Webster Groves School District Est. 1868

Strategic Planning Committee

Year 2 Implementation and Updates

October 2, 2024

"Inspiring students' lives and communities through learning."

Welcome and Inclusion Activity



Photographic Memory:

Find one picture from your photo file that makes you smile.

Share the photo and why is makes you smile with the people at your table.

Webster Groves School District Est. 1868

Our Purpose

Inspiring Students' Lives and Communities Through Learning

Webster Groves School District Est. 1868

Our Principles

We ensure academic excellence and continuous growth.

We promote a safe, inclusive, and equitable environment.

We nurture trusting and supportive relationships.

We hear and value diverse voices and multiple perspectives.

We prioritize personal well-being and the well-being of others.

We empower lifelong learners to embrace challenges and explore creative solutions.

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

Webster Groves School District Est. 1868

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?

Objective	Strategy	Strategy Leader	Strategy Co-Leader(s)	Deliverable(s)	Completion Date for Deliverable(s)
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

Webster Groves School District Est. 1868

Strategies to be Completed by Summer 2025

Goal #1:
Excellent Teaching and Learning

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

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

Deliverable:
Applicable district staff are trained to implement evidence-based literacy strategies to improve student learning.

Action Steps:

- 77 Classroom Teachers and Reading Specialists have participated in LETRS.
- 6 have completed Vol 1 and 2.
- 43 have completed Vol 1 and are currently in Vol 2.
- 28 are currently in Vol 1.
- We are providing structured literacy resources and support to all teachers.

Webster Groves School District Est. 1868

Goal #1:
Excellent Teaching and Learning

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

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

Deliverable:
All K-12 CLT's operate at the highest level of effectiveness on WGSD CLT Progression.

Action Steps:

Essential Component: The CLT Disaggregates and Analyzes Data To Support Student Learning			
No Impact	**Low Impact**	**Some Impact**	**High Impact**
All members of the CLT DO NOT disaggregate assessment data to determine students who are benefiting from the instruction and those who are not benefiting.	*Some members of the CLT attempt to disaggregate assessment data to determine students who are benefiting from the instruction and those who are not benefiting. However, often data analysis stops at general patterns of success or growth and does not impact individual students or groups of students.*	*All members of the CLT attempt to disaggregate assessment data to determine students who are benefiting from the instruction and those who are not benefiting. Disaggregated data includes examining data by race, gender, students with different abilities, and students who benefit from a free or reduced-priced lunch.*	*All members of the CLT consistently disaggregate assessment data to determine students who are benefiting from the instruction and those who are not benefiting. Disaggregated data includes examining data by race, gender, students with different abilities, and students who benefit from a free or reduced-priced lunch.*

District CLT Guidebook

District CLT Rubric

Integrated into each Building's School Improvement Process

Partnership with Education Plus

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

Deliverable:
Relevant student information is effectively and efficiently communicated across levels.

Action Steps:









Goal #3:
Personal Health and Wellness

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

Deliverable:
A more inclusive and supportive environment for everyone.

Action Steps:

- Family, student, and staff surveys (Oct. and April)
- DLT completed 3.5 hours of PD and will complete 1.5 hours this fall
- Presented to EIA and received feedback
- CSIP plan
- Counselors have formed groups
- Principal communications
- Culture & Climate website

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

Deliverable:
Successful utilization of new evaluation standards and system.

Evaluation
Educator Growth

Action Steps:

2018-2019 PBTE Committee made adjustments to the survey and researched options with iObservation

2019-2020 From PBTE Committee work was adopted and we made the changes iObservation, minimizing the evaluative tool

2020-2021 PBTE Committee researched different evaluation tools

2021-2022 PBTE Committee piloted two evaluation tools

2022-2023 PBTE Committee piloted and Administrators, Support Staff utilized Standard for Success

2023-2024 Full implementation of Standard for Success for all staff

2024-2025 Continued full implementation with modifications related to some evaluative tools

Turn, Talk, and Process:

What progress is being made toward these strategies?

Goal 1:
Excellent Teaching and Learning
Strategy Updates for 2026

Goal #1:
Excellent Teaching and Learning

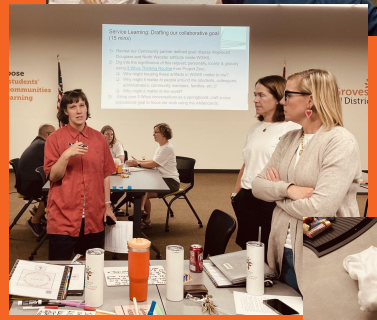
Objective:
To better personalize and individualize learning for students and staff.

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

Deliverable:
Expand learning opportunities in which students and staff feel connected to their learning and are learning through authentic experiences.















SOCIETY FOR EXPERIENTIAL EDUCATION

Webster Groves School District Est. 1868

Goal #1:
Excellent Teaching and Learning

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

Strategy:
PreK-12 building leaders engage in professional learning centered on providing effective feedback to teachers.

Deliverable:
Building level administrators are more knowledgeable and skilled in providing individualized feedback to staff.

Dr. Patty Corum - Administrator Training

2023-2024

- ➔ All Administrators-Difficult Conversations
- ➔ Principals, Assistant Principals - Positive Feedback and Effective Communication

2024-2025

- ➔ All Administrators - Difficult Conversations, Part II
- ➔ Principals, Assistant Principals - Evaluation Practices
    - How to support teachers?
    - Teacher rubric support
    - Equity
    - Subgroups

Webster Groves School District Est. 1868

Goal #1:
Excellent Teaching and Learning

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

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

Deliverable:
Reduced financial barriers to supplemental learning experiences for students and families.

Launching Extra-Curricular Task Force

- Family Members
- Staff
- Community Partners

Purpose:
The task force aims to ensure that all students have equal access to enriching experiences that enhance their learning and personal development, while recognizing the increasing demand for supplemental educational support and the financial challenges faced by families,

Goals:

- Expand access to extracurricular and after-school programs
- Audit supplemental District/School educational expenses
- Seek creative funding solutions
- Monitor and evaluate progress

Webster Groves School District Est. 1868

Goal #1:
Excellent Teaching and Learning

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

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

Deliverable:
Students have expanded access to and participate in extracurricular activities.











Webster Groves School District Est. 1868

Goal 2:
Pathways to Self-Discovery
Strategy Updates for 2026

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

Deliverable:
Through enhanced partnerships, students will have more opportunities to learn about and access college and/or career opportunities.

Webster University

Washington University in St. Louis

Webster Groves School District Est. 1868

Turn, Talk, and Process:

What progress is being made toward these strategies?

Next Meeting:

Wednesday, December 4
5:30-7:00 pm

Focus: Goals 3 and 4