



WAUNAKEE

COMMUNITY SCHOOL DISTRICT

Continuous Improvement Teams

July 13, 2026

Mission, Vision, and Equity Statements

- **Mission Statement:** “Committed to Children...Committed to Community...Committed to Excellence”
- **Vision Statement:** The Waunakee Community School District is a collaborative learning community that works with students, staff, families, and the community to ensure that every student is ready for college and career; through a focus on data, research based best practices, and engagement with students to be active partners in their learning.
- **Equity Statement:** The Waunakee Community School District embraces the differences among our students, staff, and families. We work to provide a safe environment with access to resources, opportunities, and instruction for all students to reach their full potential in the classroom and beyond. We strive to create a culture of dialogue, acceptance, and inclusion. We are committed to engaging all students so that they may thrive academically, socially, and emotionally in an ever-changing multicultural society.





W A U N A K E E

WARRIORS

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Why Continuous Improvement Teams?

Purpose:

- Establish a systematic process for **improving student outcomes** and organizational **effectiveness**
- Create building-level **ownership** of district strategic **priorities** aligned to Board goals
- Utilize data to **identify challenges**, monitor **progress**, and **adjust** practices
- Foster **collaboration** among staff to **solve problems** closest to students
- Build a **culture** of **continuous learning** and improvement across the district

Key Message:

CITs move improvement efforts from isolated initiatives to a coordinated, sustainable system focused on student success.



What Do Continuous Improvement Teams Do?

Core Responsibilities:

- **Review** student achievement, attendance, behavior, and engagement data
- **Monitor** implementation of district and school improvement plans
- **Identify** barriers to student success and develop action steps
- **Facilitate** communication between staff, administration, and district leadership
- **Evaluate** the effectiveness of interventions and instructional practices

Team Composition:

- Principal or administrative representative
- Teacher leaders
- Support staff representatives
- Other stakeholders as appropriate

Key Message:

CITs serve as the engine that drives school improvement efforts through collaborative problem-solving and accountability.



Alignment to District Priorities

Supports Key District Goals:

- Academic achievement and growth
- Literacy and numeracy improvement
- Student well-being and belonging
- Staff development and leadership capacity
- Operational excellence and stewardship of resources

Benefits:

- Greater **consistency** across schools
- Increased **staff engagement** in decision-making
- **Improved use of resources** and interventions
- Enhanced **monitoring** of school improvement

Key Message:

Continuous Improvement Teams provide the structure necessary to turn strategic priorities into measurable results.



Survey Results

Principals and Associate Principals (AP) were asked to complete the survey.

12 responses



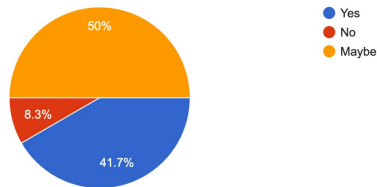
Survey Results

How many staff members are on your CIT?
12 responses



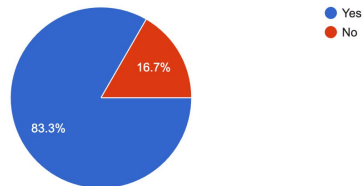
- CITs range in groups from (6-10) to (11-15) members per building.

Are you planning to add new members for the 26-27 school year?
12 responses



- 91.7% of teams are open to the idea of expansion.

Did this replace (e.g. new people or structure) guiding coalitions in your building?
12 responses



- This high replacement rate indicates a commitment to the new framework and consolidates resources into a single, cohesive team structure.

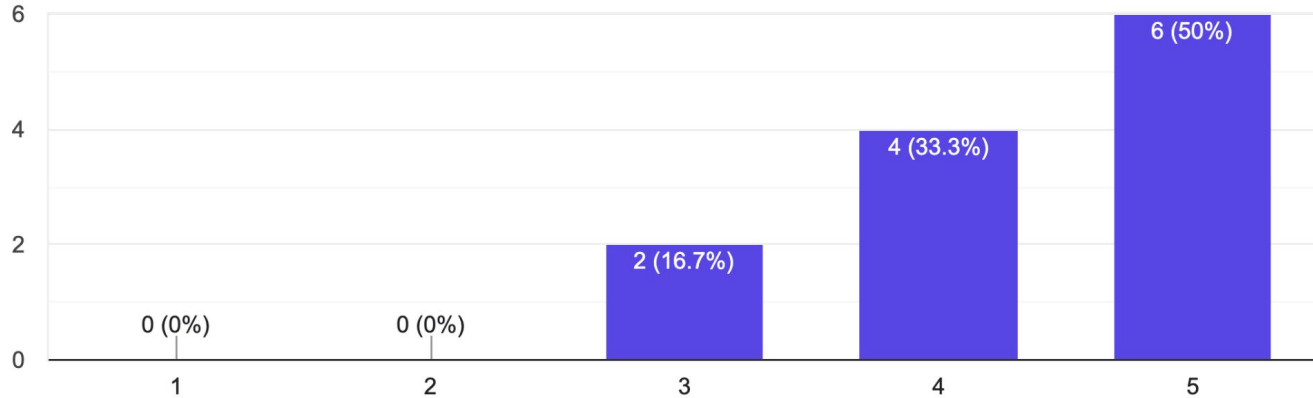


Survey Results

Our Continuous Improvement Team has a clear purpose and understands its role in advancing district priorities.

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12 responses

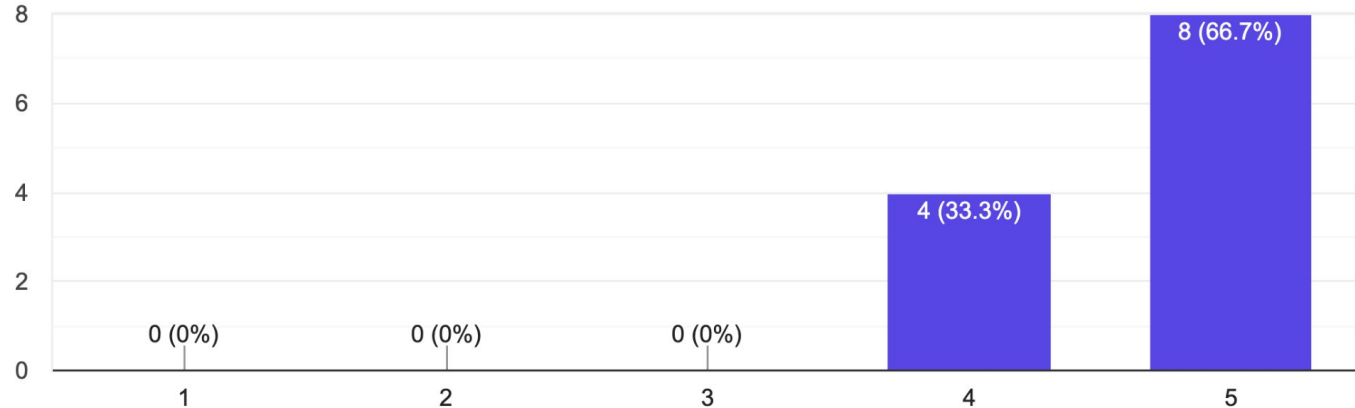


Survey Results

Team meetings are productive, focused, and make effective use of members' time.

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12 responses

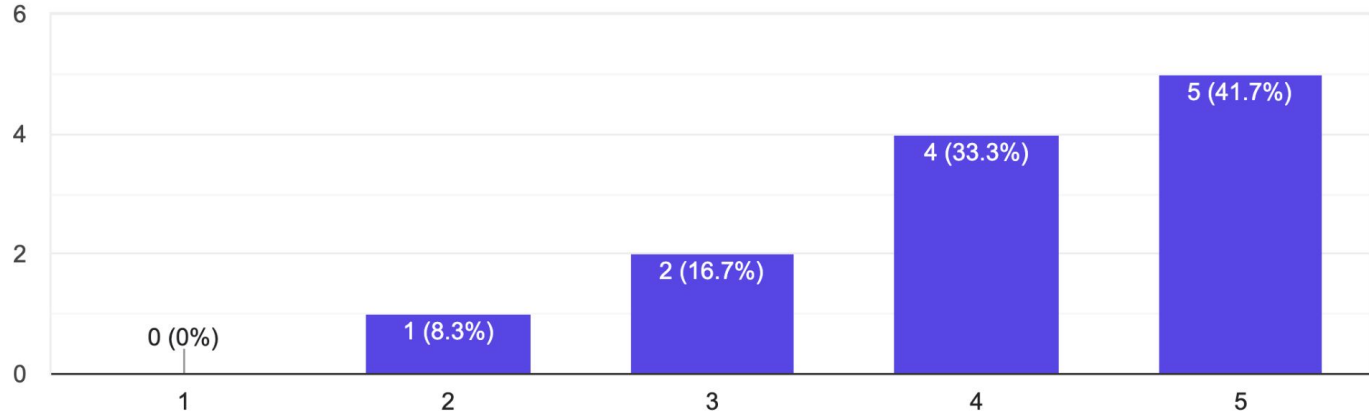


Survey Results

Our team uses relevant data and evidence to guide discussions, decisions, and action planning.

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12 responses

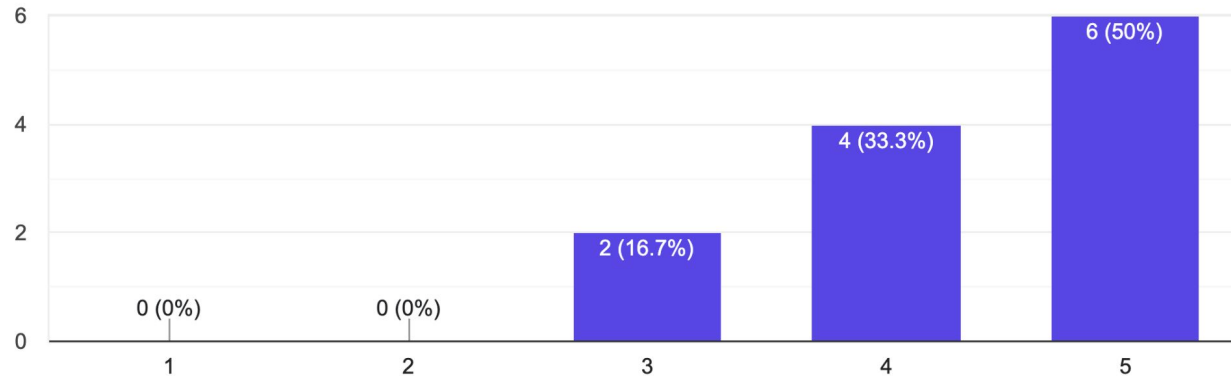


Survey Responses

Participation on this team has resulted in meaningful improvements in practices, systems, or student outcomes.

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12 responses

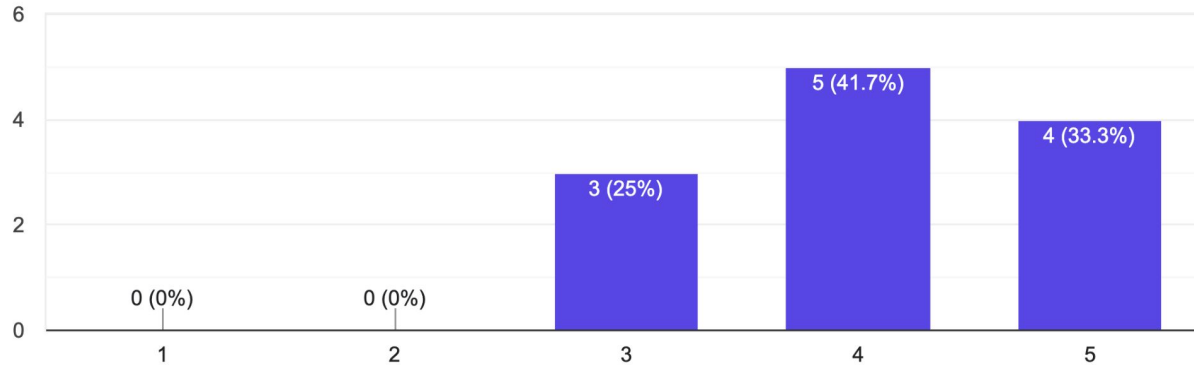


Survey Results

Communication between the Continuous Improvement Team and staff/stakeholders is clear, timely, and supports district-wide alignment.

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12 responses



Survey Comments

What is one strength of our Continuous Improvement Team structure?

- Our team has taken ownership of our data protocol and it has been a great way to gather formative and summative data. One thing we are still working on is empowering our teacher leaders to feel they can lead the team through healthy conflict and making decisions.
- Strength: We've developed two tools (discourse and feedback) to support progress towards our goals. Having the stipend has been helpful in keeping members committed to this work.
- A strength of our CIT team is that we're creating a better form of 'collaborative leadership' (shared leadership) to move the work of the building forward. We need to continue to make sure that we have the right people and get the team more involved.
- Team divided into smaller sub-groups for more efficient planning for professional development days. Meetings are run efficiently and are focused on what the goals are for the school for the year. This team is also going to engage in the SAIL process to further move the needle forward.
- Growing our teacher leaders within the building. This year with the clear role and stipend it has been easier to have additional learning (book studies/ data reflections) outside of meeting times to make the time we are together more impactful.



Survey Comments

What is one recommendation for improvement?

- One recommendation for improvement of our team is be prepared to revisit the "why" behind analyzing student data as a team in order to maintain PLC team focus and effort toward continuous data reflection that impacts student learning throughout the school year.
- I think our CIT has excelled at working together collaboratively, there seems to be a lot of trust within the team and people enjoy working with one another. I would like to see our team have more of a focus on our school goals and continuous improvement of teaching and learning, both in the classroom and our PLTs throughout the year. Right now the focus has solely been on developing PD for our building PD days.
- Improvement: Still working on getting representation from all groups across the building on the team. Continuing to build the capacity/confidence of our teacher leaders (representative of the original framework/expectations/roles).
- A recommendation for improvement is just to continue with our "FOCUS". Over the years there have been many shiny objects that we are working towards, however this past year it really feels like there has been a much more focused effort from the district and building level. We need to stay focused (less is more).



Financial Impact

BUILDING:	Arboretum Elementary	Heritage Elementary	Prairie Elementary	Intermediate School	Middle School	High School	Total
# OF TEAM MEMBERS:	9	10	9	10	10	14	62
ANNUAL COST:	\$9,000	\$10,000	\$9,000	\$10,000	\$10,000	\$14,000	\$62,000

Key Message:

The investment supports a sustainable structure for ongoing school improvement rather than a one-time initiative.



Expected Outcomes

- Improved student achievement and growth
- Stronger implementation of district/building initiatives systematically
- Increased staff leadership capacity
- Increased alignment between district and building goals
- Maximizing district resources through data-informed decision-making
- Review outcomes and report progress to the Board of Education



Summary Statement

Continuous Improvement Teams create the organizational capacity necessary to achieve district goals, support educators, and ensure that every student benefits from a culture of continuous growth and excellence.

Central Office administrators and building level teams will continue to work collaboratively to continue strengthening the leadership capacity of CIT's to focus on continuous improvement for all students.

Continuous improvement teams will continue for the 26-27 school year to serve as a strategy to meet board and school goals including: By 2029, all buildings including the district will significantly exceed expectations on the state accountability report card.





State Accountability Report Card

	2020-21	2021-22	2022-23	2023-24	2024-25	NEED
Arboretum Elementary School	92.1	90.4 ⁽⁻⁾	86.6 ⁽⁻⁾	84.4 ⁽⁻⁾	85.2 ⁽⁺⁾	---
Heritage Elementary School	85.7	79.6 ⁽⁻⁾	71.7 ⁽⁻⁾	72.5 ⁽⁺⁾	81.2 ⁽⁺⁾	2.8
Prairie Elementary School	87.2	85.9 ⁽⁻⁾	86.2 ⁽⁺⁾	87.8 ⁽⁺⁾	87.5 ⁽⁻⁾	---
Waunakee Intermediate School	91.5	89.1 ⁽⁻⁾	86.6 ⁽⁻⁾	88.4 ⁽⁺⁾	95.1 ⁽⁺⁾	---
Waunakee Community Middle School	74.3	72.7 ⁽⁻⁾	69.8 ⁽⁻⁾	70.5 ⁽⁺⁾	76.9 ⁽⁺⁾	7.1
Waunakee Community High School	80.3	78.4 ⁽⁻⁾	78.5 ⁽⁺⁾	76.8 ⁽⁻⁾	80.5 ⁽⁺⁾	3.5
Waunakee Community School District	83.0	80.7 ⁽⁻⁾	79.4 ⁽⁻⁾	78.9 ⁽⁻⁾	84.6 ⁽⁺⁾	---

KEY

Significantly Exceeds Expectations (SEE)
Exceeds Expectations (EE)
Meets Expectations (ME)
Meets Few Expectations (MFE)
Fails to Meet Expectations (FTME)

(84-100)
(71-83.9)
(60-70.9)
(49-59.9)
(0-48.9)

** Performance category cut scores were increased beginning with the 2024-25 report cards.*



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SIGNIFICANTLY EXCEEDS EXPECTATIONS

#WaunakeeWAY
24- 25 REPORT CARD



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