



# Wilson School District

## STRATEGIC GOALS 2023-2024

<p><b>VISION</b></p>	<p>To create a place where students love to learn, staff love to work, and people love to live</p>	
<p><b>MISSION/ PURPOSE</b></p>	<p>To empower our students to create their own futures</p>	
<p><b>STRATEGIC PLAN 2025</b></p>	<p><b>TARGET STATEMENTS (GOAL: 2025)</b></p>	<p><b>ACTION STEPS (2023-2024 School Year)</b></p>
<p><b>Implement the Wilson SD Profile of a Wilson Graduate</b></p>	<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>• Align the 8 attributes to the indicators (create a matrix)</li> <li>• Create metrics and determine acceptable evidence for life, career, and college-ready indicators.             <ul style="list-style-type: none"> <li>- Develop and implement proactive strategies to promote 90% or greater average daily attendance</li> <li>- Implement the "C" or better plan in middle and high school math and ELA</li> </ul> </li> <li>• Establish what evidence demonstrates proficiency in each attribute (qualitative or quantitative)</li> </ul>
<p><b>Recruit, Hire, On-Board and Retain the Best Employees</b></p>	<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>• Continue to revise job descriptions, including alignment of the evaluation process</li> <li>• Explore a new employee onboarding system</li> <li>• Select a universal employee application tool</li> <li>• Conduct and analyze an annual staff climate survey to support action steps</li> <li>• Develop an employee "years of service" recognition process/system</li> <li>• Establish and work to achieve common goals with the WEA and Support Staff</li> </ul>
<p><b>Evaluate and Strengthen Curriculum, Instruction, Assessment, and Learning Environment</b></p>	<ul style="list-style-type: none"> <li>• Our assessments and instruction are 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 do 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>• Continue to align &amp; implement common summative assessments in grades 6-12.</li> <li>• Identify &amp; utilize varied modes of assessments to inform teaching and learning</li> <li>• Create district Assessment Framework</li> <li>• Implement LT &amp; SC in K-12 classrooms</li> <li>• Implement MTSS in grades K-5             <ul style="list-style-type: none"> <li>- Create &amp; utilize standard forms</li> <li>- Identify interventions</li> <li>- Implement Morning Meeting</li> <li>- Understand &amp; Develop plans for Zones of Regulation implementation</li> </ul> </li> <li>• Implement and evaluate structural changes to grade 6 math and ELA</li> <li>• Develop &amp; implement opportunities to strengthen school culture and increase student belonging at the Secondary level</li> </ul>

## 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
- Ensure door access system, cameras/monitoring software, and visitor access systems are upgraded and cover existing blind spots
- Develop strategies to improve safety and security on buses and bus routes
- Evaluate communication systems within and across buildings (radios, cell phone, etc.)
- Increase training and unify vocabulary in protocols for students, staff and community
- Develop action steps to increase student engagement and sense of belonging using a variety of measurements including the culture survey results
- 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
- Continue to align District vision, goals, and focus areas with budget development
- Develop an internal central hub of information for staff related to budgeting, purchasing, and other financial transactions to increase effective communication and create shared ownership
- Collaborate with District administration and external professionals related to the scope of the future building project(s) to assess the staffing and operational needs to calculate the estimated timeline and funding required to be included in the projected future budgets
- Research and implement a digital ticketing service to provide a cashless purchase option to students and the community for admission into extracurricular events, including athletic and non-athletic activities

## 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
- Continue to assess and improve upon existing District facilities and processes
- Continue to lead and manage all facets of construction projects from bid process through final completion
- Re-structure our operations leadership team to ensure appropriate oversight and training for continuous improvement
- Implement a new facilities reservation system that allows for appropriate staff coverage to create an excellent experience for our community, staff, and students
- Develop a plan to thoroughly integrate our visual brand across district facilities
- Create a district-wide plan to encourage ownership of facilities

## 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.

- Consider a Communications Audit
- Utilize various methods to gather stakeholder input /feedback:

### **Celebrate the Wins**

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

- Develop a monthly social media calendar
- Increase the use of Instagram stories/ reels
- Revamp our weekly communication to better reflect our District vision
- Develop a Year-In-Review piece to share our story/ goals/ accomplishments