Webster Groves School District Est. 1868

Strategic Planning Committee

Year 1 Implementation

November 28, 2023

"Inspiring students' lives and communities through learning."

Welcome and Inclusion Activity



Find Someone Who

Webster Groves School District Est. 1868

Strategic Plan Goals



Excellent Teaching and Learning

Pathways to Self-Discovery

Personal Health and Wellness

Organizational Sustainability and Growth

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How is the Strategic Plan Organized?

Webster Groves School District Strategic Plan 2023-2026

Goal 1: Excellent Teaching and Learning

Connections to WGSD Guiding Principles: 1. We ensure academic excellence and continuous growth. 2. We promote a safe, inclusive, and equitable environment. 3. We nurture trusting and supportive relationships. 4. We hear and value diverse voices and multiple perspectives. 6. We empower lifelong learners to embrace challenges and explore creative solutions.

Indicator(s) of Progress: Continuous improvement in **state-level measures** as outlined in the Annual Performance Report (APR) provided by the Missouri Department of Elementary and Secondary Education (DESE). The APR monitors school district success in *academic performance*, *preparation for college and career*, *student attendance*, *culture and climate*, and *graduation rates*.

Continuous improvement will also be monitored by the following **district-level measures**:
Staff demographics in comparison to student demographics
Students taking an AP exam and scoring 3 pts or better
Student participation in AP and DC courses
Student representation in AP and DC courses
Student performance on internal assessments (i.e. NWEA)

In alignment with WGSD's commitment to equity and excellence, all data points will be *disaggregated* and *reviewed in totality* as progress is monitored.

Objective	Strategy	Strategy Leader	Strategy Co-Leader(s)	Deliverable(s)	Completion Date for Deliverable(s)	Strategy Implementation Plan	Code
To better personalize and individualize learning for students and staff.	Ensure all PreK-12 Collaborative Learning Teams (CLTs) are highly effective.	Assistant Superintendent for Learning	Building Leaders	All K-12 CLT's operate at the highest level of effectiveness on WGSD CLT Progression	By Summer 2025	Plan	*G1-Ob1-S7*
To better personalize and individualize learning for students and staff.	Audit supplemental district/school educational expenses and seek creative funding solutions to expand access for students and families.	Assistant Superintendent for Learning	Chief Financial Officer, Building Leaders	Reduced financial barriers to supplemental learning experiences for students and families.	By Summer 2026	Plan	*G1-Ob1-S8*
To better personalize and individualize learning for students and staff.	Research and pursue an instructional coaching model in support of job-embedded professional learning.	Assistant Superintendent for Learning	Assistant Superintendent for Human Resources, Chief Financial Officer, Building Leaders	Determine the most cost effective way to implement an instructional coaching model K-12, and implement If possible	By Summer 2024	Plan	*G1-Ob1-S9*

How is the Strategic Plan Organized?

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To better personalize and individualize learning for students and staff.	Ensure all PreK-12 Collaborative Learning Teams (CLTs) are highly effective.	Assistant Superintendent for Learning	Building Leaders	All K-12 CLT's operate at the highest level of effectiveness on WGSD CLT Progression	By Summer 2025

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Strategies to be Completed by Summer 2024

Goal #1:
Excellent Teaching and Learning

Objective:
To better personalize and individualize learning for students and staff .

Strategy:
Research and pursue an instructional coaching model in support of job-embedded professional learning.

Deliverable:
Determine the most cost effective way to implement an instructional coaching model K-12, and implement if possible

Action Steps:

- Reviewing current staffing models and projections
- Reviewing and monitoring current financial status and projections
- Connecting with other districts to determine how they implemented their IC plan
- Studying the work of Diane Sweeney and Jim Knight related to IC
- Forming a study group to develop a WGSD vision for IC, along with a DRAFT implementation plan.

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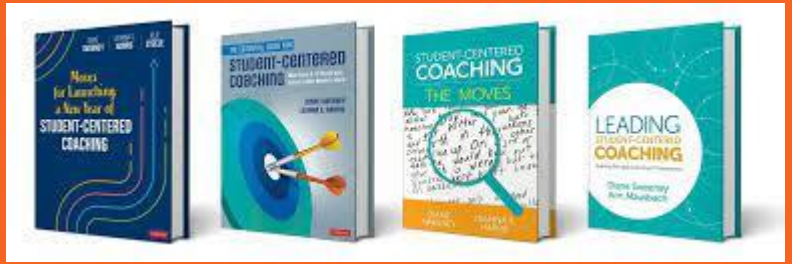
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Research and pursue an instructional coaching model in support of job-embedded professional learning.

Deliverable:
Determine the most cost effective way to implement an instructional coaching model K-12, and implement if possible

Evidence/Artifacts:



[District IC Survey]



Goal 1:
Up to 2-3 Comments and Questions

Goal #2:
Pathways to Self-Discovery

Objective:
Opportunities to explore and pursue college and/or career pathways are enhanced, understood, and accessed by students, staff, and families.

Strategy:
College and career pathways, which allow students to make informed decisions about courses and other educational opportunities from 6-12th grade, are developed and communicated.

Deliverable:
Creation of WGSD K-12 Pathways Guidebook for students, staff, and families.

Action Steps:

- Expand Thrive - Innovative Technology Education Grant
- FACS CTE Approval
- Teaching and Learning Cohort through Chelsea Center
- Frick Initiative with WUSTL
- Forming a Work Group for 2nd Semester to develop:
  - Guidebook
  - Corresponding website
  - Pathways Video Series for Community (for use in 24-25)

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Deliverable:
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Evidence/Artifacts:











Goal #2:
Pathways to Self-Discovery

Objective:
Opportunities to explore and pursue college and/or career pathways are enhanced, understood, and accessed by students, staff, and families.

Strategy:
Middle school students develop and begin utilizing flexible and Individualized Career and Academic Plans, which will support their planning and pursuits through and beyond graduation.

Deliverable:
Individual Career and Academic Plans developed and utilized by students.

Action Steps:



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Pathways to Self-Discovery

Objective:
Opportunities to explore and pursue college and/or career pathways are enhanced, understood, and accessed by students, staff, and families.

Strategy:
Middle school students develop and begin utilizing flexible and Individualized Career and Academic Plans, which will support their planning and pursuits through and beyond graduation.

Deliverable:
Individual Career and Academic Plans developed and utilized by students.

Evidence/Artifacts:



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Goal 2:
Up to 2-3 Comments and Questions

Goal #3:
Personal Health and Wellbeing

Objective:
To ensure WGSD is a safe learning community where our learners (students and staff) feel a sense of belonging and connection to others.

Strategy:
Evaluate and strengthen the consistency and effectiveness of current discipline practices and procedures.

Deliverables:
Improved discipline practices district wide.

Action Steps

- Assessment of Current Practices
- Stakeholder Feedback
- Data Analysis
- Alignment with Policies
- Professional Development
- Communication and Transparency
- Consistency Across Schools
- Use of Restorative Practices
- Support Systems
- Review and Revise
- Monitor and Adjust

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Evaluate and strengthen the consistency and effectiveness of current discipline practices and procedures.

Deliverables:
Improved discipline practices district wide.

Evidence/Artifacts:

- Discipline Records
- Surveys and Feedback
- Observations
- Training Materials
- Policy Documents
- Student Work Samples
- Intervention Plans
- Communication Protocols
- Student Support Services
- Comparative Analysis

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Goal 3:

Up to 2-3 Comments and Questions

Goal #4:
Organizational Growth and Sustainability

Objective:
To attract, support, and retain exceptionally talented staff who at minimum reflect the diversity of our student population.

Strategy:
Design and implement opportunities for staff to practice self-care.

Deliverable:
Develop a plan for regularly providing staff with information and access to resources in support of their social, emotional, mental and physical health.

Action Steps:

HR is in the process of developing a wellness plan with the WGSD Wellness Committee and TrustWellnes (CSD Insurance Trust).

Current components of the plan:

- Yoga classes at no cost
- Black Card
- Remote Work options - SY
- Summer Care Options-Teachers
- 12 mo EE Summer Work Options
- TOC PD sessions
- EAP

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Goal #4:
Organizational Growth and Sustainability

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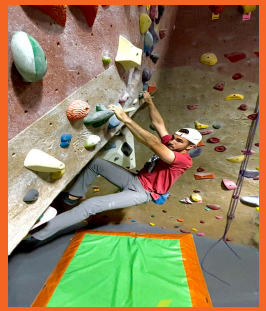
Deliverable:
Develop a plan for regularly providing staff with information and access to resources in support of their social, emotional, mental and physical health.

Evidence/Artifacts:

WG Black Card







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Goal #4:
Organizational Growth and Sustainability

Objective:
To attract, support, and retain exceptionally talented staff who at minimum reflect the diversity of our student population.

Strategy:
Design and implement a staff leadership development program.

Dellverable:
WGSD Staff who are interested in pursuing leadership will be involved in leadership training program with guest speakers and opportunities to learn more about leadership in WGSD.

Action Steps:

WGSD Leadership Program Draft

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Design and implement a staff leadership development program.

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WGSD Staff who are interested in pursuing leadership will be involved in leadership training program with guest speakers and opportunities to learn more about leadership in WGSD.

Evidence/Artifacts:

- Pool of talented leaders
- Staff retention for the members of the program
- Survey results from participants (pre and post program)
- Members that are promoted to leadership positions

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Goal #4:
Organizational Growth and Sustainability

Objective:
To ensure the district has the financial strength, sustainable facilities, infrastructure, and associated services essential to support student learning.

Strategy:
Develop a plan to address the possible revenue reduction due to the decrease in student enrollment during COVID.

Deliverable:
Implementation of plan to address the reduction in revenue.

Action Steps:

District Cabinet Team

- Assess ongoing staffing needs

Budget Planning Committee:

- Review Budget for areas of savings
- Prioritize cost savings measures

Finance Advisory Committee

- Evaluate budget recommendations

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Deliverable:
Implementation of plan to address the reduction in revenue.

Evidence/Artifacts:

1st Meeting 11/8/2023

2nd Meeting 11/27/2023



Goal #4:
Organizational Growth and Sustainability

Objective:
To ensure the district has the financial strength, sustainable facilities, infrastructure, and associated services essential to support student learning.

Strategy:
Complete a Master Facility Maintenance Plan

Deliverable:
Facilities Maintenance Plan created and utilized.

Action Steps:

- Review Facility Condition Assessment (FCA) study
- Confirm accuracy of FCA, and correct known deficiencies of the study
- Prioritize assets for replacement or upgrades
- Hire a third party consultant to provide accurate cost estimates

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Objective:
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Strategy:
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Deliverable:
Facilities Maintenance Plan created and utilized.

Artifacts:

Facility Condition Assessment Report

Future BAC review

Presentation to BOE

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Goal #4:
Organizational Growth and Sustainability

Objective:
To ensure the district has the financial strength, sustainable facilities, infrastructure, and associated services essential to support student learning.

Strategy:
Identify and implement a new student information system.

Deliverable:
Successful implementation of the new student information system.

Action Steps:

- Infinite Campus has been identified by the district and approved by the Board.
- Implementation is underway for start of 24-25 school year
- Staff training will start in January of 2024
- Data migration for previous years will be completed early in the 24-25 school year

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Deliverable:
Successful implementation of the new student information system.

Evidence/Artifacts:

- Request for Proposal Process completed in early 2023
- Agreement with Infinite Campus approved during 9/14/2023 Board meeting
- 11/8/2023 project kickoff meeting
- Additional meetings scheduled with vendor to identify data conversion timeline and staff development plan
- Landing pages for staff and families on district website to be built

Goal #4:
Organizational Growth and Sustainability

Objective:
To better communicate and partner with families and community.

Strategy:
Work with staff, students and community members to develop and implement a plan in support of improved two way communication and engagement with all.

Deliverable:
Creation and utilization of WGSD Family Communication and Engagement Plan.

Action Steps:

- Family and Community Engagement program evaluation report to board in December
- Creation of Communications Advisory and PTO Leadership parent and community committees
- Researching best practices and methods in peer districts

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Deliverable:
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Evidence/Artifacts:

- Communications Program Evaluation report presented to Board of Education December 14

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Goal #4:
Organizational Growth and Sustainability

Objective:
To better communicate and partner with families and community.

Strategy:
Evaluate, improve and monitor methods of district wide communication.

Deliverable:
Continuous improvement of district wide communications and engagement with the community.

Action Steps:

- Evaluated communication tools and platforms
- Tracking reach, engagement, open rates, etc
- Ask families and communities for input
- Summer planning
- Ties in with developing communications plan

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Evidence/Artifacts:



WEBSTER GROVES SCHOOL DISTRICT

OUR SCHOOLS

INSPIRING STUDENTS' LIVES AND COMMUNITIES THROUGH LEARNING

Goal One: Excellent Teaching and Learning

Guiding Students For Future Generations

For more than 150 years, the Webster Groves School District has been dedicated to providing students with a world-class education that prepares them for success in the 21st century. Our strategic plan is designed to ensure that we are always evolving and improving, and providing students with the education they need to thrive in the future.

The strategic planning process is a collaborative effort that involves input from all stakeholders, including students, parents, staff and community members. With the belief that everyone has a valuable perspective to share, the district has taken the time to listen to and incorporate feedback from all stakeholders.

Our roadmap outlines our goals and priorities for the future. It helps us focus our efforts and resources on the things that matter most, and to ensure that we are making progress toward our goals. It guides us in making decisions that will have a positive impact on our students and community for years to come.

"Whether it's through increasing collaboration and problem solving amongst staff, partnering with families, working with our community, or learning new

continues on page 3

SPRING 2023

Learn More About Our Schools by scanning the QR code or visit us at webster.k12.mo.us/

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Statesmen Alumni and WG Community ..... pg 6



Webster Groves School District
Published by Derek Duncan · October 20 at 2:00 PM ·

Families and staff at Givens Elementary participated in their Fall Into Reading event this week. It was a great to see everyone, learn, and enjoy community!

+2

See insights and ads

Create ad

45

1 share

ParentSquare

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Goal 4:
Up to 2-3 Comments and Questions

Next Steps

Overall Goal #1 and #2 Updates

February 21st, 2023

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