Webster Groves School District Est. 1868

Strategic Planning Committee

2024 Updates
Plans for Goals 1 and Goals 2

February 21, 2024

"Inspiring students' lives and communities through learning."

Welcome and Inclusion Activity



In Table Groups:

If you could create your *"dream pizza"* - describe what the final result would be (i.e. toppings, type of crust, etc.).

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Strategic Plan Goals

Goal #1: Excellent Teaching and Learning

Goal #2: Pathways to Self-Discovery

Goal #3: Personal Health and Wellness

Goal #4: Organizational Sustainability and Growth



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Brief Updates -
Strategies to be Completed by Summer 2024

Discipline Evaluation Team established to determine how to collect and use data, and determine goals.

Collected demographic, discipline, attendance, academic, and SEL data

Comprehensive process of data analysis used to assess the effectiveness of current resources and identify additional resources needed.

Suspension data analyzed by race, gender, and IEP status to identify any disparities.

Using the data to develop plans to improve and strengthen discipline practices, and address the identified needs.

Strategy Update

Strategy:

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

Deliverable:

Improved discipline practices district wide

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Wellness/Self Care Plan - In Progress

GOAL:

- In-District Offerings
  - EAP
  - WGSD Black Card
  - Yoga Classes
  - Consider Remote Work Options

- Out of District Offerings
  - Teacher-Self Care DESE Grants
  - WGSD Black Card

Need to do:

Meet with WGSD Wellness Committee

Finalize rough draft of plan to present

Strategy Update

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.

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Strategy Update

Strategy:
Design and implement a staff leadership development program.

Deliverable:
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.

- Staff Awareness Zooms- January 2024

WGSD Leadership Program Presentation January 2024

- Staff Application and Notification - Feb. 2024
  - Welcome 24 Staff - First Cohort
- 24 Personal Invites to the Program- Feb. 2024











First Meeting - February 28, 2024
Speaker: Jason Adams

Leadership Calendar and Speaker Bios

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Budget Planning Committee

- Copy Paper Usage
- Duplication of Software Programs
- Energy Consumption

District Level

- Operating Budget - 80% Salary and Benefits
    - Reviewing positions as they become available

Goal is to reduce expenditures by $750,000 for FY25 and again in FY26

Strategy Update

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.

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Strategy Update

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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- Data Migration begins next week(February 26)
- Our site goes live and review of migrated data begins March 1st
- We have a full training schedule that goes through the summer and into the school year, and we are identifying the target audiences for each training
- Currently identifying any gaps in reporting and data import features so those can be ready when we migrate

Strategy Update

Strategy:
Identify and implement a new student information system.

Deliverable:
Successful implementation of the new student information system.

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Strategy Update

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.



Foster connection and engagement by skillfully communicating the inspiring stories, achievements, and opportunities within the Webster Groves School District, enriching the lives of students and communities through transparent, informative, and inclusive communication.

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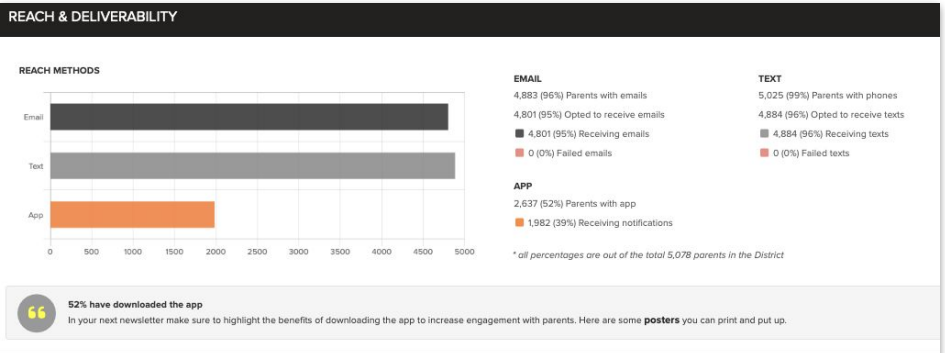

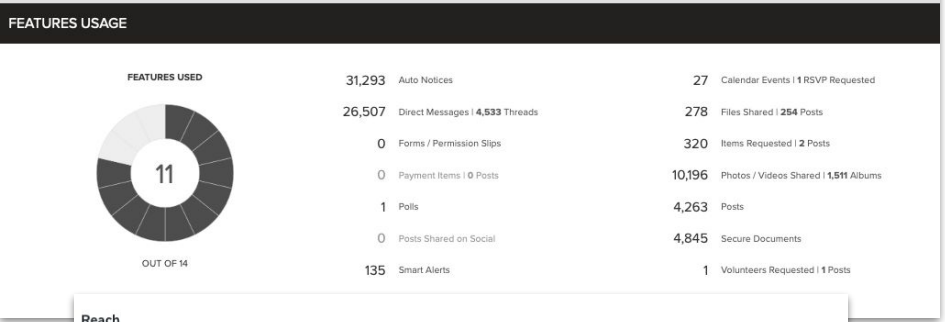

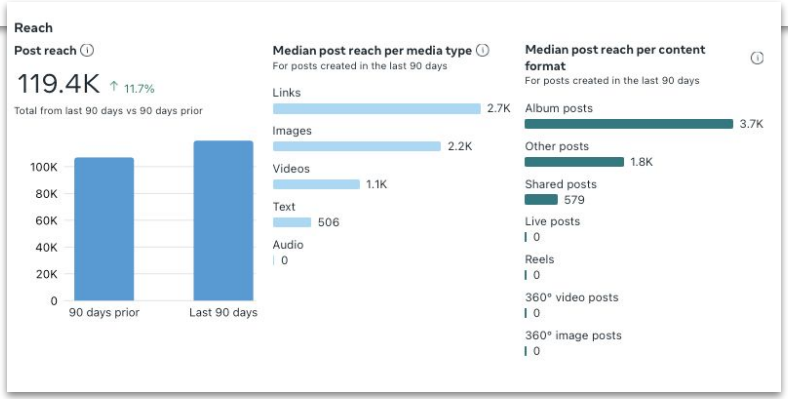

Strategy Update

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

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

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Overview of Goal #1: Excellent Teaching and Learning

Staff engage in professional learning to better personalize learning and design experiential learning opportunities for students.

K-5 classroom teachers, reading specialists, and administrators, as well as designated 6-12th grade staff, engage in professional learning on structured literacy.

Develop learning progressions in each course and content area that can support student goal-setting and personalized learning.

Prek-12th building leaders engage in professional learning centered on providing effective feedback to teachers.

Expand and communicate opportunities for preschool families to engage with the school district.







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Expand access to free extracurricular and after-school learning support opportunities for K-12 students.

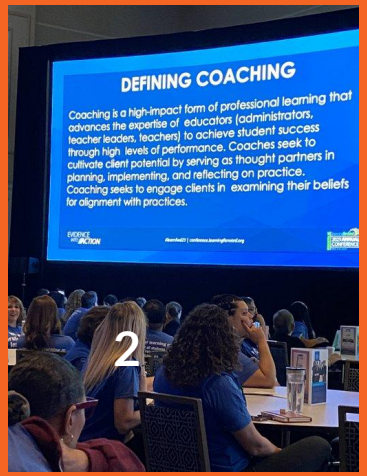
Ensure all PreK-12 Collaborative Learning Teams (CLTs) are highly effective.

Audit supplemental district/school educational expenses and seek creative funding solutions to expand access for students and families.

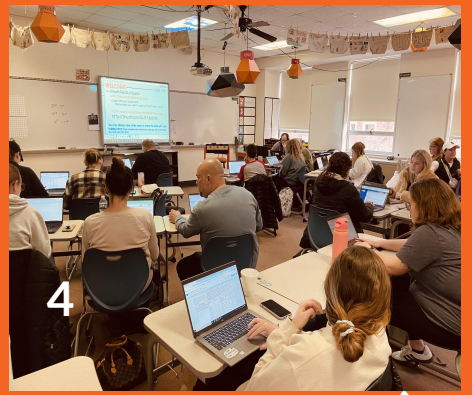
Research and pursue an instructional coaching model in support of job-embedded professional learning.

Implement the WGSD Program/Curriculum Development Process with fidelity.









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Overview of Goal #2: Pathways to Self-Discovery

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.

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.

Enhance college and career partnerships to expand exposure and access for students.

Develop and implement a consistent process to support the successful transition of students from preschool through high school.

Research and determine how to expand alternative learning experiences for 6th-8th grade students best served in a non-traditional school setting.







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What's Next?

Overall Goal #3 and Goal #4 Updates

Wednesday, May 1st

5:30-7:00 pm

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