

# SCHOOL DISTRICT OF RHINELANDER

## 2024-25 Local Report Card



**MISSION:** Equity, Empowerment, and Excellence for All

The **SCHOOL DISTRICT OF RHINELANDER'S STRATEGIC PLAN** identifies and evaluates key performance indicators for each of the four core areas using a five point scale.

### RATING



SIGNIFICANTLY  
EXCEEDS  
EXPECTATIONS



EXCEEDS  
EXPECTATIONS



MEETS  
EXPECTATIONS



MEETS FEW  
EXPECTATIONS



FAILS TO MEET  
EXPECTATIONS



### CORE AREA #1: STUDENT LEARNING & SUCCESS

#### KEY PERFORMANCE INDICATORS



- **DPI Report Card 2024-25:** 3 - Meets Expectations
- **Hodag Readiness 2024-25:** 5 - Significantly Exceeds Expectations
  - **Academic Indicators:** 5 - Significantly Exceeds Expectations
  - **Career Indicators:** 5 - Significantly Exceeds Expectations
  - **Life Indicators:** 5 - Significantly Exceeds Expectations
- **11th Grade ACT Composite 2024-25:** 2 - Meets Few Expectations
- **ACT Composite Growth:** 4 - Exceeds Expectations
- **3rd-8th Grade Forward Testing Achievement:** 3 - Meets Expectations



### CORE AREA #2: OPERATIONAL & FINANCIAL STEWARDSHIP

#### KEY PERFORMANCE INDICATORS



- **SDR Budget Aligned to Core Areas:** 4 - Exceeds Expectations
- **School Financial Audit:** 4 - Exceeds Expectations
- **Facility Plan:** 4 - Exceeds Expectations
- **Fund Balance Status:** 3 - Exceeds Expectations
- **School Safety:** 4 - Exceeds Expectations
- **Technology Plan:** 4 - Exceeds Expectations



### CORE AREA #3: HIGH PERFORMING TEAMS

#### KEY PERFORMANCE INDICATORS



- **Staff Engagement:** 4 - Exceeds Expectations
- **Staff Satisfaction:** 4 - Exceeds Expectations
- **Staff Recruitment:** 4 - Exceeds Expectations
- **Staff Retention-All Staff:** 5 - Significantly Exceeds Expectations
- **Staff Retention-1st year staff:** 4 - Exceeds Expectations
- **Data Driven Collaboration (PLCs):** 5 - Significantly Exceeds Expectations



### CORE AREA #4: ENGAGEMENT & CONNECTEDNESS

#### KEY PERFORMANCE INDICATORS



- **Student Learning:** 4 - Exceeds Expectations
- **Student Experience:** 4 - Exceeds Expectations
- **Student Environment:** 4 - Exceeds Expectations
- **Student Connection:** 4 - Exceeds Expectations
- **Student Engagement in Activities:** 3 - Meets Expectations
- **Family Connectedness:** 4 - Exceeds Expectations
- **Community Connectedness:** 4 - Exceeds Expectations

# SCHOOL DISTRICT OF RHINELANDER

## 2024-25 Local Report Card: Hodag Areas of Distinction



### CORE AREA #1: STUDENT LEARNING & SUCCESS

- Hodag Readiness remains a leading strength. The school met or exceeded nearly all life and career readiness indicators. This progress demonstrates meaningful growth in academic preparation and post-secondary readiness.
- Students showed exceptional progress on the ACT, improving from a 15.4 composite score as freshmen to 17.9 as juniors – a 2.5-point increase. This growth reflects effective instruction, targeted support, and strong student effort over time.
- Forward Exam results indicate over 40% of students achieved “Meeting” or “Advanced” levels in English Language Arts and Math. These results reflect stable performance and continued focus on foundational academic skills.



### CORE AREA #2: OPERATIONAL & FINANCIAL STEWARDSHIP

- We are continuing to fund the core areas in the schools despite the limitations of state and federal funding.
- With the \$3M operational referendum, we continue to operate with a high level of resources and optimal class sizes.
- We will complete the construction project at the middle and high school this year. Our maintenance budget allows for needed facility improvements in the school district.



### CORE AREA #3: HIGH PERFORMING TEAMS

- A new staff survey tool was implemented, providing more relevant, actionable data. The information can be cross referenced with student survey results, strengthening our insights and ability to shape our Climate and Culture.
- Our hiring process includes a “Round 2” discussion with the superintendent, during which candidates respond to a positivity questionnaire. This has strengthened our selection process and helps ensure new staff are a fit for SDR.
- Staff turnover continues to be relatively low with the aggregate three-year rolling average of 7.24% for all positions combined. Likewise, our year 1 to year 2 retention data remains strong at 85% in aggregate.



### CORE AREA #4: ENGAGEMENT & CONNECTEDNESS

- SDR Students demonstrated an increase in all student survey questions regarding student learning, student experience, student environment, and student connection.
- Over 90% of SDR students agree they try their best at school, have good friends at school, like helping others when they can and their teachers treat them with respect.
- The highest % (32%) on the Family & Community Survey was a score of 10/10. 75% of scores were between 7 or higher using a scale of 1-10, with 1 being low and 10 being high for recommending SDR to others.
- Student participation in the School District of Rhinelanders at both the elementary and middle school levels is robust, with rates exceeding 80 percent, indicating a strong sense of involvement in school and community activities.