

**Wilson School District Strives:  
To create a place where  
“students love to learn,  
employees love to work, and  
people love to live.”**

# Goals

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

Click [here](#) to review the Strategic Plan w/ Goal Evidence



# Implement the Profile of a Wilson Graduate

## Present Profile to the Community

- Presented the profile at the Nov. 22, 2022 board meeting.
- Launched the Profile of a Graduate website on Dec. 6, 2022.
- Informed the Wilson Community of this new approach to specify the cognitive, personal, and interpersonal competencies that students should possess when they graduate from Wilson High School through a district-wide communication.

## Evaluate College/ Education/ Work Implementation

- Met with Naviance to review Elementary version for CEW tracking and lesson/content; follow up meeting scheduled w/ counselors.

## Create Action Plan to Ensure Students Receive a “C” or better in English/Math

- Developed plan including specific action steps to work toward obtaining the goal.

## Collect Baseline Data

- Developed a draft of the data that will be utilized to track our progress with the identified indicators.
- Engaging staff in each school to reinforce district priorities.





## Create a New Employee Training Module

- Research was conducted via Vector Solutions in which all district employees have a username and password.

# Recruit, Hire, On-Board & Retain the Best Employees

## Conduct a Review and Update of District Job Descriptions

- Taskforce was developed and all support staff job descriptions were reviewed & proposed changes were made.
- Employee involvement in proposed changes.
- Proposed changes will be presented to the HR Committee for final approval.

## Work with Support Staff to Increase Job Satisfaction

- Conducted a Support Staff Survey.
- Utilized the data from the survey to hold focus groups with Support Staff representing departments across the district.
- Identified top priorities for consideration.

## Develop a Flowchart for Hiring Process

- The flow charts for individual groups of employees have been developed.

# Evaluate and Strengthen Curriculum, Instruction, Assessment & the Learning Environment



## Teach for Growth Mindset

- Connect students to each other - examples SIA (Student Instructional Aide) Program, Book Buddies.
- Class meetings to address social & coping skills, and relationships.
- Develop and provide club and extra-curricular opportunities.
- Parent nights to share information with various constituents.
- Build community partnerships focusing on the needs of our students.

## Develop Tools to Evaluate Assessments

- Professional development sessions began with the start of the current year and continue to date and focus on the following questions:
  - Do our assessments measure what we intended for our students to learn?
  - Do they provide evidence of appropriate student learning?

## Align Summative Assessments & Communicate Learning Targets

- Secondary professional learning at the department level continues to focus on summative assessment validity, utilizing feedback loops with teacher teams and administrators.
- Continued coaching across the district to ensure clearly articulated learning targets and success criteria.

## Plan Instruction From Perspective of Student Learning

- Total experience learning cohort - inquiry-based learning in authentic situations.
- Professional learning on the use of formative and summative assessment data to plan for engaging instruction.
- Provide students with relevance, the why, of what they are learning
- Incorporate social/emotional and executive functioning skills with academics.
- Embed professional learning on instructional planning that begins with a clear articulation of what students should know, understand, and be able to do.



# Create a Safe and Secure Environment

## Increase Police Presence on Campus

- SRO Contracts/Intergovernmental Agreements with local Law Enforcement for campus presence.

## Evaluate Visitor Access to Buildings

- Gathering potential solutions.; reviewed visitor access protocols with staff.

## Ensure Doors Are Secured and Monitored

- New security card readers were installed at Spring Ridge and Shiloh Hills Elementary Schools.

## Cameras- Quality & Location

- December 2022 current cameras were repaired/replaced and new possible new locations discussed with the principals; meeting with BSGI to get quotes on upgrades and new equipment.
- Working with Bus Patrol and local Law Enforcement Agencies to add external cameras to our bus fleet.

## Implement a District-Wide Culture Survey

- Initial survey shared with all stakeholders in October 2022; Data collected for review in early 2023.

## Increase Training for All Stakeholders

- CSTAG Training/Team Development - January-March 2023.
- [Parent Guidance Training](#) opportunities - 6x per year on youth mental health topics (recorded and archived).
- Review Safe2Say process for students, staff, and administrators.

## Establish a Connection With a Trusted Adult

- Faculty activities to link adults to students - individual names, mentoring, check-ins.
- Climate & Culture survey results
- Work with HS & MS clubs to create a plan with the goal that children are not sitting alone at lunch time.



# Demonstrate Fiscal Responsibility

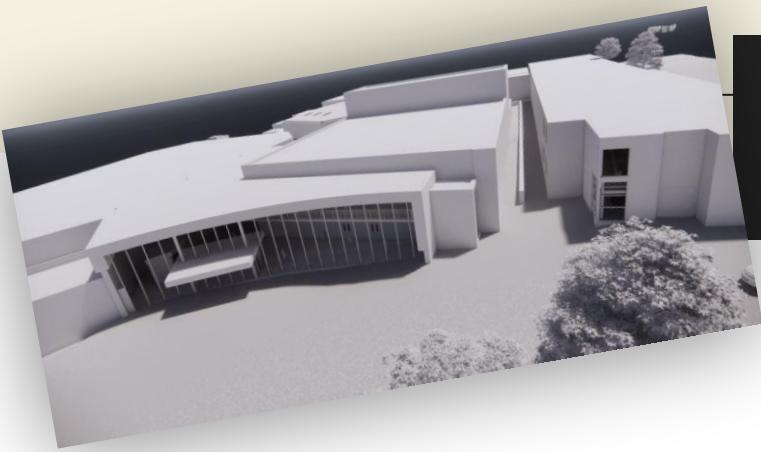
## Review the Strategic Goals to Align With Current Resources

- Reorganization changes in personnel addressed immediate priorities with no additional cost to the budget.
- Support staff pay rate data analysis and proposed adjustments work started at District Leadership Level and proposals of adjustments by department soon to come.
- Act 1 Index cap at 5% for 2023-24 budget per board motion in November 2022.
- District Leadership Team 2023-24 budget development continues and will be shared with Finance Committee monthly.

## Phase In Budget Capacity to Address Future Enrollment Growth

- Committed fund balance for enrollment growth of approximately \$2.5MM in October 2022.
- Current budget provides for \$1.5MM of continued phase-in of anticipated additional staffing and operating costs.
- Enrollment growth projections update from various sources to be reviewed with School Board at a future date.





# Assess & Evaluate Facilities Improvement Projects

## Engage Architects On a Reduced Scope Project

- Presented recommendation to a combined extracurricular facilities committee on October 10th, and to the full board on October 17, 2022 for board consideration.
- Board authorized the addendum to the contract with Crabtree, Rohrbaugh & Associates to enter the schematic design phase for the new high school performing arts center on November 7, 2022.
- Updated facilities project website with current information.

## Engage In Discussions Regarding Phase 2

- Received updated demographic data for review.
- Admin team is reviewing the updated projections and will be re engaging the full school board regarding the next steps.