

# Williams Bay School District

## STRATEGIC PLAN

2018-2023

### DISTRICT MISSION

The Williams Bay School Community empowers all students to achieve and excel academically, socially and civically to reach their individual goals.

### DISTRICT VISION

*Dream. Aspire. Achieve.*

#### VALUES & BELIEFS

- Exercising the right to learn in a safe, healthy and nurturing environment
- Learning and becoming a lifelong learner
- Making a positive contribution to society
- Developing individuals with good character, compassion and integrity.
- Understanding the importance of respect and responsibility in our global society



#### GOALS

- Ensuring a positive learning climate and school culture to promote continuous student growth and achievement in the Williams Bay School Community
- Developing a systematic process to attract, train and retain high quality staff
- Managing facilities and resources in a responsible, efficient and effective manner
- Fostering community partnerships to benefit the overall development of the school community

| GOALS   | ACTION STEPS   |
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| <p><b>GOAL ONE:</b><br/> <i>Ensure a positive learning climate and school culture to promote continuous student growth and achievement in the Williams Bay School Community</i></p> | <ul style="list-style-type: none"> <li>▪ Implement the Continuous Improvement Model</li> <li>▪ Develop a 4K-12 Assessment Matrix</li> <li>▪ Realign and map 4K-12 Math Program</li> <li>▪ Realign and map 4K-12 Science Program</li> <li>▪ Implement Positive Behavioral Interventions and Supports (PBIS) and procedures that work in coordination with our Response to Intervention (RTI) strategies and procedures</li> <li>▪ Continuously review and revise policies, procedures and curriculum to ensure staff and student wellness</li> <li>▪ Implement 4K-8 Literacy Model</li> <li>▪ Improve High School Apprenticeship/Internship Program</li> <li>▪ Meet/exceed expectations on College and Career Readiness Standards</li> <li>▪ Develop and maintain a plan to prepare our graduates to be college and/or career ready</li> <li>▪ Develop a 4K-12 Science, Technology, Engineering, Arts and Math (STEAM) program</li> <li>▪ Promote student training, skills and use in technology</li> <li>▪ Provide leadership to increase respect for diversity and the inclusion of differences</li> <li>▪ Continuously evaluate the co-curricular offerings available to students</li> <li>▪ Provide mental health services to staff and students</li> </ul> |
| <p><b>GOAL TWO:</b><br/> <i>Develop a systematic process to attract, train and retain high quality staff</i></p>  | <ul style="list-style-type: none"> <li>▪ Provide meaningful professional development and growth opportunities aligned to District goals</li> <li>▪ Develop a recognition program(s) for all staff</li> <li>▪ Maintain a comprehensive compensation plan</li> <li>▪ Develop and maintain consistent teaching methods and expectations</li> <li>▪ Develop a candidate profile for all positions</li> <li>▪ Develop compensation/fringe benefit parameters for all positions</li> <li>▪ Implement recruiting, interview and hiring processes for all positions that attracts the best candidates</li> <li>▪ Promote staff growth and knowledge in technology and 21<sup>st</sup> century instructional strategies</li> </ul>  |
| <p><b>GOAL THREE:</b><br/> <i>Manage facilities and resources in a responsible, efficient and effective manner</i></p>  | <ul style="list-style-type: none"> <li>▪ Maintain a balanced budget</li> <li>▪ Align District budget to District/School priorities</li> <li>▪ Develop a long range plan for facility additions/enhancements</li> <li>▪ Revise and approve master site plan</li> <li>▪ Evaluate and update security measures to optimize staff and student safety</li> <li>▪ Maintain an adequate budget for technology infrastructure, replacements and upgrades</li> <li>▪ Work with the community and the village to determine growth projections</li> </ul>   |
| <p><b>GOAL FOUR:</b><br/> <i>Foster community partnerships to benefit the overall development of the school community</i></p>   | <ul style="list-style-type: none"> <li>▪ Develop a district leadership team with a purpose and goals</li> <li>▪ Communicate Strategic Plan</li> <li>▪ Research, select and implement a Board Governance Model</li> <li>▪ Increase and improve communication with the community</li> <li>▪ Improve social media use as a form of school information and communication, i.e., utilize District website, Facebook and other social media platforms</li> <li>▪ Create and maintain opportunities for parent involvement and input</li> <li>▪ Continue development of a working relationship with Village Board</li> <li>▪ Revise Vision and Missions Statements to be succinct, memorable and motivating</li> </ul>  |