



the WHY:

A strategic plan serves as a road map that guides a district's path toward reaching its goals. This road map includes the major sites we want to see along the way (our Strategic Pillars and Objectives), as well as how we will get where we're going (the Strategies within each Objective).

During the 2021-2022 school year, the Center for Educational Effectiveness (CEE) led Waitsburg School District through a strategic planning process informed by surveys, focus groups, and planning sessions. Thanks to the input provided by Waitsburg students, parents/guardians, and staff, three key themes emerged as areas of priority on which our district will focus over the next several years:



Student Success



Staff Professional Practice



Community Engagement

Waitsburg School District STRATEGIC PLAN

2022 – 2027



the WHAT:



Pillar #1

Our STUDENTS

Provide access for each student to engage in pathways that nurture their academic, social, and emotional growth in an equitable learning environment.



Pillar #2

Our STAFF

Equip all staff members with comprehensive, ongoing professional development that empowers students to grow, thrive, and achieve.



Pillar #3

Our FAMILIES & COMMUNITY

Strengthen family and community engagement by relentlessly seeking opportunities to engage in meaningful, two-way communication.



Pillar #1: Our STUDENTS

Provide access for each student to engage in pathways that nurture their academic, social, and emotional growth in an equitable learning environment.

Objective 1.1: Personalized Academic Goals

Co-design personalized academic goals for each student that are adjusted as needed and follow the student from grade to grade.

Strategies:

1.1.1. Review each student's academic goals at minimum annually and adjust as needed to assure students are at or above grade level.

1.1.2. Provide staff members with resources and professional development to implement personalized academic plans.

1.1.3. Support student ownership of academic goals using the Washington Occupational Inventory System (WOIS) and through individual goal setting beginning in grade 3.

1.1.4. Encourage parent understanding and support of their student(s)' academic goals.

Objective 1.2: Whole-Child Support

Equip responsible and resilient learners who will advocate for the futures they deserve.

Strategies:

1.2.1. Provide students the opportunity to explore interests, careers and pathways beginning no later than grade 7. This will be provided by the building administrator or designee.

1.2.2. Incorporate lessons at all levels that teach social emotional skills such as responsible decision-making, working together to solve problems, and managing strong emotions.

1.2.3. Continue implementing and training all staff in the CharacterStrong® and Second Steps® programs.



Pillar #2: Our STAFF

Equip all staff members with comprehensive, ongoing professional development that empowers students to grow, thrive, and achieve.

Objective 2.1: Staff Investment

Promote continuous improvement through collaboration and professional support.

Strategies:

2.1.1. Recruit and retain talented employees who put students at the heart of what they do.

2.1.2. Engage support from subject matter experts, such as SIOP training through ESD 123 and PBIS/SEL training through Flint Simonsen.

2.1.3. Renew the Blue Mountain Consortium to bolster opportunities for collaboration with peers from neighboring districts.

2.1.4. Improve instruction through peer observation, coaching, and feedback.

2.1.5. Include classroom paraeducators in applicable training.

Objective 2.2: Curriculum & Assessment

Assure each student is engaged in challenging work based on current standards and best practices.

Strategies:

2.2.1. Re-establish districtwide curriculum adoption cycles.

2.2.2. Review Career and Technical Education pathways to graduation and revise, if necessary. Collaborate with outside agencies in the development of career pathways.

the HOW:



Pillar #3: Our FAMILIES & COMMUNITY

Strengthen family and community engagement by relentlessly seeking opportunities to engage in meaningful, two-way communication.

Objective 3.1: Involved and Engaged

Strengthen engagement through timely, accessible, and open communication with students, staff, and the community.

Strategies:

3.1.1. Develop and launch an annual districtwide Communication Plan that guides our communication goals and strategies throughout the school year.

3.1.2. Partner with families to help them understand and thrive in their role supporting their students.

3.1.3. Meet our families where they are through efficient by listening and responding to communication preferences and feedback.

Objective 3.2: Waitsburg Pride

Instill a sense of pride and belonging across our schools.

Strategies:

3.2.1. Identify and continuously promote opportunities to celebrate students and staff.

3.2.2. Invite students at all levels to define our school culture to create an environment where they want to attend and contribute.



Waitsburg School District
184 Academy Street
Waitsburg, WA 99361
509-337-6301
www.waitsburgsd.org

Mission Statement: *We prepare lifelong learners: academically, socially, and emotionally.*