



STRATEGIC GOALS 2022-2023

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| <p>VISION</p> | <p>To create a place where students love to learn, staff love to work, and people love to live</p> | |
| <p>MISSION/ PURPOSE</p> | <p>To empower our students to create their own future</p> | |
| <p>STRATEGIC PLAN 2025</p> | <p>TARGET STATEMENTS (GOAL: 2025)</p> | <p>ACTION STEPS (2022-2023 School Year)</p> |
| <p>Implement the Wilson SD Profile of a Wilson Graduate</p> | <ul style="list-style-type: none"> • Implementation of all attributes and indicators with metrics in place. • Identify priority areas for each school year in the three focus areas: Life, Career, and College Ready. | <ul style="list-style-type: none"> • Present the Profile to the community in an easy-to-understand format. • Collect baseline data • Secure tool(s) to track and report data • Develop a system to consistently measure and intervene for student attendance if they fall below the 90% threshold. • Create an action plan to ensure students achieve a "C" or better in English and Math. • Evaluate College/ Education/ Work (CEW) implementation K-12 and recommend areas of growth. |
| <p>Recruit, Hire, On-Board and Retain the Best Employees</p> | <ul style="list-style-type: none"> • Ensure all positions have a current and accurate job description. • Streamline the application process. • Standardize the hiring process to provide consistency. • Create a new employee on-boarding program. • Understand why staff leave and/or remain with the district. • Develop a plan for employee recognition. | <ul style="list-style-type: none"> • Conduct a review and update of district job descriptions. • Research a new tool for the employee application process– ensure it is accessible for all applicants. • Develop a flow chart for the hiring process to be shared with district leadership. • Create a new employee training module including a welcome message. • Determine process to acknowledge employee years of service. • Conduct an annual staff culture survey. |
| <p>Evaluate and Strengthen Curriculum, Instruction, Assessment and Learning Environment</p> | <ul style="list-style-type: none"> • Our assessments and instruction is purposeful; they measure what students need to be able to do to succeed at the next stage of education or in work and life. • Our assessments and instruction does not presume that all students have the same history, culture, and lived experience. • Examine and build instructional plans that promote self awareness, self management, social awareness, relationship skills and responsible decision making for our students. • Prioritize the creation of an optimal learning culture for all students in and beyond our classrooms. | <ul style="list-style-type: none"> • Develop and implement tools to evaluate the purpose and quality of all formative and summative assessments in grades 6-12. • Ensure alignment of common summative assessments in grades 6-12 and clearly communicate learning targets and success criteria in grades PreK-12. • Plan instruction from the perspective of student learning, rather than doing. • Explicitly teach for a growth mindset and provide access to resources for continuous learning opportunities for all students. |

Create a Safe and Secure Environment for Students, Staff and the Community

- Ensure a safe and secure environment for all students and staff.
- Increase a sense of belonging in our learning community.
- Increase police/ security presence at all campuses.
- Ensure doors are secured, monitored and functioning properly.
- Cameras - Quality, location, accessibility.
- Increase training for students, staff and the community.
- Evaluate visitor access to buildings and develop and communicate a consistent process.
- Create, implement and evaluate a district-wide culture survey.
- Use the results of the survey to develop action items for implementation with a goal of increasing student engagement and sense of belonging.
- Establish a connection for all students with at least one trusted adult.

Demonstrate Fiscal Responsibility

- Ensure that public monies expended by the School District are utilized to support the educational and strategic plan in a comprehensive and efficient manner, to maintain District facilities, and to honor District obligations..
- Strategically plan for future enrollment growth and associated costs.
- Review the alignment of our strategic plan to our current resources and make adjustments where deemed necessary.
- Intentionally phase in budget capacity to fund the annual personnel and operating expenses necessary to address future student enrollment growth.

Assess and Evaluate Facilities Improvement Projects

- Present recommendation for the High School renovation project.
- Continue to assess and evaluate enrollment growth to develop a recommendation for Phase 2.
- Engage the architects on reduced scope to obtain updated plans for board considerations.
- Conduct and analyze an updated enrollment study.
- Engage the board in discussions regarding next steps for Phase 2.

Strategies to Maximize Impact of the Strategic Goals:

Increase Stakeholder Voice

District will place an emphasis on elevating stakeholder voice by providing opportunities to share thoughts, ideas and recommendations through various platforms.

Celebrate the Wins

Ensure that we are sharing the stories of our students, staff, and community through our District communications channels.