respected, and encouraged to learn and grow. These environments are built on trust, inclusivity, and mutual care, ensuring that everyone has the confidence and support needed to participate fully in the educational experience.

Goal 2: Safety & Wellness (Goal Leaders: Kristin Schmidt / Gary Snep)								
<i>Support the overall well-being of students and staff in secure and supportive learning and working environments.</i>								
Goal	Action Steps	Estimated Completion Date(s)	Reporting Year					Progress Comments
			2025-26	2026-27	2027-28	2028-29	2029-30	
2.2	Seek feedback from the Strategic Plan Community Stakeholder Team for Goal 2 on the draft definitions of “well-being of students and staff” and “secure and supportive environments”.	June 2025	✓					
2.3	Finalize definitions of “well-being of students and staff” and “secure and supportive environments”.	July 2025	✓					
2.4	Research options and best practices for developing and administering a climate and safety survey (e.g., internal development, contract a consultant, etc.).	July 2025	✓					
2.5	Establish and implement a SEL instructional plan to renew the commitment for “why” Social Emotional Learning (SEL) instruction needs to be an integral part of the D47 academic content provided to students.	August 2025	!					
2.6	Review district-wide and building specific safety procedures with all staff.	August 2025 and annually thereafter	✓					
2.7	Develop and administer a SEL delivery model staff survey to seek formal feedback on the current SEL delivery model and possible options for delivery of the SEL curriculum (e.g., continue current delivery model, decrease multiple subject times to provide SEL instruction time, etc.)	September 2025	!					In order to be mindful of the frequent surveys at the beginning of the year we delayed this. This will be done in the first quarter.
2.8	Administer a staff climate and safety survey.	January 2026	▶					
2.9	Analyze the SEL delivery model staff survey data and determine the desired SEL delivery model (e.g., continue the current delivery model, decrease multiple subject times to provide SEL instruction time, etc.). (See action step 2.7.)	November 2025	!					In order to be mindful of the frequent surveys at the beginning of the year we delayed this. This will be done in the first quarter.

Goal 2: Safety & Wellness								
(Goal Leaders: Kristin Schmidt / Gary Snep)								
Support the overall well-being of students and staff in secure and supportive learning and working environments.								
Goal	Action Steps	Estimated Completion Date(s)	Reporting Year					Progress Comments
			2025-26	2026-27	2027-28	2028-29	2029-30	
2.10	Analyze the staff climate and safety survey data and develop recommendations for improving the D47 climate and safety efforts.	December 2025						
2.11	Provide de-escalation training for staff.	June 2026						
2.12	Select the Middle School SEL curriculum following the <i>D47 Curriculum Materials Review Cycle</i>.	August 2026						
2.13	Research best practices for conducting a facilities safety assessment and finalize the process for completing a district-wide facilities safety assessment.	May 2026						
2.14	Explore funding sources to implement recommended district-wide staff wellness incentives that are focused on the improvement of physical health, mental health, motivation, and the overall wellness of all staff.	August 2026						