

# **Westside Community Schools**

## **Strategic Plan: Phase II**

### **Building on Success –**

### **Advancing Excellence, Innovation, and Community**

Westside Community Schools has established a strong foundation through its commitment to student achievement, staff engagement, community collaboration, and operational excellence. Our Phase 1 Strategic Plan (2021-2026) set clear priorities, and through its implementation, we have strengthened student-centered learning, enhanced staff support, deepened community partnerships, and ensured financial and infrastructural stability.

As we move forward, we will expand upon these successes, refining our efforts to raise student achievement, attract and retain high-quality educators and team members, enhance engagement across all stakeholder groups, and ensure our facilities and resources meet the evolving needs of students and staff.

This next phase is not about shifting direction but rather enhancing what is effective, refining and refreshing areas for improvement, streamlining goal measurement, and advancing our commitment to innovation, excellence, and community.

### **Goal 1: Elevating Student Excellence and Well-Being**

Our focus on student success guides us to keep improving the learning opportunities we offer. By strengthening intervention and enrichment programs, expanding future-ready pathways, and using effective instructional strategies, we work to ensure every student can thrive. With consistent data collection and review, we will make informed decisions that improve teaching and support achievement at all levels.

1. Sustain a district culture where all students feel valued and supported by reinforcing initiatives that promote belonging for all, empathy, strong relationships, and meaningful engagement.
2. Enhance an environment where all students demonstrate positive behavior and are supported in their mental health by reinforcing practices that build:
  - Self-awareness
  - Responsible decision making
  - Emotional regulation
  - Provide access to strong mental health and wellness supports.

3. Ensure the consistent implementation of a rigorous curriculum and effective instruction aligned to the Westside Instructional Model in every classroom to provide all students with meaningful and impactful learning experiences at all levels.
4. Utilize a balanced assessment system with ongoing data collection, analysis, and collaboration to monitor student growth, evaluate instruction, and make informed decisions that result in a state classification of EXCELLENT and an average ACT composite score of 21+.
5. Enhance college, career, and life readiness with the establishment of future-ready pathways; expanding work-based learning experiences, increasing dual enrollment opportunities, strengthening industry partnerships, and providing greater access to industry-recognized certifications and microcredentials, and other valuable career-focused opportunities.
6. Maximize student achievement and ensure increased performance by strengthening and expanding intervention and enrichment opportunities that are tailored to meet each student's needs.
7. Strengthen district efforts to promote regular student attendance by partnering with families, monitoring attendance data trends, and implementing proactive supports that encourage consistent student engagement in school.
8. Promote innovative and effective integration of technology, including technology deployments and artificial intelligence, to maximize student achievement. This will include an ongoing analysis of screen time usage to better understand patterns of engagement, support student well-being, and ensure technology is used in ways that enhance learning.

## **Goal 2: Enhancing Supported and Engaged Staff**

We are committed to recruiting, developing, and retaining excellent educators and staff. To do this, we will strengthen career pathways, provide meaningful professional growth, and expand workplace support. By focusing on staff well-being, offering robust learning opportunities, and creating clear advancement paths, we aim to build a workplace where every employee feels valued and supported.

1. Continue to foster a strong organizational culture by prioritizing teamwork, collaboration, and a shared commitment to serving our students and community.
2. Advance recruitment strategies by establishing formal talent pipelines with university partners, scaling current grow-our-own initiatives into sustainable career pathways, and leveraging data to proactively identify and attract high-quality candidates who reflect our student demographics.
3. Deepen commitment to certified and classified staff retention efforts by continuing to offer competitive compensation, expanding wellness programming, protecting and valuing teacher work time, implementing data-driven strategies that assess employee satisfaction, providing responsive support, exploring innovative incentives, and proactively addressing workforce trends.
4. Expand professional learning autonomy and choice by offering flexible, self-directed learning pathways, broadening access to micro-credentialing programs, and for certified staff - increasing opportunities for teacher-designed and facilitated professional development.

5. Enhance succession planning by strengthening internal talent pipelines, expanding access to accelerated career pathways, and providing targeted support for staff pursuing advanced certifications and credentials.
6. Further refine the mentoring and induction program for new teachers by strengthening support systems, refining mentorship pairings, and incorporating targeted professional development.

### **Goal 3: Amplifying Community Collaboration and Partnerships**

Strong partnerships with families, staff, and the community are essential to Westside's success. With continued trust, transparency, and meaningful engagement, we will strengthen collaboration that supports student achievement and fosters pride in our schools.

1. Enhance transparency and clarity by delivering timely, accurate updates across multiple platforms, refining crisis communication protocols, and using data to improve outreach.
2. Continue to prioritize stakeholder trust by fostering two-way communication through listening sessions, surveys, community forums, accessible leadership, and proactive feedback on district progress and initiatives, and nurturing a continued culture of collaboration and pride across our school district and community.
3. Actively showcase and celebrate district successes and community partnerships through strategic communication efforts, ensuring messaging aligns with the mission and goals while using storytelling to engage and inspire stakeholders.
4. Ensure clear and consistent communication with our community members without school-age children by proactively reaching out to encourage participation in district events and to keep them informed and involved in their school district community, including our Golden W population.
5. Expand and enrich student learning opportunities through partnerships with school, home, businesses, agencies, post-secondary institutions, and the greater community.

### **Goal 4: Optimizing Finance, Safety, and Infrastructure**

A strong future for our district depends on careful financial planning, proactive safety measures, and sustained upkeep of buildings and grounds. By investing wisely, managing resources effectively, and planning for long-term needs, we will create safe and innovative learning environments that support student success and growth.

1. Strengthen facility safety and modernization efforts by ensuring secure, well-maintained, and properly equipped spaces that align with district priorities.
2. Maintain financial stability through strategic resource allocation, long-term planning, emphasis on program sustainability, and the maximization of cash reserves.
3. Expand future-ready facility planning by assessing infrastructure needs, engaging the community in bond projects, and exploring alternative funding opportunities.
4. Ensure Nutrition Services provides high-quality, well-balanced meals that support student health and academic performance through an efficient, affordable fee structure.
5. Advance technology infrastructure to provide reliable access to the tools, systems, connectivity, and artificial intelligence solutions that enhance learning and district operations.

6. Maximize the capacity and positive outcomes of the newly created Director of School Safety and Security position, established in April 2025, while maintaining transparency and building community trust.