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Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Project Title	Plan Number
Learning	Students will have multiple, equally rigorous options to demonstrate proficiency, enabling each to showcase growth in ways that reflect their strengths.	Develop and communicate clear definitions of proficiency.	Cathy Kochanski	$0	5/14/26	Identify high school ELA proficiency scales aligned to the Michigan Academic Standards.	Plan 1
Learning	Students will have multiple, equally rigorous options to demonstrate proficiency, enabling each to showcase growth in ways that reflect their strengths.	Design equally rigorous options for students to demonstrate proficiency.	Cathy Kochanski	TBD	2/6/26	Develop and implement math performance assessment options.	Plan 2
Learning	We will emphasize positive relationships and ensure access to a variety of educators who provide guidance and personalized support.	Identify and implement strategies and time structures for developing and maintaining positive relationships between educators and students	Eileen Derengowski	TBD	12/11/25	Create a mentorship-based advisory time for all 6th graders.	Plan 3
Learning	A culture of continuous improvement will be developed through frequent opportunities to give, receive, and respond to feedback.	Create opportunities for learners to collaborate, observe and support our continuous improvement.	Lora Stout	TBD	6/4/26	Identify and implement a common peer-to-peer feedback structure for adult learners.	Plan 4
Learning	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.	Evaluate current systems and how they support student academic and social-emotional needs.	Nayal Maktari	TBD	5/22/26	Conduct an assessment of current academic support approaches.	Plan 5
Teaching	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.	Identify and implement common WLCSD core instructional strategies (ex. - small group math instruction, socratic conversations, etc.)	Cathy Kochanski	TBD		Design and implement a 5 E's (Engage, Explore, Explain, Elaborate, and Evaluate) approach in science courses.	Plan 6
Teaching	Educators will have dedicated time for planning, vertical and horizontal collaboration, and embedded time with students to discuss their goals.	Create opportunities for teachers to have dedicated time for collaboration.	Cathy Kochanski	TBD		Conduct collaborative PD planning sessions with teachers.	Plan 7
Teaching	Educators will have dedicated time for planning, vertical and horizontal collaboration, and embedded time with students to discuss their goals.	Examine and adjust building and District schedules to create space for that time.	Greg Diamond	TBD		Conduct review of current PD calendar and allow for more collaboration across grade levels.	Plan 8
Teaching	We 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.	Increase understanding of the available curricular resources and instructional support systems.	Ellen McDonald	TBD		Conduct and communicate a supported resource audit.	Plan 9
Teaching	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.	Identify and implement several guaranteed UDL strategies for all students to support creating challenging learning experiences for all students.	Ellen McDonald	TBD		Identify and pilot UDL-aligned unit planning structures.	Plan 10

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Teaching	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.	Continue to develop and implement a tiered academic and behavior response framework.	Eileen Derengowski	TBD		Create and implement a district-wide behavior response framework.	Plan 11
Teaching	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.	Design impact assessment processes for our tiered response work.	Lora Stout	TBD		Conduct an impact assessment on tier two elementary literacy supports.	Plan 12
Teaching	Facilities will be safe, healthy, and equipped with the resources needed for a wide range of dynamic experiences.	Develop a system for staff to share their thoughts, experiences and needs around their own well-being.	Abbie Kidder	$0		Facilitate feedback sessions focused on staff member well-being.	Plan 13
Leading	Leaders will actively engage with staff members and peers about motivations and needs while providing timely feedback on working practices.	Develop structures for leaders and employee 1:1 check-ins	Chad Scaling	$2,500		Develop a 1:1 Meeting Playbook: Structure, Purpose, Impact.	Plan 14
Leading	We will ensure our employees are part of a collaborative approach to designing and implementing our systems.	Implement a way to provide time for staff to collaborate with leadership at the building and district levels as a regular part of design and implementation	Chad Scaling	$500		Develop a Leadership Collaboration Process.	Plan 15
Leading	Leaders across the District will model and support a healthy work-life balance.	Implement a process that communicates the supports available to our staff	Donna McVay	$0		Develop a communication plan that includes timing and content for supports available for staff	Plan 16
Leading	Leaders across the District will model and support a healthy work-life balance.	Develop a communication that shares ideas and tips for work-life balance (health and wellness)	Donna McVay	$0		Develop a message calendar that includes timing and content for ideas and tips for work-life balance and health.	Plan 17
Leading	Leaders across the District will model and support a healthy work-life balance.	Create job specific norms and agreements related to work/life balance.	Mike Lonze	$0		Develop and implement work/life harmony expectations for Leadership.	Plan 18
Leading	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.	Develop a system that provides opportunities for stakeholders to provide feedback to the District	Mike Lonze	$0		Redesign and implement a new process that will provide family and staff feedback.	Plan 19
Leading	Retention and recruitment practices will employ strategies to attract and retain top professionals who share a passion for fulfilling our vision.	Create a system to gather information when a person is hired and after their first year as to why they picked WLCSD	Ali Hamka	$0		Connect with 1st year hires to garner feedback around their experiences at WLCSD.	Plan 20
Leading	Retention and recruitment practices will employ strategies to attract and retain top professionals who share a passion for fulfilling our vision.	Develop partner schools with institutions for student teachers	Abbie Kidder	$0		Establish relationships with colleges and universities focused on student teaching and practicum student recruitment.	Plan 21

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Leading	Retention and recruitment practices will employ strategies to attract and retain top professionals who share a passion for fulfilling our vision.	Develop a system that creates formal training for mentors who take on new mentee hires to WLCSD	Mentor/Mentee Admin	TBD		Develop and implement a mentor training program.	Plan 22
Leading	Retention and recruitment practices will employ strategies to attract and retain top professionals who share a passion for fulfilling our vision.	Develop and implement processes to collaborate with staff members on identifying and addressing retention needs.	Ali Hamka	$0		Formalize and implement a retention focus group	Plan 23
Leading	Formal development opportunities for current and aspiring leaders will enrich our talent pool while establishing sustainable evolution.	Continue to implement support for teacher leadership development.	Lora Stout	TBD		Create an "innovative educator" cohort.	Plan 24
Leading	Formal development opportunities for current and aspiring leaders will enrich our talent pool while establishing sustainable evolution.	Identify and communicate leadership opportunities for all employee groups.	Ali Hamka	$1,000		Facilitate an aspiring leadership professional learning experience	Plan 25
Professional Growth	We will use a variety of assessment methods to identify the needs of individual employees, schools, and the District.	Develop assessment tools that we use across all departments in the district (ie. surveys, student achievement data, observation data, other district data, coaching data, implementation data) to determine areas of need for professional learning.	Cathy Kochanski	TBD		Implement a non-evaluative learning walk process.	Plan 26
Professional Growth	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.	Develop systems to incorporate stakeholder feedback in planning and adjusting professional learning.	Cathy Kochanski	TBD		Create and implement a post-PD feedback structure.	Plan 27
Professional Growth	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.	Develop a District-wide professional learning calendar	Cathy Kochanski	TBD		Create a learning calendar that takes into account departments and teams across the District.	Plan 28
Professional Growth	Embedded, non-evaluative coaching will be customized, fostering a culture of trust and sustained support.	Expand lab observation opportunities.	Cathy Kochanski	TBD		Develop at least one lab classroom at each school.	Plan 29
Professional Growth	Embedded, non-evaluative coaching will be customized, fostering a culture of trust and sustained support.	Identify and implement common strategies for fostering positive culture related to professional coaching.	Julieanne Muir	TBD		Calibrate a common set of content-agnostic coaching approaches.	Plan 30
Community Engagement	We will engage families through opportunities to experience their child' s learning and provide feedback about our approaches.	Review current District/Building/Classroom communications tools to foster meaningful 2-way communication that ensures inclusivity and accessibility	Dan Durkin	TBD (price comparable to School Messenger cost)		Conduct a review of various school communication platforms' functionality, features, and cost.	Plan 31

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Community Engagement	We will engage families through opportunities to experience their child' s learning and provide feedback about our approaches.	Engage PTSA Council Leadership in more dynamic feedback opportunities to leverage their outreach with selling District vision	Dan Durkin	$0		Develop and implement a PTSA council calendar of events featuring admin speakers.	Plan 32
Community Engagement	We will engage families through opportunities to experience their child' s learning and provide feedback about our approaches.	Focus on communicating the why behind decisions to create buy in with stakeholders in newsletter communications.	Dan Durkin	$0		Communicate the why in decision-making in strategic communication.	Plan 33
Community Engagement	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.	Evaluate current outreach communication approaches and tools utilizing survey data from stakeholders	Dan Durkin	$0		Seek input from staff and parents on communication tools and approaches.	Plan 34
Community Engagement	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.	Engage the surrounding community in school events and volunteer opportunities.	Dan Durkin	$0		Develop tools and volunteer contact lists to improve engagement with the community.	Plan 35
Community Engagement	We will ensure that every interaction with stakeholders reflects our commitment to empathy and responsiveness.	Identify and establish a common set of WLCSD professional connection standards and protocols	Dan Durkin	$0		Create a Professional Standards Guide that includes workplace expectations.	Plan 36
Community Engagement	We will ensure that every interaction with stakeholders reflects our commitment to empathy and responsiveness.	Develop a social media use policy for staff to ensure digital professionalism at all times.	Chad Scaling	$500		Develop a social media use policy for staff to ensure digital professionalism at all times.	Plan 37
Community Engagement	We will ensure that every interaction with stakeholders reflects our commitment to empathy and responsiveness.	Establish feedback methods in order to continue to improve building to home connections (and vice versa)	Dan Durkin	TBD board approval needed		Evaluate feedback software tools based on functionality, features and cost.	Plan 38
Community Engagement	We will ensure that every interaction with stakeholders reflects our commitment to empathy and responsiveness.	In collaboration with union leadership, establish regular staff onboarding practices - may include self-paced options or quarterly in-person orientation sessions throughout the year.	Ali Hamka			Develop sustained onboarding support for newly hired staff	Plan 39
Community Engagement	We will establish and strengthen strategic partnerships — engaging our community in collaborative projects, volunteering, internships, and apprenticeships.	Work with trades and career tech organizations to create opportunities for students both within and outside the school day.	Mike Weaver	TBD		Develop pre-CTE pathway opportunities for middle school students.	Plan 40
Community Engagement	We will establish and strengthen strategic partnerships — engaging our community in collaborative projects, volunteering, internships, and apprenticeships.	Support local health and wellness organizations in offering services to staff during District-wide events (opening day, PD days, etc.).	Nayal Maktari	TBD		Provide onsite staff support services during non-student contact days.	Plan 41

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Community Engagement	We will work alongside stakeholders to deliver relevant and engaging community education options.	Evaluate community needs by soliciting feedback and responding with relevant programming.	Lizzi McNamara	TBD		Develop and conduct an audit of community education offerings.	Plan 42
Community Engagement	We will work alongside stakeholders to deliver relevant and engaging community education options.	Ensure our physical spaces are accessible and welcoming to all stakeholders	Dave Watkins	TBD		Conduct and act on a visual improvement assessment at each District facility.	Plan 43
Community Engagement	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.	Evaluate family needs by connecting with building leaders to determine the needs of each building's immediate population	Lizzi McNamara	$500		Develop a process to Identify after-school enrichment opportunities at the elementary level.	Plan 44
Community Engagement	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.	Examine childcare offerings for families during events such as PTA, PAC, P/T conferences, curriculum nights	Heather Hill	TBD		Examine Childcare offerings for special events	Plan 45
Community Engagement	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.	Create processes to evaluate and respond to digital resource and connectivity barriers.	JaCinda Sumara	$500		Create processes to evaluate and respond to digital resource and connectivity barriers.	Plan 46
	2025/2026	2027/2028		$5,500			