

Learners & Leaders

BECOMING AN UNRIVALED LEARNING COMMUNITY

WWW.OASD.ORG

OCONDRIVEN

A New Strategic Plan to Guide the OASD

In the spring of 2014, a district-wide committee drafted a new, actionable strategic plan for the Oconomowoc Area School District (OASD). Approved by the School Board in July 2014, the plan established a mission, vision, commitments, and strategic directions to guide the District's work.

MISSION: Empowering a community of learners and leaders.

VISION: To be an unrivalled learning community, seeking wisdom, honoring the past, and shaping the future.

2014-19 STRATEGIC DIRECTIONS:

1. Continuous improvement in academic performance
2. Innovative instructional programs
3. Creating a great workplace with highly engaged employees
4. Respecting the diversity among people and cultures

Through a continuous improvement approach, the OASD used its strategic plan to set clear district performance measures and develop a system-wide approach to improvement in key areas. Uniting the entire district under this singular strategic plan resulted in many successes, including:

- Moving the OASD from a district that only met expectations on the Wisconsin School Report Card (WI Report Card), to a district that exceeds expectations.
- Moving from a district with no schools that significantly exceeded expectations on the WI Report Card, to one with four schools that significantly exceeded expectations.



“To me unrivalled isn't a negative term towards other districts. What I think it says is it's a confidence in ourselves. It speaks to the fact that we want to be the best district, the best educators, the best schools that we can be for our students.”

Eric Jappinen
Nature Hill Intermediate Social Studies Teacher

“This is an aggressive plan, but it's an exciting plan, and we're excited to get after it. It sets performance outcomes that our students, our parents, and frankly this community deserves.”

Dr. Roger Rindo, OASD Superintendent

(cont'd on pg. 3)



Roger J. Rindo, Ed.D
RindoR@oasd.org

FROM THE SUPERINTENDENT'S DESK

Our 2019–2024 OASD Strategic Plan

I am excited to share our new OASD 2019-24 Strategic Plan as the focus of this issue of Learners & Leaders. This plan was developed during the spring semester last year by a team of over 40 individuals, including representatives from every school, district and building administration, and school board members. It was approved unanimously by the School Board at its meeting this July.

We maintain our current mission in the new plan: empowering a community of learners and leaders, and will continue to build on our belief that creating a community is essential. Learning and teaching, for that matter, rarely occurs in isolation, and everyone in our buildings play a role in our mission. So do our students, our parents, our former colleagues, and the business community here in Oconomowoc.

We are continuing the vision we identified in our first strategic plan five years ago, but our new strategic plan goes further. Our 2019-24 plan contains aggressive key performance objectives, and has focus areas and related tactical plans that are centered around actions to make our vision to become an unrivaled learning community a reality.

Our objectives are based on the performance of our peer districts—those K-12 districts that look most like us demographically in our region and around the state. Those districts include Hamilton, Elmbrook, Kimberly, Muskego, Mukwonago, Pewaukee, Menomonee Falls, and Kettle Moraine.

We are also committed to a focus on the whole child, and the district leadership team that drafted this plan was adamant that we also maintain a strong emphasis on balancing our aggressive work to increase student achievement with a targeted focus on our students' social and emotional well being.

Without question, we respect and honor the work that has been done before us, but we will not rest on it, and we will not be complacent. Becoming an unrivaled learning community is not something we can put on our sleeves and make it so. We have to earn it. We will earn it by working continually toward our performance objectives and being driven toward success.



Welcome,
New Staff!



Sixth graders at Silver Lake Intermediate School can now virtually travel the world, thanks to a 2018-2019 grant from the Oconomowoc Public Education Foundation (OPEF). Led by OASD teacher Bryan Fonferok, students are using MERGE VR Goggles to “visit” the places that they are learning about in their classes. Students are fully immersed in a 3-D world that they can explore and experience at an individualized level, keeping them deeply engaged in learning.

OPEF raises and provides funds for innovative educational opportunities and experiences not funded in the core school district budget. Through fundraising and the generosity of donors, our grants give educators in the district the opportunity to creatively enhance curriculum. To date, we have raised nearly \$1,000,000 towards classroom grants, drug, and alcohol abuse prevention programming and the completion of the PACE Fund, a \$545,000 commitment to fund the enhancements to the Oconomowoc Arts Center. The OPEF Annual Ball is a major source of funding for grants. The 2019 annual ball will take place on Friday, November 1 at the Golden Mast. For more information on the ball, grant process or supporting OPEF, please visit www.opef.info.



2019–2024 STRATEGIC PLAN DIRECTIONS



Educational Quality & Culture



Equity & Diversity



Personnel Excellence



Business & Financial Performance



Customer Care/Return on Investment

- Successfully seeking the approval of a 54.9 million dollar facilities referendum to increase capacity and address the most significant deferred maintenance needs in our schools.
- Increasing access to rigorous, college-level coursework for students at Oconomowoc High School.

WE'RE PROUD OF WHERE WE'VE BEEN & INSPIRED TO REACH NEW HEIGHTS

The district made considerable gains over the three years of work under the first strategic plan. However, we are far from complacent and believe we can drive further success under the new strategic plan.

Last year, a district-wide group of over 40 people began to meet again to refresh our plan and set new goals for the next five years. This group included individuals from every OASD school, district and building administration, school board members, and community members. The new strategic plan was completed and presented to the school board in July. The unanimous approval by the school board cemented our new plan as our roadmap for the next five years.

We have the same vision under our new strategic plan – to become an unrivaled learning community, seeking wisdom, honoring the past, and shaping the future. To drive the district forward, however, we have established specific and actionable goals, key performance objects, and school-level work plans and performance measures.

Our new goal is to perform better among our K-12 peer school districts in Waukesha County, and among the best school districts in Wisconsin. Our peer school districts are those K-12 districts with similar demographics to the OASD, but that are achieving at a higher rate than we currently are. To become the unrivaled district that we aspire to be, we must push our academic performance to rival these districts.

OCONDRIVEN TO REACH OUR GOALS

Reaching our goals will require hard work from our students, dedication by our staff members, commitment from our student's families, and the proud support of the Oconomowoc community. These goals are lofty, but they're attainable if we work hard, hold ourselves accountable for success, and remain committed to the achievement of every student.

We are oconDriven to meet these challenges and succeed!

Our Strategic Plan

MISSION

Empowering a community of learners and leaders.

VISION

To become an unrivaled learning community seeking wisdom, honoring the past, and shaping the future.

OCONDRIVEN

CORE BELIEFS

- **ALL** learners will be held to high expectations
- **ALL** learners will succeed
- **ALL** teachers will collaborate to strengthen each other's effectiveness
- **ALL** teachers will teach all learners
- **ALL** individual learners' needs will be met in the general education environments through flexible learning experiences
- **ALL** learners will engage in relevant curriculum that is diverse
- **ALL** teachers will design instruction by knowing each individual

STRATEGIC PLAN FOCUS AREAS



EDUCATIONAL QUALITY & CULTURE



EQUITY & DIVERSITY



PERSONNEL EXCELLENCE



BUSINESS & FINANCIAL PERFORMANCE



CUSTOMER CARE/ RETURN ON INVESTMENT

For more information visit www.oasd.org/StrategicPlan



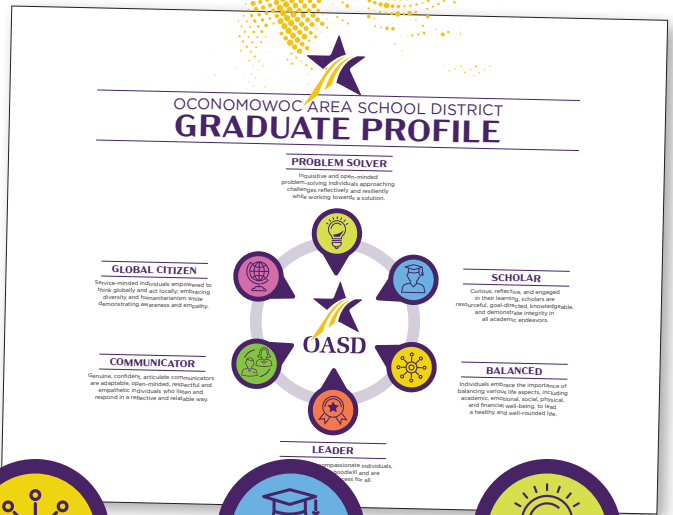
OCONOMOWOC AREA SCHOOL DISTRICT

GRADUATE PROFILE



The Graduate Profile was developed alongside the new Strategic Plan, to better define the desired characteristics of an OASD graduate. It was created with the collective input of staff members, parents, the OASD school board, and the community.

From 4K through twelfth grade, our staff is oconDRIVEN to help develop students who are inquisitive and open-minded problem solvers; curious, reflective, and engaged learners; service-minded humanitarians; confident and articulate communicators; courageous and compassionate leaders; and well-rounded members of our community.



GLOBAL CITIZEN

Service-minded individuals empowered to think globally and act locally; embracing diversity and humanitarianism while demonstrating awareness and empathy.



COMMUNICATOR

Genuine, confident, articulate communicators are adaptable, open-minded, respectful and empathetic individuals who listen and respond in a reflective and relatable way.



LEADER

Courageous and compassionate individuals, leaders empower goodwill and are committed to success for all.



BALANCED

Individuals embrace the importance of balancing various life aspects, including academic, emotional, social, physical, and financial well-being, to lead a healthy and well-rounded life.



SCHOLAR

Curious, reflective, and engaged in their learning, scholars are resourceful, goal-directed, knowledgeable, and demonstrate integrity in all academic endeavors.

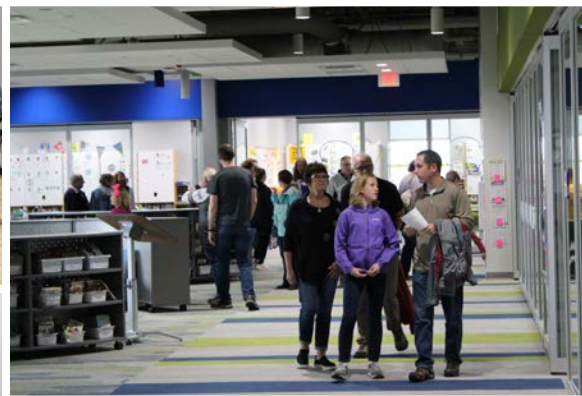


PROBLEM SOLVER

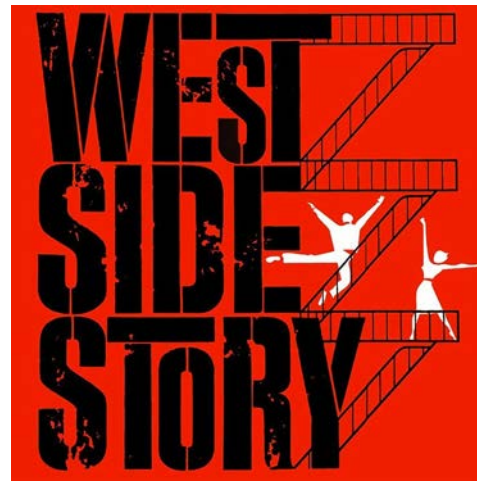
Inquisitive and open-minded problem-solving individuals approaching challenges reflectively and resiliently while working towards a solution.



MEADOW VIEW ELEMENTARY SCHOOL Dedication Ceremony



OHS IN THE NEWS!



OHS Players present *West Side Story*, November 15–16, 21–23

Inspired by the timeless story of *Romeo and Juliet*, *West Side Story* takes Shakespeare's star-crossed lovers, and places them in the vibrant battleground of New York City's West Side in the 1950s. In the midst of a deep-seated rivalry, Maria and Tony discover that ancient grudges are no match for true love. With soaring, sophisticated, and diverse melodies, energetic and athletic dance battles, *West Side Story* remains one of American musical theatre's most revolutionary and most loved treasures.

Get your tickets today at www.TheOAC.net!



Oconomowoc AFS

Oconomowoc AFS would like to introduce you to this year's exchange students at Oconomowoc High School (from back to front and left to right): Sonia (Germany), Blanca (Spain), Ann (Italy), Maral (Turkmenistan), Brage (Norway), Supphandchada (Thailand), Celie (France), Dea (Indonesia), Beatriz (Portugal)



OHS Building Trades III Groundbreaking

Our Oconomowoc High School Building Trades 3 Class celebrated the start of the school year with a groundbreaking ceremony for the new house they're helping to build with Tim O'Brien Homes. For the last 11 years, Tim O'Brien Homes has partnered with OHS and Teacher Steve Olson, to give our students this home building experience. After the groundbreaking, students started learning about the construction site and preparation that's done at the beginning of a home building project. Our students will continue to work at the Pabst Farms job site for the school year, learning alongside professional tradespeople.



OHS Automotive Lab Ribbon Cutting

Oconomowoc High School officially launched the new Automotive Program with a ribbon cutting celebration in August 2019. Thank you to all of the sponsors, businesses, teachers, students, and families who joined us for the event!



FALL SPORTS

#oconPRIDE

The Raccoon Fall Sports Season is in full swing and we hope you come out to cheer on our athletes!



Go Raccoons!

Announcing the 2nd Annual Oconomowoc High School Athletic Hall of Fame

OHS will hold its second annual induction ceremony for the new Athletic Hall of Fame on Saturday, May 2, 2020, at the Oconomowoc Community Center.

FOR MORE INFORMATION,
visit www.oasd.org/HallOfFame

Thank You Community, Athletes & Coaches!

The Oconomowoc Sports Booster Club would like to thank the community, student-athletes, and coaches who supported the Cooney Card Blitz. The one day event raised approximately \$24,000 which will go back to support our high school and middle school athletic programs.



Athletic Photo Credit: Stoneberg Sports Photography

INTERESTED IN A COONEY CARD?

Additional cards are available for purchase at home OHS football and soccer games in the ticket booth, in the OHS Athletic Department during school hours, and through the Oconomowoc Sports Booster Club.



VISIT www.oasd.org/Athletics for the most current sport schedules



2019 HOMECOMING

"There's no place like Ocon"



2nd Annual Raccoon Rally September 6, 2019





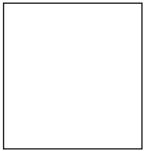
OCONOMOWOC
HIGH SCHOOL

HONORING OUR PAST, SHAPING OUR FUTURE

Graduates of Oconomowoc High School (OHS) have gone on to make extraordinary contributions to their careers, family, and community! If you're an OHS alumni, we'd like to hear more about your accomplishments and life news. Send us an update at www.oasd.org/Alumni.



915 E. Summit Ave.
Oconomowoc, WI 53066
262-560-1115



Celebrating 50 Years



The OHS Class of 1969 celebrated their 50th reunion with a tour of OHS, a party, and a generous donation to future graduates.



Thank You!
“Stuff the Bus”
Special thanks to our local Lions Club for collecting school supplies for OASD families this August.

OASD School Board

School Board meetings are open to the public and held on the 3rd Tuesday of each month at 7:00 p.m. in the Oconomowoc High School East Campus, Wilkinson Board Room.

Kim Herro
HerroK@oasd.org

Juliet Steitzer
SteitzerJ@oasd.org

Scott Roehl
RoehS@oasd.org

Jessica Karnowski
KarnowskiJ@oasd.org

Dan Raasch
RaaschD@oasd.org

James Wood
WoodJ@oasd.org

Sandy Schick
SchickS@oasd.org

NONDISCRIMINATION STATEMENT

The Oconomowoc Area School District provides assurance that no student is discriminated against because of the student's sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability.

DECLARACIÓN DE TRADUCCIÓN

Estamos trabajando diligentemente para traducir nuestros documentos al español. Por favor comuníquese con la escuela de su hijo para aclaración. Si todavía necesitas aclaración, por favor comuníquese con Martita Mirsberger al (262) 560-8306 ext 8343.

Winter Indoor Running/Walking Times at OHS Fieldhouse

- Beginning December 2, 2019
- Monday-Friday, from 6:00-7:00 a.m.
- Please wear indoor running/walking shoes
- This program will only be available when school is in session
- For OASD residents age 18 and older
- Visit www.oasd.org/BuildingsandGrounds for more information



UPCOMING EVENTS

NOVEMBER

- 1 Oconomowoc Public Education Foundation Annual Ball, Golden Mast Inn
- 15-16, 21-23 OHS Musical West Side Story Performances at OAC
- 19 OASD School Board Meeting, OHS East Campus
- 27-30 **OASD No School, Thanksgiving Break**

DECEMBER

- 1 **OASD No School, Thanksgiving Break**
- 17 OASD School Board Meeting, OHS East Campus
- 21-31 **OASD Winter Break- No School**

JANUARY

- 1 **OASD Winter Break- No School**
- 20 **OASD No School, Teacher Development**
- 21 OASD School Board Meeting, OHS East Campus
- 18 **OASD No School, Teacher Development**

PLEASE NOTE:

In order to be good stewards of taxpayer funds, a cost-effective bulk mailing service was used for this publication. There are limitations to the service and we cannot fully match the mailing list with our school district borders without adding significant cost. If you do not live within the Oconomowoc Area School District and received this publication due to this limitation, we ask for your understanding.