

WESTSIDE COMMUNITY SCHOOLS 2021-2026 STRATEGIC PLAN



Mission: Why we exist

The Westside Community School District is defined by unparalleled excellence, innovation, personalization, and community engagement. We exist to ensure success for all learners and to redefine the standard for what education should be. The mission of the Westside Community School District, as an innovative educational system, is to ensure academic excellence and to serve the unique needs of all learners.

Vision: What we seek to become

Westside Community Schools will relentlessly pursue innovative educational ideals and promise to personalize student learning for every student. We invite the challenge of developing a community of learners who embrace a broader, richer definition of success.

Values: The unwavering foundation guiding our community's vision

- Student-first Culture
- Academic Excellence
- Belonging for All
- Financial Stability and Efficiency
- Leaders in Innovation

Goals and Strategies

Goal 1: Student Achievement and Well-Being -- All students will learn in an environment where adults know their students and focus on the work that best promotes their learning. Students are encouraged to excel academically, challenged to think, and valued as individuals with diverse needs.

Strategies:

- 1.1 Grow and nurture a district culture that values, demonstrates, and promotes a sense of belonging and dignity for all by embracing diversity, equity, and inclusion.
- 1.2 NDE Academic Classification
- 1.3 Percentage of teachers who scored proficient or above on instructional model self-assessment rubric.
- 1.4 *BASELINE IN AUG. 2022* Student learning is personalized, with intervention and enrichment opportunities included in the instructional program to support or enhance learning.
- 1.5 Curriculum is regularly reviewed and updated to reflect that the highest quality materials and assessments are used to promote student learning.
- 1.6 All students learn and practice social-emotional skills, including how to manage emotions, set goals, demonstrate empathy, and make responsible decisions.
- 1.7 Career readiness skills are integrated throughout the K-12 curriculum across all content areas.
- 1.8 Dual enrollment coursework, career academies, and work-based learning opportunities are available to all students before graduation.

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Goal 2: Supported and Engaged Staff -- District leaders will be innovative in attracting, selecting, developing, and retaining excellent staff in a quality work environment. All staff members will learn and grow in a culture where everyone belongs.

Strategies:

- 2.1 Cultivate diverse applicant pools reflective of our student demographics, and select the best, high-quality candidates.
- 2.2 Provide a safe and welcoming work environment that fosters belonging and engagement.
- 2.3 Mentor and develop staff through a comprehensive induction program, ongoing professional learning, and a growth-oriented appraisal process.
- 2.4 Build partnerships and develop growth-oriented programming to expand the internal pipeline of professional and diverse staff at all levels (i.e. EA to teacher ladder program, Educators Rising, leadership pipeline, etc.).
- 2.5 Recognize and provide support for all staff members as they move through the employee life cycle, which includes recruitment, onboarding, development, retention, and retirement.
- 2.6 Prioritize a competitive compensation package for all staff.
- 2.7 Develop and nurture a culture fostering teamwork, staff engagement, and shared leadership.

Goal 3: Community, Collaboration and Partnerships -- Communicate, partner with, and engage all stakeholders, by developing trust, demonstrating integrity, and communicating transparently to ensure positive student outcomes and community pride.

Strategies:

- 3.1 Regularly conduct analysis of District needs by engaging our parents and community stakeholders through transparent, two-way communication.
- 3.2 Positive Promotion: Actively promote and celebrate the district both within the organization and broader community through social media and other avenues.
- 3.3 Trust and Transparency: Ensure we build trust and culturally responsive relationships with all staff and stakeholders through proactive, effective, transparent and timely communication.
- 3.4 Engagement: Efforts to encourage staff and community engagement with district events and initiatives
- 3.5 Proactively communicate future issues, initiatives, and opportunities as well as current progress toward measurable strategic goals.

Goal 4: Finance, Safety, and Infrastructure -- Operations will support the district's efforts to maximize student learning and achievement by developing and maintaining short and long-term goals that support our objectives.

Strategies:

- 4.1 Sustain a district budget that addresses short- and long-term planning strategies, including equitable resource allocation and maintenance of an optimal cash reserve balance.
- 4.2 Plan for and facilitate the reconstruction and modernization of buildings in need by garnering community support for upcoming bond issues and alternative funding sources (i.e. the Westside Foundation, state and federal grants, and other entities) to sustain and/or develop innovative programs and facilities.

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- 4.3 Pursue avenues for alternative funding sources through the Westside Foundation, state and federal grants, and other entities to sustain and/or develop innovative programs and facilities.
 - 4.4 Provide secure, properly equipped, well-maintained, and updated facilities and infrastructure that ensure student safety and support the mission, vision, and strategic plan of the District.
 - 4.5 Offer high-quality meals to students and staff that are healthy, well-balanced, and prepared on site.
 - 4.6 (Technology) Maintain an infrastructure where students and staff easily access reliable and up-to-date technology as it relates to devices, connectivity, presentation systems, and printing.