



# Education Master Plan

# *Raising Racine 2022*

## RUSD's Five-Year Strategic Plan





# Raising Racine 2022 Priorities



- 1** Be the educational choice for families in the southeast region of Wisconsin
- 2** Accelerate higher levels of student performance
- 3** Close student achievement gaps
- 4** Ensure positive, engaging environments
- 5** Endorse learning paths for post-secondary training, college and career readiness for every student



RACINE UNIFIED  
SCHOOL DISTRICT



# Raising Racine 2022 Pillars



## STUDENT LEARNING

*Ensure experiences, opportunities and choices so every RUSD student is academically, socially and emotionally successful and ready for career and/or college*



## CULTURE & ENVIRONMENT

*Fully realize RUSD Core Values by fostering a great place to learn, work and succeed*



## PARTNERSHIPS & COMMUNITY

*Create community and business partnerships that ensure meaningful opportunities and supports for RUSD students to accomplish their learning goals*

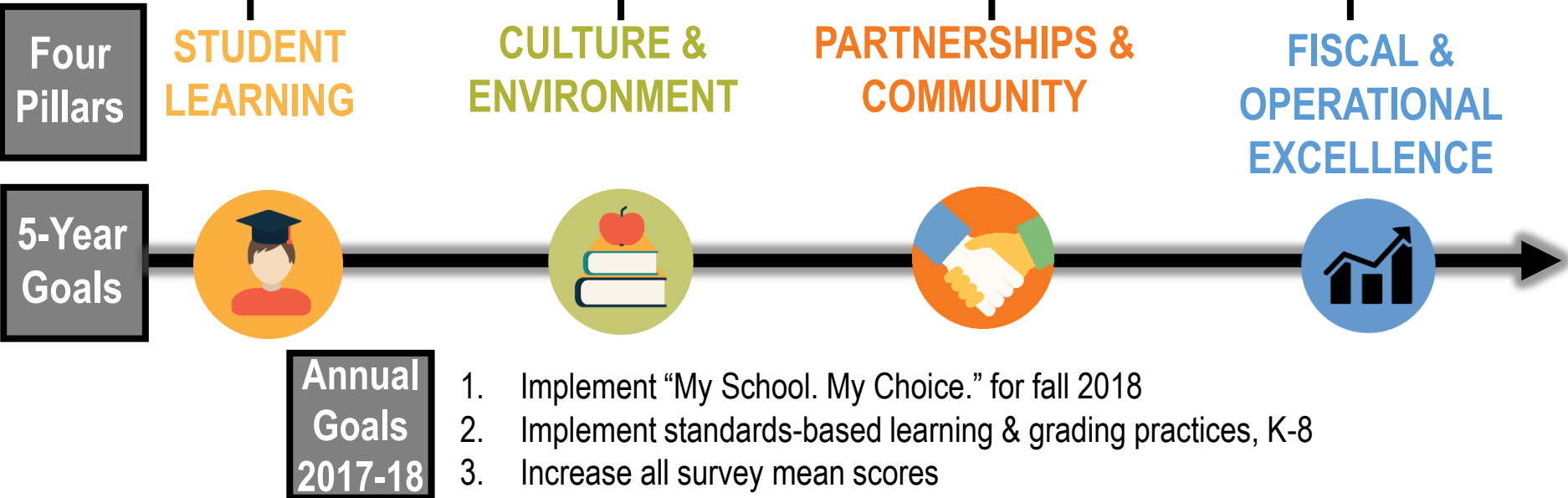


## FISCAL & OPERATIONAL EXCELLENCE

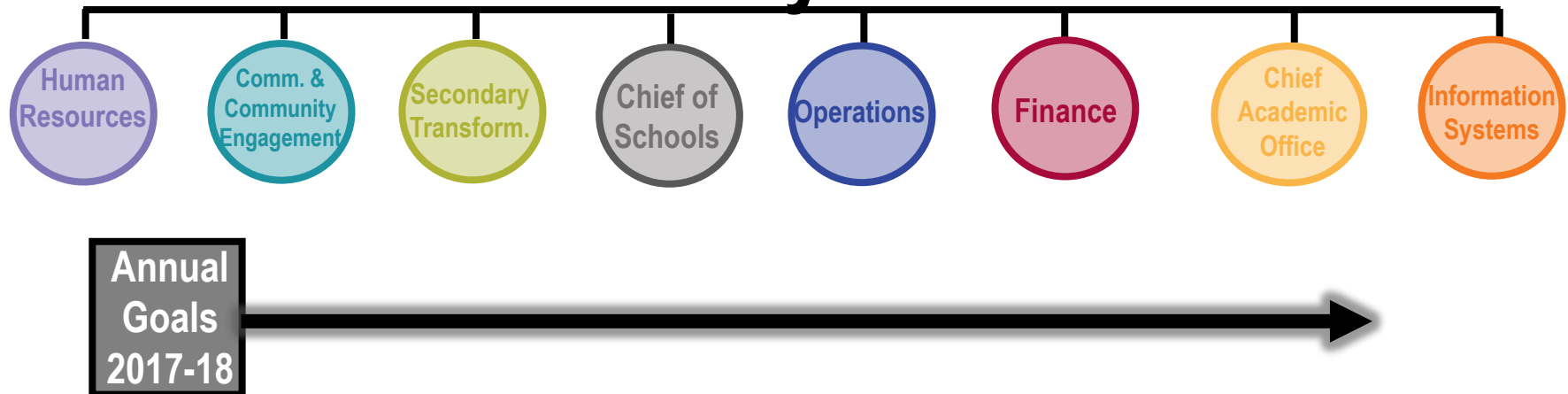
*Ensure District finance and operations are aligned directly to priorities that assure the success of RUSD students*



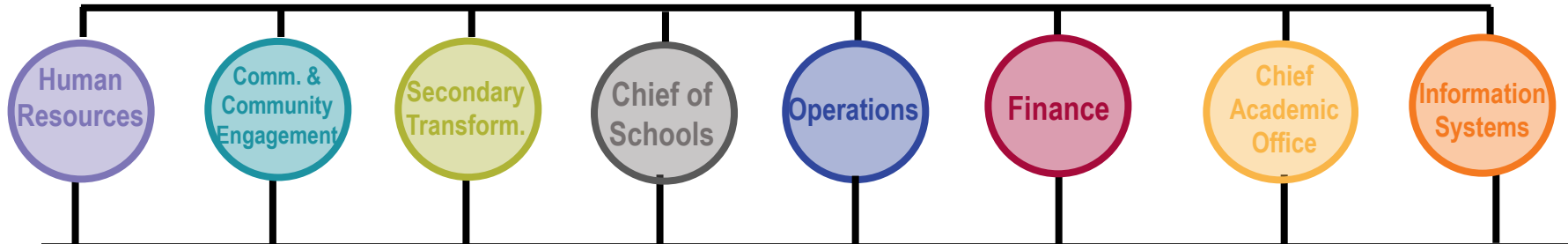
# 5 District Priorities



## Chief 5-year Goals



# For Development 2017-18



**Departments - 5-year & Annual Goals**

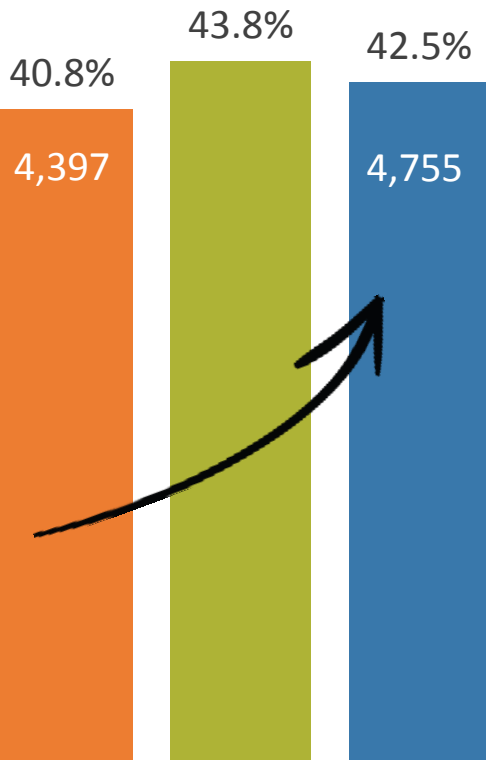
**Schools - 3-Year & Annual Goals**

**Teachers - Student Learning Objectives**

**Students - Personal Learning Goals**

# 3-Year District Spring to Spring Comparison Percent at/above the National Average

## Reading

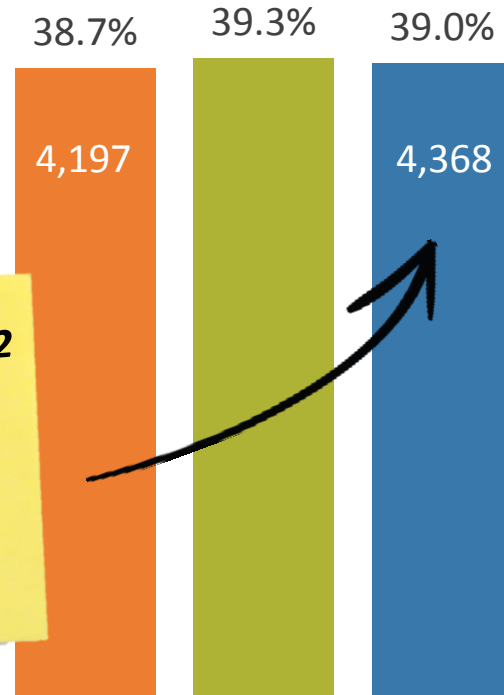


**358** more students!



*Raising Racine 2022*  
5-year goal:  
From 23.5% to  
**38.5%**  
(3<sup>rd</sup> grade)

## Math



**171** more students!



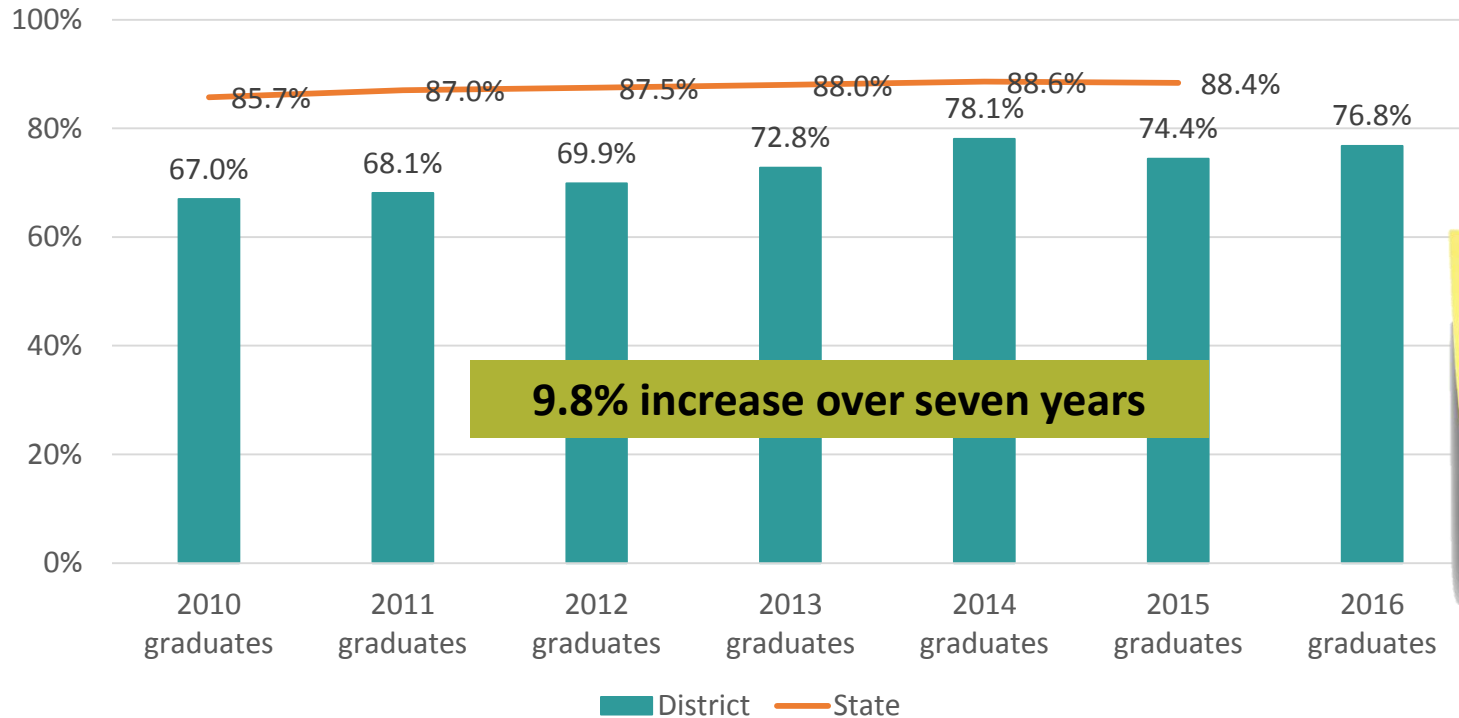
*Raising Racine 2022*  
5-year goal:  
From 21.9% to  
**36.9%**  
(5<sup>th</sup> grade)

■ 2014-15 ■ 2015-16 ■ 2016-17

■ 2014-15 ■ 2015-16 ■ 2016-17

# Graduation Rates 2009-2016

## Percent of Students Graduating 4 Year Cohorts



*Raising Racine 2022*  
5-year goal:  
**Match state  
graduation  
rate**



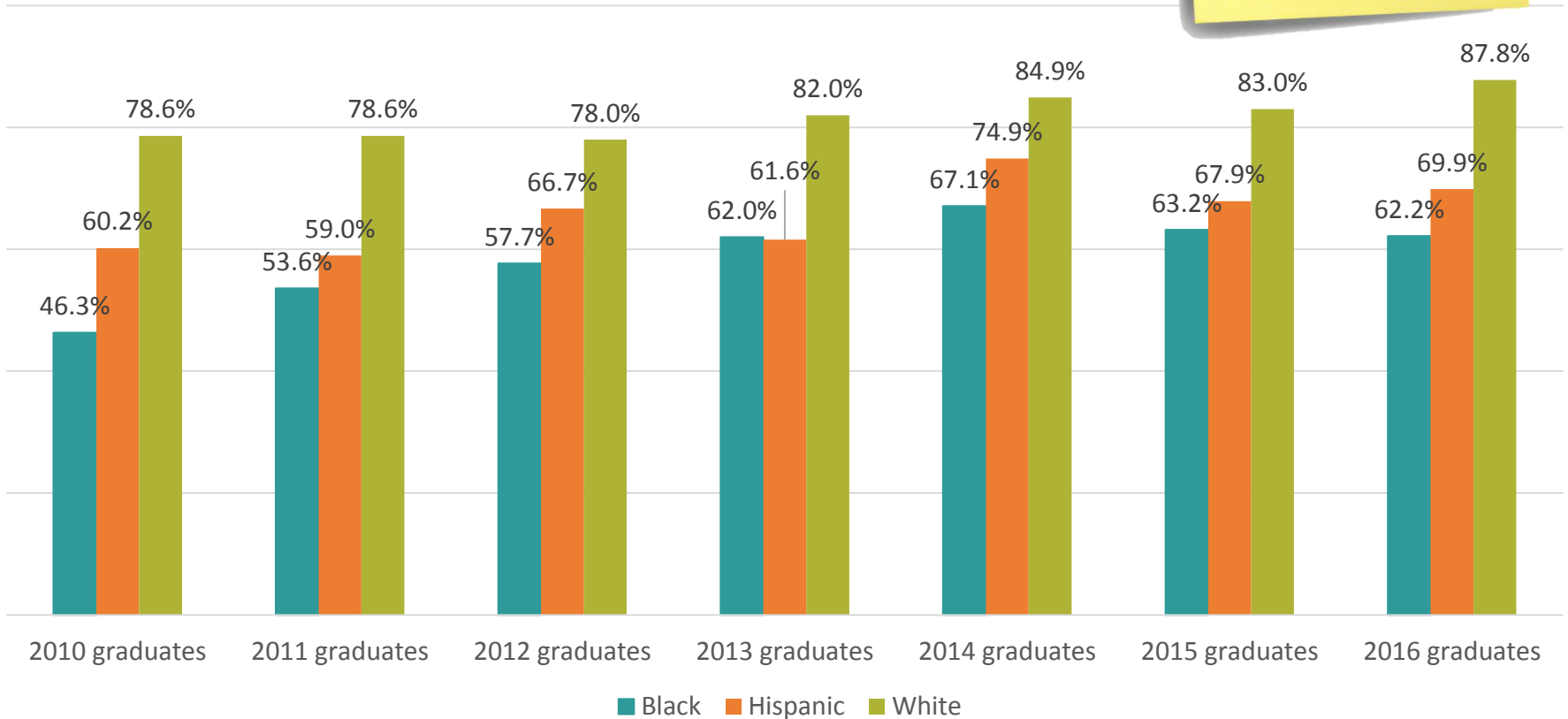
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# Graduation Rates 2009-2016

**Goal:**  
Continue to close  
graduation rate  
gaps

## Percent of Students Graduating 4 Year Cohorts



**RACINE UNIFIED  
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# Safety & Climate Improvements

- Expanding seats in our alternative learning program at Northwestern building
- New community policing model in the schools
- School-based mental health clinic expansion
- Reduced class sizes
- Additional counselor and social worker positions
- School-based programs supporting behavior needs
- Additional assistant principals and deans
- Intentional engagement of families
- Facility improvements – cameras, secure entrances & handheld communications

A photograph of two young women in a classroom setting. They are both smiling and looking at a large ball-and-stick molecular model on a desk. The woman on the left has long dark hair and is wearing a red hoodie, pointing at the model. The woman on the right has her hair in a bun and is wearing a patterned sweater over a blue denim shirt. In the background, there are other students and a laptop on a desk. The overall atmosphere is collaborative and educational.

# Academies of Racine

- Launched fall 2016
- National Model of Excellence in Implementation
- ~1,200 students per grade level





# Success Ready = College & Career Readiness

In 2016, the Board of Education adopted success-ready indicators which define career, college and life readiness for our community and graduates. This measure is part of the District's plan to accomplish our vision that all students will graduate college and/or career ready.

## Every Racine Unified graduate must meet the following requirements:

- District graduation requirements
- Participate in a Career Pathway course sequence
- Complete an academic and career plan

To be college and/or career ready, graduates must also accomplish indicators as described below.

## Life Ready Indicators - Critical for both College & Career Ready graduates

- Completion of a financial literacy curriculum or experience
- Understanding of growth mindset
- Effectively advocating strengths and weaknesses
- Demonstrating grit and perseverance to achieve goals
- Demonstrating use of employability skills
- Demonstrating ability to express viewpoints and interpret diverse perspectives



<sup>1</sup>Please note that each college or university has individualized admission requirements

<sup>2</sup>Please note that each individual employer and job will have individual criteria

Source: <http://www.redefiningready.org/>

These readiness indicators begin with the class of 2020. Board approved: October 17, 2016

## Career Ready Indicators<sup>2</sup>

**Career Ready** graduates identify a career cluster interest and meet **two** or more of the benchmarks below:

- 97% Attendance
- 80 hours of community service or a service learning project
- 160 hours of work experience in good standing
- Wisconsin certified Co-op program or Youth Apprenticeship certification
- Industry credential/certification (high demand area recommended)
- WorkKeys Certificate silver or higher
- Involvement in an approved career and technical student organization
- Two or more organized co-/extra-curricular activities
- Students entering the military meet the passing scores on the Armed Services Vocational Aptitude Battery (ASVAB) for chosen military branch

## College Ready Indicators<sup>1</sup>

**College Ready** graduates maintain a minimum GPA 2.8 out of 4.0 and **two** or more of the following benchmarks:

- ACT reading score of 22 or ACT math Score of 22
- AP exam (3+) or AP course (C or better)
- IB exam (4+) or IB course (C or better)
- PLTW end of course exam (6+) or PLTW course (C or better)
- Algebra II (C or better)
- Dual credit Career Pathway course (C or better)
- Dual credit College English and/or math (C or better)

## Other Factors that Contribute to College and Career Readiness:

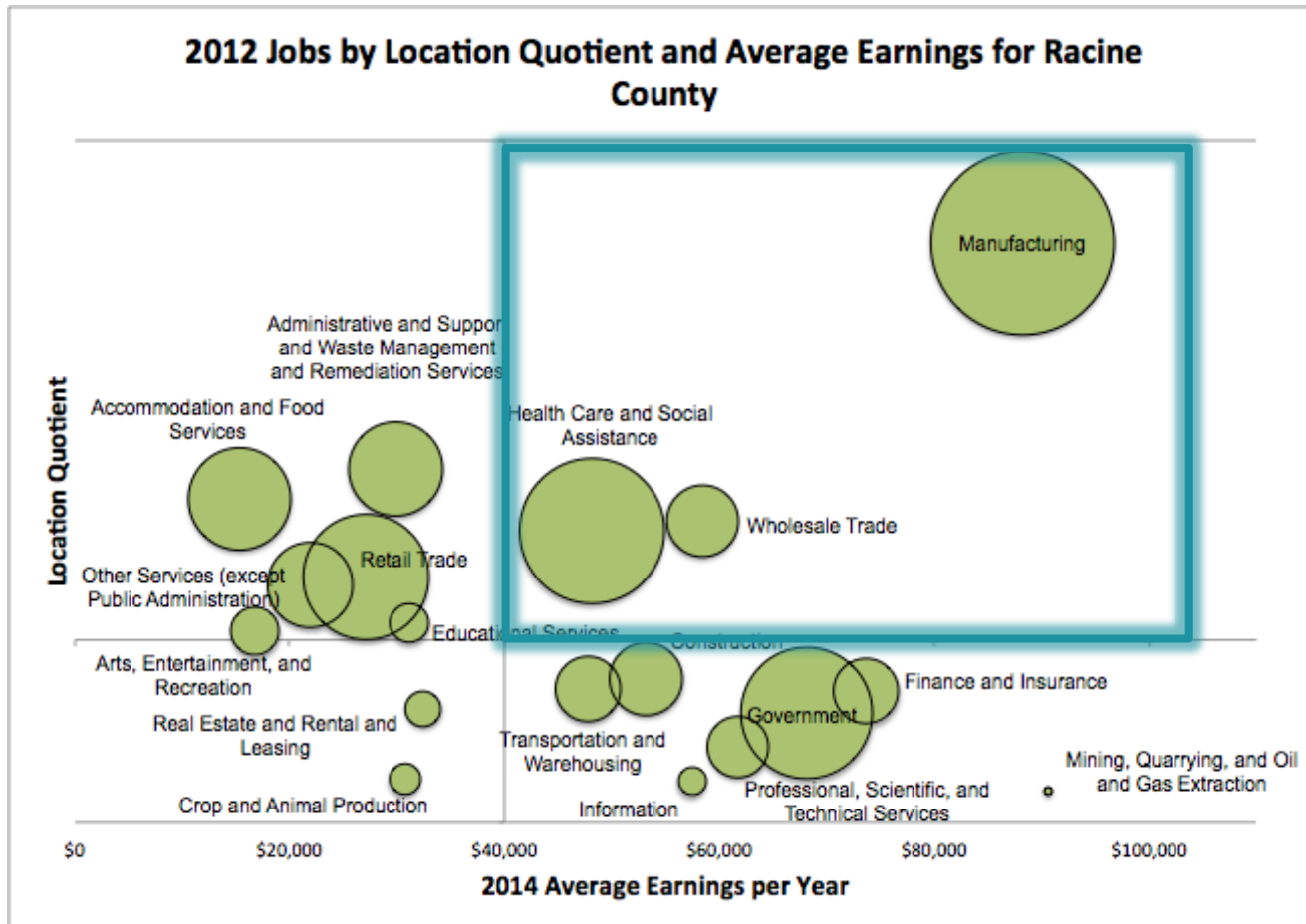
- College academic advising; including FAFSA completion
- Participation in an approved College Bound Program
- Completion of a 4th credit of math and/or science or 2 credits of world language
- Seal of Biliteracy
- Completion of an online course

The Office of Secondary Transformation will provide an annual report to the Board of Education and community sharing the percent of graduates who attained the life and college or career-readiness benchmarks. By 2022, at least 90% of RUSD graduates will attain one or more of these success-ready indicators.



# Racine County Industry Current Strengths

**Manufacturing, Healthcare and Social Assistance, and Wholesale Trade are the three industry groups in Racine County with both a high location quotient and average annual earnings above \$40,000.\***



\*Size of the bubbles indicates the total number of jobs in 2012  
Source: EMSI Industry Data for Racine County, January 2015

# Academies of Racine - designed to prepare students for future workforce needs in Racine County



Industry	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99	Total
Manufacturing	275	632	830	3,371	4,168	5,947	4,256	739	20,219
Health Care and Social Assistance	152	536	784	2,653	2,285	2,487	1,825	411	11,132
Retail Trade	720	1,148	958	1,786	1,223	1,547	1,183	545	9,108
Government	53	157	271	1,697	2,091	2,458	1,706	434	8,867
Accommodation and Food Services	1,013	992	696	1,355	879	902	461	222	6,519
Administrative and Support and Waste Management	121	358	441	1,158	982	1,032	619	255	4,966
Other Services (except Public Administration)	159	243	292	813	729	913	734	359	4,242
Wholesale Trade	85	140	220	615	723	821	549	272	3,424
Construction	75	114	161	769	778	812	383	80	3,173
Finance and Insurance	20	60	116	495	542	615	418	124	2,391
Transportation and Warehousing	40	76	109	403	503	629	436	149	2,344
Professional, Scientific, and Technical Services	37	77	99	472	477	526	356	142	2,186
Arts, Entertainment, and Recreation	189	141	112	313	208	270	180	113	1,527
Educational Services	44	46	62	263	235	265	213	98	1,226
Real Estate and Rental and Leasing	49	30	45	160	156	184	156	84	864
Information	10	20	30	102	106	125	106	15	514
Crop and Animal Production	29	30	32	107	79	106	83	47	513
Management of Companies and Enterprises	12	14	16	86	107	129	94	5	464
Utilities	-	5	5	24	22	45	37	5	143
Mining, Quarrying, and Oil and Gas Extraction	-	-	10	15	15	15	15	-	70
<b>Total</b>	<b>3083</b>	<b>4,818</b>	<b>5,289</b>	<b>16,656</b>	<b>16,307</b>	<b>19,830</b>	<b>13,812</b>	<b>4,099</b>	<b>83,893</b>

## Racine County Workforce | By Age & Industry, 2012

■ High number (relative to the other numbers in the table)
 ■ Medium number
 ■ Low number

\*"Manufacturing" in this table consists of three NAICS code (31, 32, and 33), "Retail Trade" consists of two codes (44, 45), and "Transportation and Warehousing consists of two codes (48, 49)

Source: EMSI data analysis, April 2015



### TRANSFORMING TEACHING & LEARNING

- Block schedule
- Hands-on, project-based
- Digital learning
- Career Academy structure
- Intentional teacher collaboration



### TRANSFORMING THE SECONDARY SCHOOL EXPERIENCE

- Freshman Seminar course
- College visits
- Internships & apprenticeships
- Financial literacy
- Job shadowing
- Partnerships with Gateway and post-secondary inst.



### TRANSFORMING BUSINESS & CIVIC ENGAGEMENT

- SEE Your Future Expo
- Teacher externships
- Career Pathway Advisory Councils
- Post-secondary & business partnerships aligned to Academy work

*"Racine Unified has embraced the transformational high school model... to provide supports and experiences for students and teachers by bringing relevance and application to their learning through community engagement in the delivery of real world instruction. **Racine has become an example to others in Ford Next Generation Learning Network.**"*

**-Starr Herrman**  
Ford NGL Coach, Ford NGL National Team  
and Director of the Nashville Hub

*"We are tremendously proud of the great progress being made by the Academies of Racine with support from the entire community. **Your unique approach... [is] being shared across the Ford NGL community network.**"*

**-Cheryl Carrier**  
Executive Director  
Ford Next Generation Learning



# The RUSD Academies Experience

## 12<sup>th</sup> Grade

Interdisciplinary  
2019-2020

Capstone Projects • Dual Credit • Industry Certification • Internships Cooperative  
Work Experience • Youth Apprenticeships • FAFSA • College Scholarships



## 11<sup>th</sup> Grade

Multiple Pathways  
2018-2019

Job Shadowing • Dual Credit • Industry Certification  
Post-Secondary Program Exploration



## 10<sup>th</sup> Grade

*Underway*  
2017-2018

Career Exploration through Coordinated Learning Experiences  
Site Visits & Student Organizations

**~1,200  
Students**



## 9<sup>th</sup> Grade

*In place*  
2016-2017

Summer Bridge • Freshman Seminar • SEE Your Future Academy Expo  
Commitment to Graduate • Gateway Promise • College Visits • Declaration Ceremony

**~1,200  
Students**





# Career Pathways & Academies

Accounting  
Army JROTC

Automotive  
Aviation

Biomedical Sciences

Business

Construction

Culinary Arts

Early Childhood & Education

Engineering

Health Services

Information Technology

Manufacturing

Marketing



Freshman Academy

Academy of Health Sciences & Education → 151 students

Academy of Business & Culinary Arts → 159 students

Academy of IT & Technical Services → 153 students



Freshman Academy

Academy of Health Sciences & Aviation → 143 students

Academy of Business & Culinary Arts → 169 students

Academy of Education & Technical Services → 138 students



Freshman Academy

Academy of Health Sciences & Education → 125 students

Academy of Business & Culinary Arts → 119 students

Academy of Leadership, Automotive &  
Technical Services → 125 students







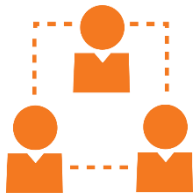
# Partnership for **Education & Community** Collaboration



**Academies of Racine CEO Champions**



**Academies of Racine Steering Committee**



**Career Pathway  
Impact Teams**



**Pathway Advisory  
Councils**



**Academy  
Teams**



**Academy  
Teams**



**Academy  
Teams**



# Opportunities to Engage

2017-2018

Connect the **community**  
to the **classroom**

- Advisory Councils for Career Pathways
- Facilitating Tours
- Guest Speaking
- Job Shadowing
- Pathway Mentors
- SEE Your Future Expo
- Teacher Externships
- Youth Apprenticeship/Internship/Co-Op



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# 2016-2017 Community Partners

...75 and growing!

Bukacek Construction  
Business Lending Partners  
Butter Buds  
Carthage College  
CCB Technology  
Choices Change Lives  
City of Racine Fire Department  
City of Racine Police Department  
CNH Industrial  
Cree

Custom Creations  
Cutting Edge  
E.C. Styberg Engineering  
Educator's Credit Union  
Electrical Workers Local 430  
Express Employment Professionals  
FISCHER USA Inc

Gateway Technical College  
Google

Gordon Food Service  
Great Lakes Restoration Initiative  
Higher Expectations for Racine County  
IBEW Local Union 430

Image Management  
InSinkErator

International Union of Operating Engineers  
International Union of Painters and Allied Trades District Council 7

Johnson Bank

Johnson Financial Group

# For the future of the community...



Contribute

Collaborate

Partner

We must  
remain  
student  
centered

Trust

Work  
together

Patience

**Equitable voices**  
for all special  
interest groups

**Unified** support  
for District work  
across the county

Board policy  
decisions that can  
move the District  
**forward**



# Graduating Success Ready!

# The power of Collective Impact





# Racine County Education Master Plan