Webster Groves School District Est. 1868

Strategic Planning Committee

2024 Updates
Plans for Goals 3 and Goals 4

May 1, 2024

"Inspiring students' lives and communities through learning."

Welcome and Inclusion Activity





In Table Groups:

Share your favorite summer childhood experience.





Webster Groves School District Est. 1868

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



Webster Groves School District Est. 1868

Brief Updates -
Strategies to be Completed by Summer 2024

2024 Strategy Work Completed as of Now

Goal 1	**Strategy:** Research and pursue an instructional 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.
Goal 4	**Strategy:** Design and implement a staff leadership development program.	**Deliverable:** Provide district staff with the opportunity to learn more about leadership and how they might apply their learning to current and future roles.
Goal 4	**Strategy:** Develop a plan to address the possible revenue reduction due to the decrease in student enrollment in COVID.	**Deliverable:** Implementation of plan to address the reduction in revenue.

2024 Strategy Work To Be Completed By End of Summer

Goal 2	**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.
Goal 4	**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
Goal 4	**Strategy:** Evaluate, improve and monitor methods of district wide communication.	**Deliverable:** Continuous improvement of district wide communications and engagement with the community.
Goal 4	**Strategy:** Complete a Master Facility Maintenance Plan	**Deliverable:** Facilities and Maintenance Plan Created and Utilized.
Goal 4	**Strategy:** Identify and implement a new student information system.	**Deliverable:** Successful implementation of the new student information system.

2024 Strategy Work Continuing Past 2024

Goal 3	**Strategy:** Evaluate and strengthen the consistency and effectiveness of current discipline practices and procedures.	**Deliverable:** Improved discipline practices district wide.
Goal 4	**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.

Overview of Goal #3: Personal Health and Wellness

Staff engage in professional learning in diversity, equity, and inclusion.

Administer and utilize results from the DEI and SEL surveys to help inform work at the student, school, and district levels.

Dr. Shane Williamson

Director of Diversity, Equity, and Inclusion

- Ability Awareness PD district-wide
- ABAR PD all new employees
- New Teacher 4-Year Equity PD
- New Administrator 2-Year Equity PD
- Building level equity PD
- CLT process
- Program review process







- Family and student surveys (Oct. and April)
- Staff surveys (April)
- DLT completed 3.5 hours of PD
- Presented to EIA and received feedback
- CSIP plan
- Counselors have formed groups
- Principal communications

Webster Groves School District Est. 1868

Develop a Social Emotional Framework that outlines a multi-tiered system of support (MTSS) to guide social emotional learning for students and staff.

Staff engage in professional learning in trauma-informed care, restorative practices, and social emotional learning.

Enhance partnerships to expand social and emotional resources for students and staff to access.

Evaluate and strengthen current safety and security practices and procedures.

Mrs. Tina Clark-Scott

Director of Learning Support Services

- ★ Offering Professional Learning Sessions:
  - Restorative Practices Academy
  - Character-Based Discipline Institute
  - De-escalation Training
- ★ Continuing to pursue the next steps of the School Safety Program Evaluation
- ★ Develop an MTSS team who will create an action plan, and goals based on student needs.
- ★ Set clear goals, build buy in across the district, from a dedicated MTSS Team, determine how to collect and use data, strengthen tier 1 supports, gather feedback for continuous improvements,
- ★ Set goals around responding to teacher and student feedback, or implementing other systems within MTSS.

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Overview of Goal #4: Organizational Sustainability and Growth

Provide opportunities to interact with candidates of color by hosting events, strategic advertisement of positions, etc.

Provide the most competitive compensation and benefits package possible for all employees.

Implementation of new evaluation standards and evaluation system for all staffing groups.

Dr. Sandy Wiley-Skinner
Assistant Superintendent for Human Resources

*Hosted a partnership event with Kirkwood, Lindbergh and MRH school districts in January of 2024
*Will provide a Shares event in WGSD next year, as well as the partnership event

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*Conduct a comprehensive study of benefits offered by the St. Louis County districts to determine our competitiveness
*Continue to conduct the compensation analysis each year to ensure we are compensating staff at 5% above the county median

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*Standard for Success has been implemented to all employee groups and staff have been trained.
*Hold additional training sessions on Standard for Success and implement the work of the Performance Based Teacher Evaluation Committee

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Initiate Prop S Construction Projects to improve district infrastructure at each school and district building.

Mrs. Pam Frazier
CFO/COO

- Boiler Replacement Package
  - Clark, Edgar Road, Hudson complete
- Rooftop Unit Package
  - Design-development stage
- Interior Door Package
  - Clark, Edgar Road complete
  - Ambrose, Givens this summer
- Knight Auditorium
  - Bids recently received
- Hixson Two Story Wing Window Package
  - Work to begin this summer

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Initiate Prop S Construction Projects to improve district infrastructure at each school and district building.



Kopplin Field Project Complete

Combined baseball/softball field

Mrs. Pam Frazier
CFO/COO

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Kopplin Field



Initiate Prop S Construction Projects to improve district infrastructure at each school and district building.

Mrs. Pam Frazier
CFO/COO

Moss Field Project

- 8 lane track
- Artificial turf field
- Pressbox
- Bleachers
- Restrooms/concession building
- Locker Rooms

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Moss Field



Moss Field



Moss Field



Initiate Prop S Construction Projects to improve district infrastructure at each school and district building.

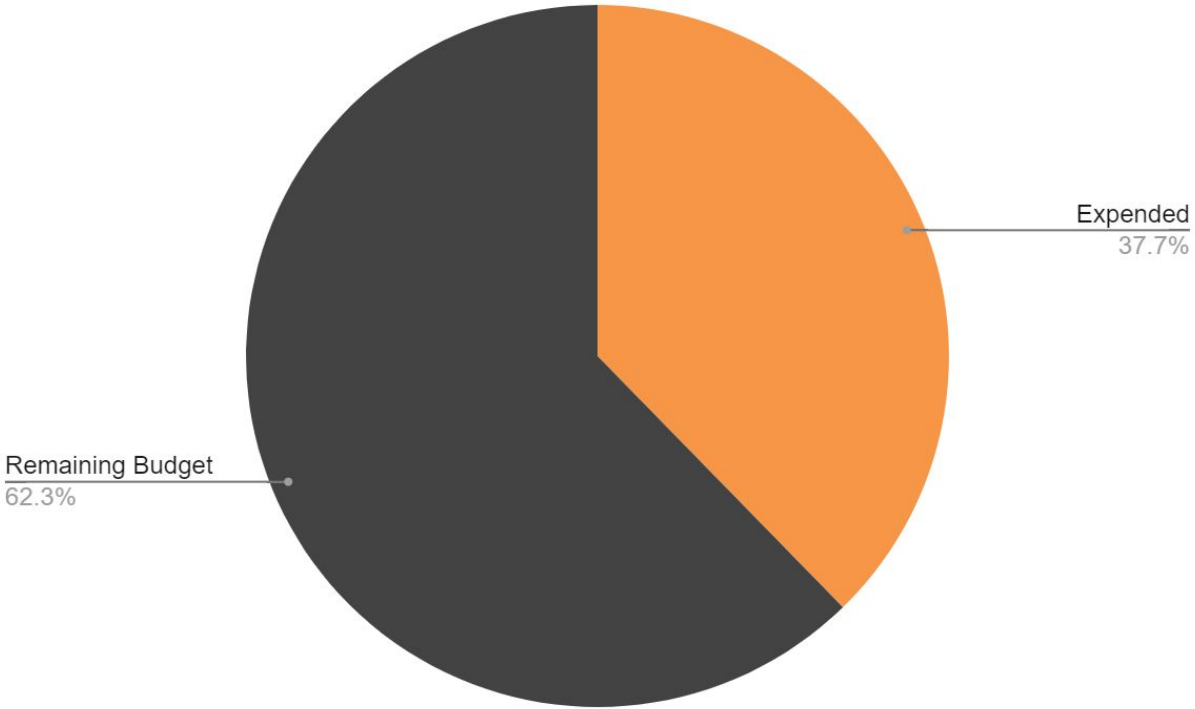
Mrs. Pam Frazier

CFO/COO



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Prop S Bond Project Budget



Total Prop S Budget = $50,400,000

More information can be found on the district's website.

Initiate Prop S Construction Projects to improve district infrastructure at each school and district building.

Mrs. Pam Frazier
CFO/COO

Successful bond sale last week for remaining $25M in bonds

- Nine bidders
- Interest rate 10 basis points below projection ($400,000 savings) TIC 4.06999%
- S & P Bond Rating of AA+
  - WGSD one of only 8 districts in the state with the same or higher rating

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Nurture and, as necessary, improve existing professional collaborative partnerships (ex: SSD) and seek out new ones in support of student and staff needs.

Mr. Derek Duncan

Director of Communications

- Conduct an assessment of current professional collaborative partnerships
- Identify key stakeholders within existing partnerships
- Research and identify potential new collaborative partners that align
- Initiate outreach efforts to establish new partnerships, including meetings, presentations, and collaborative projects.

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What's Next?

Happy Summer!

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