

WALLED LAKE CONSOLIDATED SCHOOL DISTRICT



# VISION





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# INTRODUCTION

Our vision paints a picture of what the District will look like in the near future and serves as a clear, actionable guide that articulates your direction and beliefs through a set of five narratives. It is important to remember that the vision defines the “what” for the District, while the “how” will be addressed in the strategic plan.

## HOW THE VISION WAS DEVELOPED

This vision was developed through a collaborative process that incorporated input from all stakeholder groups, including Walled Lake Consolidated Schools students, teachers, support staff, administrators, parents/guardians, and community members.

Facilitated by G&D Associates, the process included a review of relevant data and extensive community engagement activities such as surveys, focus groups, and individual interviews. In total, 62 opportunities for stakeholder input were provided.

## COMMUNITY ENGAGEMENT PARTICIPATION

- 14 School Board Member Interviews
- Community Survey (2,597 total responses)
  - 1,558 parents/guardians
  - 353 district employees with a student in WLCSD
  - 225 district employees without a student in WLCSD
  - 142 community members with children who graduated from WLCSD
  - 130 community members without school-aged children
  - 29 community members with school-aged children who do not attend WLCSD
  - 160 students
- Focus Groups and Site Visits (281 participants)
  - 113 students (all middle and high schools)
  - 75 parents/guardians (15 opportunities)
  - 74 district employees (16 opportunities)
  - 19 community members without children in WLCSD (6 opportunities)
- Site visits to all middle and high schools as well as Dublin Elementary, Pleasant Lake Elementary, Glengary Elementary, and Walled Lake Elementary

This information helped shape a two-day vision development workshop, with a representative group of district employees invited to participate.



# LEARNING

In an ever-evolving world, learning must go beyond basic academic knowledge to develop the skills that open doors to opportunity both in school and beyond.

## RELEVANT AND APPLICABLE SKILLS

Walled Lake Consolidated Schools is committed to providing a strong foundation of core academic content while ensuring learning is relevant and grounded in real-world applications. We will cultivate essential behaviors and skills such as empathy, resilience, curiosity, and collaboration through opportunities that feature honest discourse, effective communication, and critical thinking — enabling all students to explore their passions and engage in community-connected experiences. This is foundational to developing a highly effective School Community of learners. Our students will have multiple, equally rigorous options to demonstrate proficiency, enabling each to showcase growth in ways that reflect their strengths.

## STUDENT VOICE AND WELL-BEING

Safe and secure environments that prioritize well-being will enhance the learning experience. We will emphasize

positive relationships and ensure access to a variety of educators who provide guidance and personalized support. This approach will establish students as active partners in their educational journey — giving them meaningful input into approaches to learning as well as school and classroom policies. A culture of continuous improvement will be developed through frequent opportunities to give, receive, and respond to feedback.

## PERSONALIZED EXPERIENCES

Our schools will provide access to a variety of programming options to support innovative Pre-K – Adult learning models that strive to offer multiple personalized pathways. We will leverage student time and schedules across the District to ensure all receive what they need, when they need it, through methods that are most effective for them.

By cultivating a dynamic, learner-centered educational experience connected to real-world skills and authentic application of learning, we will empower our students to engage as positive contributors in their communities.



# TEACHING

Walled Lake Consolidated School District is dedicated to igniting a passion for our profession through the celebration of innovation and success. We are committed to leveraging educator voice and perspective in the design of our systems because they possess the deep expertise and growth mindset to ensure every learner realizes success, every day.

## RESOURCES FOR SUCCESS

To enhance teaching throughout the District, we will provide educators with a rich set of evidence-based resources that align with our core beliefs and are cohesive — enabling every teacher to implement a learner-centered model. Our educators will have dedicated time for planning, vertical and horizontal collaboration, and embedded time with students to discuss their goals.

## DATA-DRIVEN INNOVATION AND SUPPORT

Our District will foster a culture of responsible innovation and data-informed practices that will help teachers customize our curriculum to address the needs of their students. A Universal Design for Learning (UDL) framework for planning will integrate educator expertise, Michigan's Academic

Standards, and relevant data to create challenging learning experiences. Behavioral and academic success will be bolstered through a Multi-Tiered System of Support (MTSS) defined by a proactive and agile approach to intervention and enrichment.

To keep our work relevant and real-world connected, our educators will have access to industry and community leaders for collaborative lesson design while providing career exploration and pursuit opportunities.

## SAFE AND SECURE FACILITIES

Our facilities will be safe, healthy, and equipped with the resources needed for a wide range of dynamic experiences. Common safety and security policies and practices will empower our educators to focus on student success while also providing a comfortable and exciting work setting.

Valuing both the art and science of teaching — while providing the time and resources needed to enhance a learner-centered model — will support a culture of pride and success for all educators in Walled Lake Consolidated School District.



# LEADING

Leadership in Walled Lake Consolidated Schools is not defined by titles but by actions — intentional efforts that inspire, develop, and empower individuals to reach their full potential. Leaders throughout our District are charged with modeling empathetic approaches to their work while prioritizing happiness and well-being.

## EMPATHETIC LEADERSHIP

Our leaders will actively engage with staff members and peers about motivations and needs while providing timely feedback on working practices — ensuring employees feel heard and are part of a collaborative approach to designing and implementing our systems. Leaders across the District will model and support a healthy work-life balance — leading to high levels of morale.

## COLLABORATIVE PROBLEM SOLVING

Regular opportunities for discourse and problem solving will provide clarity and alignment with District goals —

driving innovation and reinforcing our commitment to learner-centered, community-connected experiences.

## RETENTION AND RECRUITMENT

Retention and recruitment practices will employ strategies to attract and retain top professionals who share a passion for fulfilling our vision. Formal development opportunities for current and aspiring leaders will enrich our talent pool while establishing sustainable evolution.

By developing effective and collaborative leaders who are deeply invested in the growth and well-being of every individual, Walled Lake Consolidate School District will create a legacy of passionate leaders who will champion the future of education.



# PROFESSIONAL GROWTH

We believe that investing in personal and professional growth is the key to our District's continued success. By utilizing a human-centered approach to adult learning, every member of our team will be empowered to continuously enhance their expertise through experiences that are strategically aligned and personalized.

## TARGETED IMPLEMENTATION

We will use a variety of assessment methods to identify the needs of individual employees, schools, and the District. The effectiveness of professional learning will be measured by implementation progress and impact rather than seat time. Professional learning will be an integrated, well-supported component of our work — ensuring that new initiatives are thoughtfully introduced with adequate time and resources for success.

## PERSONALIZED SUPPORT

Embedded, non-evaluative coaching will be customized, fostering a culture of trust and sustained support. New employees will experience in-depth onboarding with ongoing mentorship, helping them build confidence and proficiency.

## COLLABORATIVE CONNECTIONS

Flexible scheduling will create embedded collaboration time. Employees will connect with peers who share common interests and skill sets through professional learning networks and site visit opportunities. We will ensure employees will have time to plan for implementation and adapt strategies to their contexts as part of every professional learning experience.

By prioritizing professional learning, we will realize the highest levels of growth and satisfaction — positively impacting all stakeholders throughout the Walled Lake Consolidated School District community.



# COMMUNITY ENGAGEMENT

The quality of education in Walled Lake Consolidated School District thrives on dynamic, symbiotic partnerships that foster development and success.

## CELEBRATE AND CONNECT

We will engage families through opportunities to experience their child's learning and provide feedback about our approaches. A variety of digital and non-electronic media will be leveraged to communicate with, celebrate, and connect our stakeholders — providing “windows” into the District that empower advocacy for students and educators.

## CULTURE OF CARE AND SERVICE

Employees throughout Walled Lake Consolidated Schools will set the standard for exceptional customer service, ensuring that every interaction with all stakeholders reflects our commitment to empathy and responsiveness.

## PARTNERING FOR COMMUNITY SUCCESS

We will establish and strengthen strategic partnerships — engaging our community in collaborative projects, volunteering, internships, and apprenticeships.

We will work alongside stakeholders to deliver relevant and engaging community education options. Before- and after-school programming will be designed to meet the diverse needs of students and working families, providing additional layers of support and engagement.

Our commitment to partnerships and meaningful engagement will empower stakeholders to embrace our shared vision and values — contributing to a thriving community while strengthening the bonds that unite us in our commitment to innovation and success.

