

The Oshkosh4Education Community Agreement

Reconnecting our public
schools and our community

This Community Agreement seeks to ensure Oshkosh residents are engaged in the movement to reconnect the public school system with the community's vision, and strive for excellence through goals and outcomes developed through the Oshkosh Area School District's strategic plan.



Oshkosh4Education

Our schools. Our future.

www.Oshkosh4Education.org

The Oshkosh4Education Community Agreement

Oshkosh4Education is a community-wide visioning project which aims to reconnect our public schools and the community. It works from a shared vision that ultimately builds a better quality of life to be had by all who live, work and play here.

Where We Have Been

In January 2013, Oshkosh4Education hosted 50 Community Listening Sessions in Oshkosh. The goal of these conversations was to gather community members' thoughts and opinions about our community, the challenges we face and our aspirations for our community and for our public schools.

A total of 590 people participated in the conversations. After an analysis, five priorities emerged to improve public education in our community.

Those five priorities were ranked by importance by 1,075 people through a communitywide survey on the Northwestern's website.

In April, Big River LLC, a strategic planning consultant, led a panel of community and Oshkosh Area School District members in a strategic planning session to develop measurable goals and action steps for the five priorities. These goals and action steps will be adopted by the Board of Education in their short-term and long-term strategic plan.

Where We Are Going

During the summer of 2013, an education commission will be formed and will be charged with directing the development, implementation and evaluation of the Oshkosh Area School District's strategic plan.

The commission will bring together a group of education, business and civic leaders to monitor and support student achievement. This watchdog panel will ensure the continued progress on the strategic plan.

The education commission will meet quarterly to review progress made on the OASD's strategic plan and will present annually to the community.

Priorities and Goals

The accomplishment of goals and action steps of the five priorities will propel the OASD toward excellence in both the short- and long-term. The following goals were developed as part of the strategic planning session.



Priority 1

Support and recognize the value of our quality teachers by all community members.

Create an environment in which teachers receive the support they need (programming, budgetary, support staff) to offer appropriate educational experiences.

Goals and action steps

- A. Develop an employee recognition program that will be started in September 2013.
- B. Develop a data-based model to compensate OASD professional educators for quality and effectiveness to start in September 2014.
- C. Align funding, staffing and resources within schools to reduce nonteaching tasks and increase efficiencies to support student learning in the classroom.
- D. Develop and implement an Educator Effectiveness System in compliance with Act 166.



Priority 2

Working together to achieve a common goal.

Move beyond the silos of “differing agendas and sides” to make decisions and move forward.

Goals and action steps

- A. Foster and grow the citywide Parent Teacher Organization.
- B. Develop and deliver a data-based quarterly feedback system for the Board of Education using data from internal stakeholders.
- C. Develop, sign and hold the Community Agreement meeting.
- D. Redesign Board of Education work sessions so that the board will receive more comprehensive information and respond based on data and facts.



Priority 3

Communication.

Communicate at all levels within the school district to parents, students and outside stakeholders.

Goals and action steps

- A. Implement a school messaging system so that families and the community are informed of information concerning safety in a timely manner.
- B. Develop and implement a local access channel production that highlights OASD information and accomplishments.
- C. Develop and implement a coordinated communications plan that will leverage social media opportunities.



Priority 4

Equity among schools.

Create an environment at each school where students have access to the same technology, building resources and services.

Goals and action steps

- A. Develop and implement a three-year technology plan by September 2013. Action steps will address the equity of technology across the district.
- B. Establish a standard of practice in facilities and resources for the district.
- C. Develop and implement a student at-risk plan completed by September 2013.
- D. Develop and implement a Response to Intervention Plan.



Priority 5

Team with groups within the community to develop educational experiences.

Students need real world skills including “soft skills,” critical thinking, social skills, global awareness, independence, and workplace skills to maximize their

full potential. Develop partnerships and collaborations with businesses, higher education, college, city government, schools, neighborhoods, parents, youth and citizens to maintain/grow our quality of life, our public education system and economic development opportunities.

Goals and action steps

- A. Expand and strengthen community partnerships to provide schools, teachers and students with comprehensive support services.
- B. Expand and strengthen community partnerships so that 21st Century skills, soft skills and social skills are mastered by students.
- C. Partner with the City of Oshkosh and Winnebago County to strengthen economic development in the community.
- D. Every student is college, career and life-long learning ready through partnerships with families, business, community and higher education.
- E. Reverse current trend related to open enrollment by determining factors related to parent choice of school district other than the Oshkosh Area School District.

How we plan to fulfill our aspirations

Today, May 22, 2013, we gather to agree as a community that these priorities are important to us and we will do our part to achieve them together by doing the following:

- > **Assume full community ownership of our public schools.**
- > **Expect and insist on excellence in education, not mediocrity.**
- > **Expect that all high school graduates are post-high school education, career and life-long learning ready.**
- > **Maintain learning as the top priority above the day-to-day operations of schools and the school system.**
- > **Incorporate 21st Century skills such as collaboration, communication, critical thinking and creativity into the curriculum.**
- > **See ourselves (residents along with government, business and civic entities) as partners in providing high quality public schools.**
- > **Ensure that our school facilities provide a safe and positive learning environment.**

Together, we can make a difference.

“Education is the most powerful weapon which you can use to change the world.”

— Nelson Mandela

Oshkosh4Education is a continuation of the 2009 Visioning and Branding process, directed by a committee that includes representatives of: the Oshkosh Area Community Foundation, Oshkosh Area School District, Chamber of Commerce, City of Oshkosh, Oshkosh Convention and Visitors Bureau, University of Wisconsin Oshkosh, Fox Valley Technical College, the Oshkosh Northwestern, Lutheran Homes of Oshkosh and Propel. This is the largest community engagement project in support of public education undertaken in Oshkosh.

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