

# Wilson School District

“Creating a place where students love to learn, employees love to work, and people love to live.”

## Goal Report



\$98188.24  
FOR THE KIDS



# Goals



## STRATEGIC GOALS 2023-2024

<b>VISION:</b>	To create a place where students love to learn, staff love to work, and people love to live
<b>MISSION/ PURPOSE:</b>	To empower our students to create their own future
<b>STRATEGIC GOALS 2025</b>	
<ul style="list-style-type: none"> <li>● Implement the Wilson SD Profile of a Wilson Graduate</li> <li>● Recruit, Hire, On-Board and Retain the Best Employees</li> <li>● Evaluate and Strengthen Curriculum, Instruction, Assessment, and Learning Environment</li> <li>● Create a Safe and Secure Environment for Students, Staff, and the Community</li> <li>● Demonstrate Fiscal Responsibility</li> <li>● Assess and Evaluate Facilities Improvement Projects</li> </ul>	
<b>STRATEGIC GOALS 2025</b>	<b>2023-2024 ACTION STEPS AND EVIDENCE</b>
Implement the Wilson SD Profile of a Wilson Graduate	<ul style="list-style-type: none"> <li>■ Align the 8 attributes to the indicators (create a matrix)               <ul style="list-style-type: none"> <li>○ Connection to the <a href="#">PA Career Ready &amp; Employability Skills</a> Continuum                   <ul style="list-style-type: none"> <li>■ 9th-grade experience design - 3 questions</li> <li>■ Alignment of the Comprehensive Plan with the profile</li> <li>■ Promotion of pedagogy that aligns with the profile (TEpL, M.Y. Time, professional learning cohorts) - cohort data                       <ul style="list-style-type: none"> <li>● Grade 2 Literacy cohort monthly, Grade 1 Continuing Contact each trimester</li> <li>● TEpL cohort #2 completed, cohort #3 offered</li> <li>● Selection of a new whole child PreK curriculum</li> <li>● Planning to reimagine the <u>9th grade</u> experience beginning in 2024-25</li> </ul> </li> <li>■ Curricular design of WVA courses</li> <li>■ Implementation of student self-selected clubs in elementary school</li> <li>■ Superintendent Advisory Council</li> </ul> </li> </ul> </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                   <ul style="list-style-type: none"> <li>○ Communications and engagement of Spanish-speaking families (written communication, phone conversations, events) Mr. Artega</li> <li>○ Hired a Career Counselor, Hired a Home &amp; School visitor</li> </ul> </li> </ul> </li> </ul>

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



# Create a Safe and Secure Environment

**Ensure door access system, cameras/monitoring software, and visitor access systems are upgraded and cover existing blind spots**

- Camera and Door Access project approved at March 18 2024 board meeting
- Cameras installation underway Summer 2024, Card Access Summer 2025

**Develop strategies to improve safety and security on buses & bus routes**

- Completed ALICE Training with Transportation Department including ALICE for Bus Drivers
- Piloted Wayfinder Program - On-hold for additional buildings
- Updated MOU's for Bus Patrol approved May 2024

**Evaluate communication systems within and across buildings (radios, cell phones, etc.)**

- Digital two-way radios and repeaters purchased Spring 2024
- Equipment installation began June 2024

**Increase training & unify vocabulary in protocols for students, staff & community**

- Implemented Standard Response Protocol (SRP) across all buildings; ALICE Training and Situational Awareness module issued for all district employees
- Updated/Revised Emergency Operations Plan flip charts received
- CSTAG/Behavioral Threat Assessment Team Training with Building level Threat Assessment Teams
- Collaborated with local Law Enforcement to familiarize them with campuses and facilities

**Develop action steps to increase student engagement and sense of belonging**

- Completed PAYS 2023 in Nov. 2023 - results shared with Student Services Committee & Leadership Team

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



## Implement Elementary Multi-Tiered System of Support

- Standardized data teams in all elementary schools
- **Selected and implemented a universal screener to evaluate academic and social/emotional needs of students**
- Develop plans for Zones of Regulation and began PL for staff
- **Implemented Morning Meeting in all elementary classrooms**

## Align and Develop Assessments

- Continued the alignment of common summative assessments in grades 6-12, led by the T&L Supervisors & Lead Learners
- Identified varied modes of assessment to inform teaching and learning
  - Identify formative data collection tools
  - Implement data meetings
- **Developed District Assessment Framework document to guide and support all educators**
  - **Core Beliefs**
  - **Assessment Timeline**
  - **Guidelines for Grading & Reporting**

## Plan Instruction from Perspective of Student Learning

- Implemented Learning Targets and Success Criteria in all K-12 classrooms
- Middle School structure in ELA and Math learning experiences to a double period

## Strengthen School Culture

- **Analyzed school attendance and behavioral data to inform programming decisions**
- Formulated recommendations for shifts in structure at HS toward creating a 9th grade specific experience

# Implement the Profile of a Wilson Graduate

## Determine Evidence and Metrics

- Held monthly team meetings for review and planning
- Generated evidence of attributes & indicators
- Analyzed tasks for planning
  - Internal Engagement
  - Professional Learning
  - Data Collection
  - Messaging - Outreach
- Obtained Lead Learner, and staff input to add additional evidence to matrix.
- Engaged with potential data warehousing or software options
- Evaluated the effectiveness of data reporting of qualitative attributes
- **Positive achievement and growth results on the 2024 PSSAs**

**Life - Career - College**

## Development of Proactive Strategies

- **Prioritized promotion of increased attendance - belonging**
- **Created Senior Sprint**
- Prioritized academic achievement
  - Created and implemented "C" or better plans in secondary schools
  - Teacher conferences with families of students at risk

## Establish qualitative and quantitative measures

- Collected data on available current evidence
- Evaluated data and determined additional information needed

## Align Attributes to Indicators

- Created a matrix of alignment of the attributes, indicators, and evidence
- Connected to PA Career Ready & Employability Skills
- Shared skills rubric with Building leaders, counselors, & lead learners



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

## Continue to revise job descriptions & align the evaluation process

- December 2023 - Updated all Professional Job Descriptions
- Winter 2024 - Created a repository for all active and inactive job descriptions
- **March 2024 - Developed new support staff evaluation tools**
- June 2024 - Board approval of Professional & Administrative Job Descriptions

## Develop an employee “years of service” recognition process/system

- Developed the system to review accurate data
- Working to develop custom pins/process for employee recognition

## Conduct and analyze an annual staff climate survey to support action steps

- Collected baseline survey in May 2023
- New survey issued for comparison

## Work to achieve common goals with the WEA and Support Staff

- Monthly WEA & Administrative Labor Relations Meetings
  - MOU - Insurance Waiver Board Approved May 20, 2024
  - **Step / Credit Year Project - July 15 Board Agenda**
- **Created a Support Staff Focus group to meet and discuss the Handbook**
  - Meetings held Nov 7 & June 3 - Next meeting Nov 5, 2024
  - Revised Support Staff Handbook - collaborative approach - June 17 Board Agenda

## Create a more proactive hiring procedure

- Participated in 3 job fairs
- **With Board support, began active hiring/ recruiting process in March**
- **85% of professional staff positions filled by July 15**



# Assess & Evaluate Facilities Improvement Projects

## Develop a plan to thoroughly integrate our visual brand across district facilities

- Updated signage with new branding as needed
- Ensured new brand is utilized by outside vendors creating visual imagery for the district

## Re-structure operations leadership team to ensure appropriate oversight and training for continuous improvement

- **Hired a new Custodial Supervisor to elevate the performance of the custodial staff**
- Implemented a training program for custodians to ensure effective and efficient summer cleaning

## Lead and manage all facets of construction projects from bid process through final completion

- **Broke ground on Performing Arts Center - January, 2024**
- Facilitated numerous planning meetings for the design and planning of the new Lincoln Park And Renovated Southern Middle Schools
- School Board approved the authorization of the addendum to the contract with Crabtree, Rohrbaugh & Associates to enter the schematic design phase for the comprehensive additions and renovations to Southern Middle School and the new Lincoln Park Elementary School, inclusive of the investigative process necessary to design on August 21, 2023
- Led a forum engaging Lincoln Park Community members
- **School Board authorized the design development phase of the Lincoln Park/ Southern Middle School projection March, 2024**

## Implement a new facilities reservation system which allows for appropriate staff coverage to create an excellent experience for our community, staff, and students

- Implemented system across all facets of the organization
- Conducted a mid-year review of the system and made procedural changes based on user feedback





## Utilize various methods to gather stakeholder input /feedback:

- Met with our PTO/PTA representatives to provide an overview of the District goals and obtain feedback
- **Community Forum with Lincoln Park residents**
- Support staff focus group
- Regular meetings with our WEA leadership team
- Engaged with parents of rising seniors to review key areas of opportunity and determine gaps in support
- Ran a Thoughtexchange regarding our Phase 2 enrollment growth plan
- **Created a Superintendent's Advisory Council & held an initial meeting in Winter, 2024.**

# Increase Stakeholder Voice & Celebrate Wins!

## Increase the use of Instagram stories/reels

- Implemented stories into our social media strategy for promotion of events
- **Increased reach on Instagram by 18.25% compared to last year**

## Develop a Year-In-Review piece to share our story/goals/accomplishments

- **The first Year-In-Review piece was published in print and online in early September**
- Mid-year update was completed in February and shared during District "watch parties"

## Revamp our weekly communication to better reflect our District vision

- **Transformed the District's Bulldog Blitz e-newsletter to better reflect our vision and provide valuable information for our stakeholders**
- A community-wide postcard was mailed to all residents of the Wilson School District promoting the Bulldog Blitz
- Increased subscribers by 700 during the past year.
- Open rate is 54% which is 12% higher than the industry average

## Develop a monthly social media calendar

- Developed a calendar to establish regular weekly posts as well as social media campaigns



# Demonstrate Fiscal Responsibility



## Collaborate with District administration and external professionals related to the scope of the future building project(s)

- Crabtree Rohrbaugh & Associates continues to work on project scope and estimated construction costs; most recent estimates shared at June 2024 Facilities Committee Meeting; staffing & operating costs phase-in included in 2024-25 budget

- Financing representatives presented at the June 2024 Finance Committee meeting regarding timing and structure of financing options
- District-wide capital improvement projects multiple-year plan reviewed by Administration monthly throughout the 2023-2024 school year; 2024-2025 plan was board approved in June, 2024

## Develop an internal central hub of information for staff

- The Finance Office created a hub of finance related reference documents, including an electronic central supplies inventory catalogue to be launched in fall 2024

## Research and implement digital ticketing

- Selected HomeTown Ticketing, LLC to provide the option for digital ticketing
- **Launch occurred in spring, 2024**
- Expanding to include fall sports in 2024