

Message from the Superintendent

Dear School Community Members and Friends of Education,

We ensure high expectations for teaching and learning in the School District of Brown Deer. With a continued focus on excellence in academic achievement for all of our students, we are positioning ourselves to be a world-class district.

To meet these goals, we have created a new culture of expectations for accountability through the development of a new strategic plan. This includes:

- Teaching a rigorous common core curriculum, using data-driven decision-making to influence instructional decisions.
- Ensuring all students are learning and growing to become proficient and advanced at each grade level through on-going common assessments.
- Providing job-embedded professional development for all staff.
- Continuous monitoring of our processes as an organization.

Everything we do has a connection and relationship to our end goal – ensuring all of our students have the skills to be prepared for college and career readiness.

The “Keys To Our Success” was developed by a group of school community partners: parents, teachers, students, and board and community



members. This document, the vision of School Board President Dr. Gary Williams, identifies our high expectations and creates a contract with all of our stakeholders as we work together to elevate the academic achievement of our students.

I gratefully acknowledge the contributions of the many stakeholders in this process, as well as the leadership of the Board of Education and Administrative Team.

We are now well-positioned to build upon our diverse strengths, to enhance the quality of education needed to prepare all students for post-secondary experiences, and to distinguish ourselves as a world-class school district in which excellence is the norm.

We are proud of the final document that reflects our high expectations for student achievement and engages all members of our school community. We ask that you review the “Keys To Our Success” to understand how we will personally focus on your students and their learning.

Please contact us with your ideas, questions or suggestions. We look forward to working together to ensure every student reaches his/her fullest academic potential.

Yours in Education,
Dr. Deb Kerr, District Administrator
School District of Brown Deer

OUR MISSION

Together with our families and community, we will inspire students to be passionate learners, creative thinkers, and innovative leaders who enrich our world.

OUR VALUES AND BELIEFS

- All students deserve a quality education.
 - All students deserve a safe learning environment based on mutual respect.
- Our students will experience a dynamic, challenging, and technology-infused curriculum, enhanced with the arts and extra-curricular activities.
- We believe collaboration among staff, students, parents and community will result in measurable student success.
- We believe Brown Deer is a community that embraces cultural diversity and values inclusion.

OUR VISION

Aspiring to become a world-class school district.

SCHOOL DISTRICT OF
BROWN DEER

INSPIRE • INNOVATE • LEAD

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Keys To Our Success



SCHOOL DISTRICT OF
BROWN DEER

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Student Engagement

Parent Involvement

Teacher and Administrator Effectiveness/Quality

Community and Board of Education Involvement

WHAT IS EXPECTED FROM ME?

- Attend school on time daily
- Be ready and prepared to engage and learn
- Take an active role in your learning
- Understand that learning is lifelong
- Complete assignments
- Progress at grade level; work to your potential
- Conform to behavior expectations of school
- Communicate with parents and teachers about learning celebrations
- Respect self and others
- Self-advocate; ask questions
- Be willing to collaborate and work with others
- Commit to post-secondary education

- Work as partners with school staff to support your child's education
- Attend school events including all parent-teacher conferences
- Access Skyward Connects frequently for student progress and grade reporting
- Engage in ongoing communication with teachers and staff; respond to web notes; sign notes; ask questions
- Listen before responding
- Set boundaries for behavior
- Reinforce the importance of school and learning
- Talk about learning with your child; understand their goals, strengths and challenges
- Promote lifelong learning and post-secondary education

- Understand our diversity and cultural competencies in your work
- Understand your own bias in teaching and bias within the curriculum
- Work collaboratively with your colleagues and school community
- Communicate your belief that all students are capable of success
- Be masters of the subjects you are charged with teaching
- Be ready to teach and lead the students you have, not the students you want
- Practice what your preach (teach); "Walk Your Talk"
- Demonstrate professionalism and ethical behavior

- Value education as an investment in our community
- Understand and accept cultural differences
- Provide resources that enhance quality education (i.e., financial, volunteerism and partnerships)
- Value District staff as professional educators
- Be knowledgeable about educational issues
- Advocate for favorable educational policies and lobby government officials
- Ask questions, share ideas or concerns with appropriate personnel; work together to create understanding
- Provide a safe and nurturing environment beyond school grounds
- Positively promote the School District

WHAT AM I ACCOUNTABLE FOR?

- Progress at grade level or above
- Attain proficiency or higher on assessments and standardized tests
- Prepare for next level of learning
- Advancement to next grade level not allowed if skills not mastered
- Attend summer school to enrich skills and excel at academic expectations
- Read outside of school; read to others
- Participate in school activities
- Successfully complete grade level

- Know your child's teachers well
- Regularly attend school events
- Ensure student is on time to school, attends daily and dresses appropriately
- Support your student completing homework – check for completion
- Sign notes and assignment books
- Be active in parent groups at school
- Assist other parents as they transition to different grade levels and buildings
- Be willing to network with other parents to support school, families and our community

- Growth and progress of every student
- Narrow and eliminate the achievement gap
- All students mastering skills
- All students achieving at high levels
- Not allowing students to fail
- Ongoing, two-way communication with parents on a regular basis to share both good news and concerns
- Up-to-date teacher and building web pages
- Encourage and sponsor students in co-curricular activities

- Value growth and improvement for every student
- Actively participate in and attend school events and activities
- Exercise democratic opportunities in the right to vote
- Narrow and eliminate the achievement gap
- Provide a safe, secure and energy sustainable environment that promotes 21st century teaching and learning
- Establish annual District achievement goals related to strategic plan

WHAT CAN SCHOOL STAFF DO TO ASSIST?

- Engage in goal-setting with students
- Ongoing communication with parents/caregivers
- Create learning environments that nurture social/emotional development and respect for our diverse community
- Develop positive relationships with students by knowing their interests in and out of school
- Ensure students have a sense of connectedness, belonging, and are treated fairly
- Encourage students to participate in co-curricular activities beyond the school day
- Provide opportunities for students to develop leadership capacity and have a voice in school/community matters

- Provide positive parent communication-first contact
- Share results of District and State assessments
- Invite and encourage parents to attend open houses, parent-teacher conferences, How To Plan for College Night, parent round-table meetings and other school events
- Share new programs and curriculum with parents – new math, reading tips, technology, etc.
- Make home visits or meet with parents to establish better relationships with parents/caregivers
- Provide parent coaches-liaison to assist parents with communication and school issues, and promote parent leadership

- Create a culture of excellence and a responsive classroom environment
- Implement the Common Core Standards (reading and math)
- Post and share learning targets with students on a daily basis
- Use best practice such as differentiation, technology and quality assessments as part of daily routine
- Utilize collaboration time to learn as teaching professionals and as leaders
- Engage in meaningful dialogue about our practice and reflection
- Provide ongoing feedback through teacher observation, mentoring, peer coaching and visibility in classrooms.

- Engage in ongoing and productive communication
- Utilize community expertise to extend learning opportunities for students and staff
- Understand and appreciate the community served
- Create and nurture partnerships and volunteer opportunities
- Demonstrate behavior that supports progressive thinking and continuous improvement
- Provide learning opportunities for students and staff through business and community partnerships