



West Liberty Community Schools

**Strategic Planning Report on
District Strategic Roadmap,
Mission Delivery Point,
District 3 Year Operational Plan
And District Vision Card
December 3rd, 2018**





West Liberty Community Schools
District Strategic Roadmap DRAFT

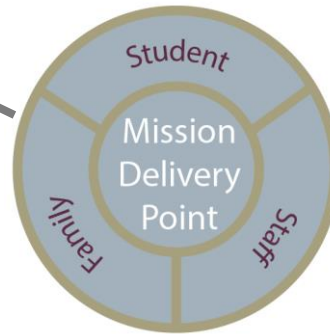
December, 2018

<p>Mission <i>Our Core Purpose</i></p> <p>To Partner <i>with our families, staff and community</i></p> <p>To Prepare <i>our students for full and productive lives</i></p> <p>To Become <i>empowered citizens here and around the world</i></p>	<p>Core Values <i>Drivers of Our Words and Actions</i></p> <p>Achievement <i>We strive to do our best</i></p> <p>Inspiration <i>We believe in ourselves and others</i></p> <p>Community <i>We respect our similarities and differences</i></p> <p>Equity <i>We provide what is right for what one needs</i></p>
<p>Vision <i>What We Intend to Create</i></p> <p>West Liberty Community Schools intends to:</p> <ul style="list-style-type: none">• Create an engaging, rigorous and collaborative learning environment for our students and staff• Develop social and emotional well-being within the entire school community• Maintain safe and supportive partnerships with our community	<p>Strategic Directions <i>Focus of Our Improvement Efforts</i></p> <p>A. <u>Improving Student Engagement and Learning</u> by deepening alignment and increasing rigor in curriculum and instruction</p> <p>B. <u>Developing Students' Capacities and Skills for Success in Life</u> by meeting the individual social, emotional and mental health needs</p> <p>C. <u>Creating a 21st Century Learning Environment</u> by upgrading our facilities, technology and operations</p>

West Liberty Community Schools Mission Delivery Point –Our Daily Experiences Vision

Student's Daily Experience:

- My school day is active, engaging, purposeful and enjoyable
- I am accepted for who I am, in a safe and supportive school environment
- My teachers know me, believe in me and challenge me with new experiences
- My teachers want to be here with me
- I am prepared and supported for my next steps with what I know and what I can do



Parent's Daily Experience:

- My student is safe, cared for and accepted
- Teachers believe in my student and demonstrate high expectations
- My student is recognized as an individual, supported emotionally and prepared for life
- My student's learning is engaging, enjoyable and rigorous
- My student's learning incorporates technology, diverse experiences and cultural enrichment
- My student has been academically prepared at every level
- I have access to accurate and timely feedback and communications with school

Staff's Daily Experience:

- I feel valued, supported, empowered and inspired
- I enjoy coming to a positive work environment and experience satisfaction in my job
- I am provided with opportunities to collaborate and build relationships with: students, colleagues, administrators, parents and community members
- I am encouraged, challenged, and supported in my professional growth and development
- I have time and flexibility to accomplish my job

West Liberty Community Schools
District Operational Plan DRAFT
November, 2018

Our Promise:	2018-19 SY	2019-20 SY	2020-21 SY
A. <u>Improving Student Engagement and Learning</u> by Deepening Alignment and Increasing Rigor in Curriculum and Instruction	Learning Work <ul style="list-style-type: none"> • Write to Learn (4th and MS) Project • K-5 unit plans science Project • HS CCR counselor Project • Grades 1-5 grading practices Project • K-5 biliteracy unit framework Project • HS MTSS Project • Teacher Development Group (TDG) Project 	Learning Work <ul style="list-style-type: none"> • Danielson Protocol Initiative • 1:1 Laptop PD for teachers Initiative 	Learning Work <ul style="list-style-type: none"> •
	Implementation Work <ul style="list-style-type: none"> • Bridge K-5 biliteracy unit framework Project • ELC writing Project • Grades 1-5 data work Project • Gr 6-8 ELA benchmarking Project • Gr 6 – 8 Skills Building Class Project 	Implementation Work <ul style="list-style-type: none"> • Write to Learn Project • K-5 unit plans science Project • HS CCR counselor Project • Grades 1-5 grading practices Project • ELC writing Project • Grades 1-5 data work Project • Gr 6-8 ELA benchmarking Project • HS MTSS Project • Teacher Development Group (TDG) Project 	Implementation Work <ul style="list-style-type: none"> • Write to Learn Project • K-5 unit plans science Project • Danielson Protocol Initiative • K-5 biliteracy unit framework Project • Teacher Development Group (TDG) Project
B. <u>Developing Students' Capacities and Skills for Success in Life</u> by Meeting the Individual Social, Emotional and Mental Health Needs	Learning Work <ul style="list-style-type: none"> • Staff's capacity and skills in cultural enrichment and diversity in many forms, <i>i.e. re: bias, culture</i> Initiative • Mental health /social work Initiative • Healthy kids snack program Project 	Learning Work <ul style="list-style-type: none"> • 	Learning Work <ul style="list-style-type: none"> •
	Implementation Work <ul style="list-style-type: none"> • 	Implementation Work <ul style="list-style-type: none"> • Staff's capacity and skills in cultural enrichment and diversity in many forms, <i>i.e. re: bias, culture</i> Initiative • Mental health /social work Initiative • Healthy kids snack program Project 	Implementation Work <ul style="list-style-type: none"> • Staff's capacity and skills in cultural enrichment and diversity in many forms, <i>i.e. re: bias, culture</i> Initiative • Mental health /social work Initiative
C. <u>Creating a 21st Century Learning Environment</u> by Upgrading Our Facilities, Technology, and Operations	Learning Work <ul style="list-style-type: none"> • DHS tuition Project • Online work orders Project • MS Room Revision Project • ELC Tech Gold Project • New student info system Initiative 	Learning Work <ul style="list-style-type: none"> • Network overhaul Initiative • 1 to 1 laptop Initiative 	Learning Work <ul style="list-style-type: none"> •
	Implementation Work <ul style="list-style-type: none"> • Operational efficiency (cross training and adt "standing still") Project • Intra-district communication Initiative • Data communication specialist Project • Security upgrades at school Initiative 	Implementation Work <ul style="list-style-type: none"> • DHS tuition Project • Online work orders Project • MS Room Revision Project • ELC Tech Gold Project • New student info system Initiative 	Implementation Work <ul style="list-style-type: none"> • Network overhaul Initiative • 1 to 1 laptop Initiative

District and School Standard Work <i>(Recent Initiatives and Improvements now completed)</i>				
Mental Health and Safety	Instruction and Curriculum	Staff Culture	Family Engagement	District Operations
<ul style="list-style-type: none"> • PBIS (2) • ALICE/Safety (2) • MTSS (2) 	<ul style="list-style-type: none"> • Tucker • Co-teaching • Data teams • Planning/data meetings 2 times per month • FAST • Press • Gold • Content Standards work • Dual Language Program • Science argumentative - writing, content, focus • Curriculum cycle process - depends on content and year • TLC • SIOP 	<ul style="list-style-type: none"> • Staffing process/decision making • TLC 	<ul style="list-style-type: none"> • Family communication - postcards/newsletters 	<ul style="list-style-type: none"> • Bus barn • Fleet upgrades • Online rec. • Food services co-op • NutriSlice

What Needs To Leave

- Bias contradictory to our values and improvements
- The PD calendar being too restrictive
- The division between Dual Language and non-Dual Language programs
- The assumption that we are communicating well
- Operating from our Silos
- Maintaining status quo
- Textbook mindset
- As we move to the Preschool-4 structure, the existing Pre K-K and Grades 1-5 structure
- As we move to the Grades 5-8 structure, the existing Grades 6-8 structure

Whole System View FrameWork Arenas

- (Culture)
- (Work and Resources)
- (Work and Resources)
- (Work and Resources)
- (Organizational)
- (Organizational)
- (Organizational)
- (Organizational)
- (Organizational)

West Liberty Community Schools

District Vision Card

November, 2018

Measure	Wt. %	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Minimally Acceptable 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +	Score
Literacy Proficiency; Reading and Writing <i>Spanish FAST K-5 / English FAST K-5, ISASP 3-11 / Logramos 3-11</i>	70 %	30 %	Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above
		20 %	Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above
		20 %	Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above
		30 %	Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed
Math Proficiency <i>FAST K-5, ISASP 3-11</i>	70 %	20 %	Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above
20 %		Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above	
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30 %		Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed	
Science Proficiency <i>ISASP 5,8,11</i>	70 %	20 %	Less than 60 % of students are at grade level or above	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above
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30 %		Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed	
Student Sense of Engagement, Safety, and Welcoming <i>District Climate Survey Gr 6-11 HYS grades 6,8,11</i>	70 %	30 %	Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed
20 %		Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed	
20 %		Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-64 % of students are at grade level or above	65-69 % of students are at grade level or above	70-75 % of students are at grade level or above	Greater than 75 % of students are at grade level or above	
30 %		Less than 60 % of students surveyed feel engaged, safe, and welcomed	60-69 % of students surveyed feel engaged, safe, and welcomed	70-79 % of students surveyed feel engaged, safe, and welcomed	80-90 % of students surveyed feel engaged, safe, and welcomed	Greater than 90 % of students surveyed feel engaged, safe, and welcomed	
PTC attendance/contact Grades 6 - 12	15 %	20 %	Less than 60 % of Grades 6-12 parents attend/ contacted at PTC	60-69 % of Grades 6-12 parents attend/ contacted at PTC	70-79 % of Grades 6-12 parents attend/ contacted at PTC	80-90 % of Grades 6-12 parents attend/ contacted at PTC	Greater than 90 % of Grades 6-12 parents attend/contacted at PTC
50 %		Less than 60 % of parents report positive contact contacted at least 3X / year by teachers or staff	60-69 % of parents report positive contact at least 3X / year by teachers or staff	70-79 % of parents report positive contact at least 3X / year by teachers or staff	80-90 % of parents report positive contact at least 3X / year by teachers or staff	Greater than 90 % of parents report positive contact at least 3X / year by teachers or staff	
30 %		Less than 60 % of parents surveyed feel connected, engaged and welcomed	60-69 % of parents surveyed feel connected, engaged and welcomed	70-79 % of parents surveyed feel connected, engaged and welcomed	80-90 % of parents surveyed feel connected, engaged and welcomed	Greater than 90 % of parents surveyed feel connected, engaged and welcomed	
Positive parental/ family contact <i>(3 X annually by teachers or staff)</i>	15 %	50 %	Less than 60 % of parents report positive contact contacted at least 3X / year by teachers or staff	60-69 % of parents report positive contact at least 3X / year by teachers or staff	70-79 % of parents report positive contact at least 3X / year by teachers or staff	80-90 % of parents report positive contact at least 3X / year by teachers or staff	Greater than 90 % of parents report positive contact at least 3X / year by teachers or staff
50 %		Less than 60 % of parents report positive contact contacted at least 3X / year by teachers or staff	60-69 % of parents report positive contact at least 3X / year by teachers or staff	70-79 % of parents report positive contact at least 3X / year by teachers or staff	80-90 % of parents report positive contact at least 3X / year by teachers or staff	Greater than 90 % of parents report positive contact at least 3X / year by teachers or staff	
30 %		Less than 60 % of parents surveyed feel connected, engaged and welcomed	60-69 % of parents surveyed feel connected, engaged and welcomed	70-79 % of parents surveyed feel connected, engaged and welcomed	80-90 % of parents surveyed feel connected, engaged and welcomed	Greater than 90 % of parents surveyed feel connected, engaged and welcomed	
Parents Sense of Connection, Engagement, and Welcoming <i>District Climate Survey</i>	15 %	30 %	Less than 60 % of parents surveyed feel connected, engaged and welcomed	60-69 % of parents surveyed feel connected, engaged and welcomed	70-79 % of parents surveyed feel connected, engaged and welcomed	80-90 % of parents surveyed feel connected, engaged and welcomed	Greater than 90 % of parents surveyed feel connected, engaged and welcomed
30 %		Less than 60 % of parents surveyed feel connected, engaged and welcomed	60-69 % of parents surveyed feel connected, engaged and welcomed	70-79 % of parents surveyed feel connected, engaged and welcomed	80-90 % of parents surveyed feel connected, engaged and welcomed	Greater than 90 % of parents surveyed feel connected, engaged and welcomed	
30 %		Less than 60 % of parents surveyed feel connected, engaged and welcomed	60-69 % of parents surveyed feel connected, engaged and welcomed	70-79 % of parents surveyed feel connected, engaged and welcomed	80-90 % of parents surveyed feel connected, engaged and welcomed	Greater than 90 % of parents surveyed feel connected, engaged and welcomed	
Staff attendance - annually	15 %	40 %	Less than 75 % of staff miss 10 days (5%) or less	75-79 % of staff miss 10 days (5%) or less	80-84 % of staff miss 10 days (5%) or less	85-90 % of staff miss 10 days (5%) or less	Greater than 90 % of staff miss 10 days (5%) or less
District Solvency Ratio		15 %	Less than 9 %	9 – 11.9 %	12 – 15.9 %	16 – 18 %	Greater than 18 %
UAB as % of Expenses		15 %	Less than 11 %	11 – 13.9 %	14 – 16.9 %	17 – 20 %	Greater than 20 %
Responsiveness to Staff Requests for W.O./Tech Ticket		10 %	Less than 75 % of requests are communicated w/l 1 business day and completed on schedule	75-79 % of requests are communicated w/l 1 business day and completed on schedule	80-84 % of requests are communicated w/l 1 business day and completed on schedule	85-90 % of requests are communicated w/l 1 business day and completed on schedule	Greater than 90 % of requests are communicated w/i 1 business day and completed on schedule
Staff Sense of Engagement, Safety, and Welcoming <i>District Staff Climate Survey</i>		20 %	Less than 60 % of staff surveyed feel engaged, safe, and welcomed	60-69 % of staff surveyed feel engaged, safe, and welcomed	70-79 % of staff surveyed feel engaged, safe, and welcomed	80-90 % of staff surveyed feel engaged, safe, and welcomed	Greater than 90 % of staff surveyed feel engaged, safe, and welcomed

Weighted Performance Score: X.X out of 5.0