



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

WILSON SCHOOL DISTRICT

"A Place Where
Students Love to
Learn, Staff Love to
Work, and People
Love to Live "

Number of
Employees

1,150

Average Lunches
Served/ Day: 3,093

Average Breakfasts
Served/ Day: 1,763

Total Student
Enrollment

6,418

of Buildings:

- 5 Elementary Schools
- 2 Middle Schools
- 1 High School

Number of Computing
Devices Deployed:
9,738

Total Annual Budget:
\$133 Million



Students
Transported

4,041

Size of District Fleet
87 vehicles



Our Students:

Speak 36 different languages

American Indian or Alaskan Native: <1%

Asian: 5%

Black or African American: 7%

Hispanic (any race): 27%

Multi-Racial: 4%

Native Hawaiian or Other Pacific Islander: <1%

White: 57%

37.54% are economically disadvantaged

5.14% are English Language Learners

21.27% have an IEP



Welcome to our New Staff!



WILSON SCHOOL DISTRICT



Strategic Goals 2025

- Implement the Profile of a Wilson Graduate
- Recruit, Hire, On-Board, and Retain the Best Employees
- Evaluate and Strengthen Curriculum, Instruction, Assessments and Learning Environment
- Create a Safe and Secure Environment for Students, Staff and the Community
- Demonstrate Fiscal Responsibility
- Assess and Evaluate Facilities Improvement Projects





Key Achievements

2022-2023 Strategic Plan Action Steps

Profile of a Wilson Graduate

- Presented Profile to the community
- **Collected baseline data**
- Secured tools to track and report data
- Developed a system to measure and intervene for student attendance
- **Created an action plan to help students achieve a "C" or better in English and math**
- Evaluated College/ Education/ Work implementation

Recruit, Hire & Retain Employees

- Reviewed and updated all support staff job descriptions
- Worked with support staff to identify areas that impact job satisfaction
- **Completed a support staff compensation review**
- Developed a flow chart for the hiring process
- Determined a process to recognize years of service
- Researched tools for the employment application process

Curriculum, Instruction, Assessment & Environment

- Developed and implemented tools to evaluate assessments
- **Alignment of common summative assessments**
- **Prioritized creation of optimal learning environment**
- Examined and created instructional plans that promote social-emotional competencies

Key Achievements

2022-2023 Strategic Plan Action Steps



Create a Safe and Secure Environment

- Added 2 SRO positions for Middle School/ Elementary coverage
- Repaired security cameras and ensured all doors are functioning properly
- Provided Parent Guidance Trainings for community
- Engaged in crisis response training
- Conducted a district-wide culture survey

Demonstrate Fiscal Responsibility

- Aligned District goals to current resources including:
 - Support staff pay rate analysis/ adjustments
 - Reorganization changes to address immediate priorities with no additional cost
 - Act 1 index cap at 5% for 2023-2024 budget
- Phased in budget capacity to fund personnel and operating expenses

Assess & Evaluate Facilities Improvement Projects

- Presented a reduced scope project for the Performing Arts Center.
- Board approved continuing on the design development phase
- Assessed District facilities for repairs
 - Mack Stadium repairs/ upgrades
 - Roof repairs
 - Upgraded HVAC at Lower House
 - Upgraded Natatorium
- Began discussions about Phase 2 construction project (elementary enrollment/ Southern upgrades)



Strategic Focus Areas

2023-2024





<https://www.youtube.com/watch?v=316A9NUF-bU>



Implement the Profile of a Wilson Graduate

- Align the 8 attributes to the indicators (create a matrix)
- Create metrics and determine acceptable evidence for life, career, and college-ready indicators.
 - Develop and implement proactive strategies to promote 90% or greater average daily attendance
 - Implement the “C” or better plan in middle and high school math and ELA
- Establish what evidence demonstrates proficiency in each attribute (qualitative or quantitative)

An aerial photograph of the Wilson School District campus. In the center, a large red running track surrounds a baseball field. The baseball field has "BULLDOGS" written in red on the infield dirt. To the right of the track is a large, modern school building with a red roof. Further back, there are several other school buildings and a large parking lot. In the foreground, there is a green football field with white yard lines. The background shows a residential neighborhood with houses and trees, and distant hills under a clear sky.

Wilson School District: Profile of a Graduate



Recruit, Hire and Retain the Best Employees

- Continue to revise job descriptions and alignment to the evaluation process
- Explore a new employee onboarding system
- Select a universal employee application tool
- **Conduct and analyze an annual staff climate survey to support action steps**
- Develop an employee “years of service” recognition process/system
- Establish and work to achieve common goals with the WEA



Evaluate and Strengthen Curriculum, Instruction, Assessment and Environment

- Continue to align & implement common summative assessments in grades 6-12
- Identify & utilize varied modes of assessments to inform teaching and learning
- Create district Assessment Framework
- Implement LT & SC in K-12 classrooms
- Implement MTSS in grades K-5
 - Create & utilize standard forms
 - Identify interventions
 - Implement Morning Meeting
 - Understand & Develop plans for Zones of Regulation implementation
- Implement and evaluate structural changes to grade 6 math and ELA
- Develop & implement opportunities to strengthen school culture and increase student belonging at the Secondary level



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



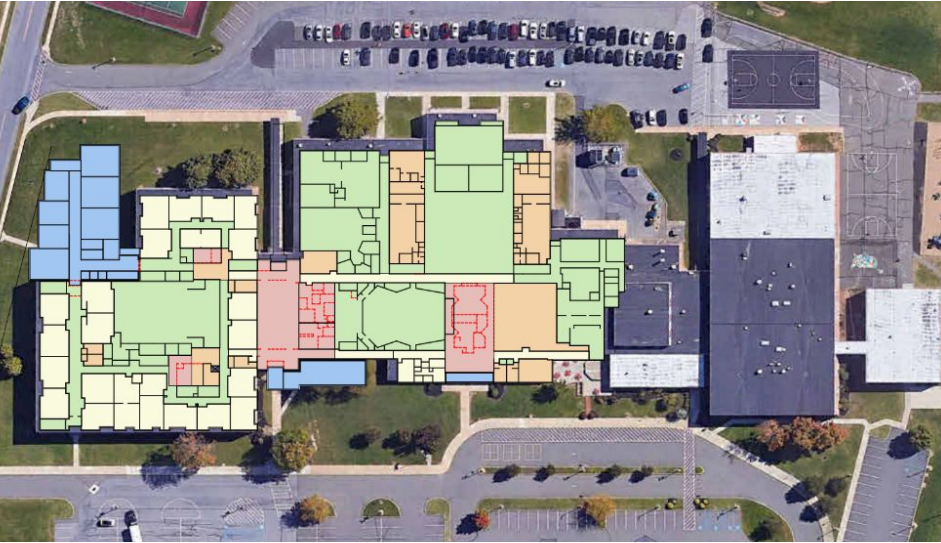
Demonstrate Fiscal Responsibility

- **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
- 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



Assess and Evaluate Facilities Improvement Projects

- **Continue to lead and manage all facets of construction projects from design 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



Renovations/ Expansion at Southern Middle School

Renovate and build a 12 classroom addition to Southern Middle School, including a newly constructed, secure entry and science labs.



New Elementary School at Lincoln Park

Build a new 3 section per grade elementary school on the Lincoln Park site – creating 6 elementary schools.



Increase Stakeholder Voice
Celebrate the Wins

Increase Stakeholder Voice

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

- Research 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



District Department Introductions



Teaching and Learning

Dr. Stacey Stoudt, Assistant
Superintendent

Dr. Gangi Cucciuffo, Director

The Teaching and Learning Department collaborates with our professional educators throughout the various stages of the teaching and learning process, to achieve maximum instructional impact while establishing and sustaining a classroom environment and school culture where students love to learn.

The District's Preschool, Pre-K Counts and Before and After Childcare programs are also directed by the Department of Teaching and Learning.





Finance

Christine Schlosman, Chief Financial Officer

The finance department plays a comprehensive role in the district that extends beyond budget management, encompassing tasks such as contract management, timely vendor payments, payroll processing, tax collection and effective asset oversight.





Technology

Ryan Fitterling, Director

The Wilson Department of Technology provides students, teachers, staff, and administrators with exceptional service and innovative technologies while providing the opportunity for skills advancement, enabling them to become more efficient and effective in their academic and professional roles within the Wilson School District.





Special Education

Joni Lefever, Director

The Department of Special Education administers the delivery of educational evaluation, identification, placement and program to students with disabilities and/or gifted ability under the mandates of the federal and state guidelines.





Student Services

Dr. Andy Hoffert, Assistant
Superintendent

In addition to Special Education and Gifted Support Services, the Student Services Department covers all non-curricular areas of the student experience, including Registration and Child Accounting, Counseling and Psychological Services, and Health Services.





Human Resources

Matt Bender, Director

The Office of Human Resources is responsible for integrating the administrative departments and schools into the framework of the district, providing advice and counsel to administrators, teachers and support staff and strengthening efforts to attract and retain quality staff at all levels.





Facilities

Jeff Simcox, Director

The Facilities Department efficiently manages buildings and grounds, encompassing maintenance, repairs, renovations, landscaping, and custodial services. Our team ensures a safe, functional, and appealing environment that enhances the educational experience.





Food Service

Sarah Ginn, Director

The Wilson Food Service Team is dedicated to serving healthy, nutritious, appetizing meals to provide students a solid foundation to engage in learning and develop a healthy lifestyle. The District's Catering Department also provides a variety of services for school meetings, banquets and community events.





Transportation

Randy Williams, Director

The Transportation Department is responsible for the safe, daily transportation of approximately 4,200 students attending Wilson schools and local Non-Public schools.





Public Relations

Karen Troutman, Director

The Public Relations Department showcases the remarkable accomplishments of both students and staff within the District. They play a crucial role in facilitating the flow of information among the district, media outlets, and the community. Additionally, they direct the District's Communications Plan and offer support to the District Administration and School Board. As part of their responsibilities, they also serve as the official spokesperson for the District.





Welcome to Wilson!

A place where...

***Students Love to Learn,
Staff Love to Work, and
People Love to Live***