



**West Irondequoit CSD
Strategic Plan
2025-2026**

“Choosing to Rise”

Mission of the West Irondequoit School District

The West Irondequoit Central School District partners with our community in providing a comprehensive educational experience that balances high expectations, diverse opportunities, intellectual growth, and personal responsibility. Our community welcomes each child, nurtures each mind, and inspires each other to peak performance

West Irondequoit Core Commitments

We are committed to partnering with our community to:

- Provide challenging curricula and embrace authentic experiences that complement the academic achievement of each student.
- Foster the emotional and physical wellness of all students.
- Encourage students to embrace creativity, welcome challenges, learn from setbacks, and develop resilience as integral parts of lifelong learning.
- Maintain a working environment that draws and retains knowledgeable, creative, dedicated, and caring professionals.
- Balance resources and educational needs to promote a fiscally sound and financially stable educational program.
- Provides students opportunities to explore possible careers, develop future paths, and hone 21st century skills for global citizenship.

The West Irondequoit Strategic Plan is focused on 4 key focus areas and goals for each:

- **Curriculum:** Promote excellence, equity, and inclusion through a viable and guaranteed curriculum
- **Instruction:** Establish instructional practices to ensure success for all learners.
- **Implementation Systems:** Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.
- **Well-Being of Self and Community:** Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Each focus area has several initiatives and actionable outcomes. These are divided among the five years of the Strategic Plan.

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal: College and Career Readiness - ensure that all graduates are prepared for post-secondary opportunities.

Task: Create and implement a self-exploration audit for students starting in grade 9

Key person: Office of Instruction

Action Steps	Person Responsible	Due Date	Deliverables
5. Align current career/future planning exploration with readiness outcomes.	Office of Instruction Directors	June 30, 2025	

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal: College and Career Readiness - ensure that all graduates are prepared for post-secondary opportunities.

Task: Increase K-8 awareness of College and Career Readiness to support student understanding of what they are learning, why they are learning it, and how they can use it.

Key person: Office of Instruction

Action Steps	Person Responsible	Due Date	Deliverables
4. Application of Portrait of a Graduate to Comprehensive Counseling Plan and counseling lessons	Office of Instruction Student Services	Ongoing June 2025	

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal: College and Career Readiness - ensure that all graduates are prepared for post-secondary opportunities.

Task: Establish an evaluation process of College and Career Readiness

Key person: Office of Instruction

Action Steps	Person Responsible	Due Date	Deliverables
3. Create a WI graduate data analysis process based on defined outcomes.	Asst. Superintendent for Instruction Office of Instruction Directors	June 30, 2025	

Implementation Systems

Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal: Staff Recruitment and Retention - recruit and retain the highest quality staff, reflective of the diversity of the West Irondequoit community.

Task: Provide appropriate staff on-boarding and support for new employees

Key Person: Office of Human Resources

Action Steps	Person Responsible	Due Date	Deliverables
2. Explore, identify, and develop affinity groups to support staff as needed	Office of Human Resources	June 30, 2025	
3. Explore and develop a leadership coaching series for school administrators focused on creating inclusive, responsive, and equitable environments for all staff.	Office of Human Resources	June 30, 2025	

Instruction

Objective: Establish instructional practices that ensure success for all learners.

Initiative Area and Goal: Instructional accountability - implement a shared and equitable accountability system that ensures consistency of instruction, assessment, and evaluation.

Task: Evaluate the accountability system and adjust as warranted

Key Person: Office of Instruction (Office of Human Resources)

Action Steps	Person Responsible	Due Date	Deliverables
Survey staff regarding the efficacy of the current supervision structure	Office of Instruction (Office of Human Resources)	January 3, 2026	Survey results
Research exemplars and early adopters of models of the new STEPS plan to identify best practices	Office of Instruction (Office of Human Resources)	June 30, 2026	Collection of best practices
Initiate negotiation discussion with appropriate units	Office of Instruction (Office of Human Resources)	June 30, 2026	

Well Being of Self and Community

Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal: Health, Safety, and Wellness (behavior)- Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Create opportunities for families to learn about behavioral expectations and Restorative Practices.

Key Person: Office of Student Services and Building Principals

Action Steps	Person Responsible	Due Date	Deliverables
1. Define learning targets for families about behavior expectations and restorative practices by grade level bands	Office of Instruction and Superintendent	November 30, 2024	
2. Create a learning and communication plan for families to ensure understanding in identified areas	Office of Student Services and Building Principals	March 1, 2025	
3. Integrate the learning and communication plan into remaining 2024-25 plans and future planning	Office of Student Services and Building Principals	June 30, 2025	