



Steering Committee Meeting Notes **September 2025**

The Steering Committees for all four priority areas of the district's Shared Vision met on September 23, 2025. Below are the meeting notes that capture the focused conversations around priority accomplishments and goals. During the next two meetings in January and April, the groups will continue to provide feedback and input on current goals and future goals for the Shared Vision.

Priority #1: Customized Learning, Innovative Programming and Academic Excellence

Academic excellence continues to be driven by innovative programming, including high-functioning Professional Learning Communities (PLCs) where teachers collaborate daily, share expertise, and focus on collective efficacy rather than working in isolation. Flex Experience has empowered students through voice, choice, and agency, with AI integration enhancing personalized learning. STEAM programming has strengthened hands-on, cross-curricular learning, fostering resilience, problem-solving, and confidence from elementary through middle school, while consistent curriculum resources such as CKLA and HMH Math ensure alignment and growth across grades. New courses, including Career Connections, WE Build, Capstone, and Cybersecurity, along with Immersion Hubs and community showcases, are expanding opportunities for students to explore diverse fields and develop real-world skills.

Looking forward, the committee focused on aligning WE Design goals and actionable steps to further enhance student learning and experiences. Key priorities include the development of a comprehensive learning framework, the launch of integrated CTE programming, and ongoing improvement of academic outcomes. Emphasis was placed on ensuring all instructional models—traditional, AI-assisted, computer-based, and blended/flex learning—work cohesively to support every student, with targeted interventions and enrichment opportunities embedded through MTSS. Career and technical education is being intentionally connected to classroom learning, student interests, and community needs, ensuring equitable access and meaningful pathways for all learners.

The meeting also marked the beginning of framework input and planning. Through visioning activities, participants shared ideas for creating the “perfect educational environment,” exploring elements such as learner-driven instruction, evidence of learning, personalized goals, and flexible environments. The group discussed essential tools and resources, the role of family engagement and staff collaboration, and how to balance non-negotiables with aspirational goals. These discussions will inform the next steps in designing a coherent, student-centered framework that integrates innovative practices, personalized learning, and real-world opportunities to ensure all students are future-ready.



Priority #2: The W-E Experience

Priority #4: Communications and Community Engagement

These two committees are closely aligned with their goals and vision and are meeting as a team to collaborate.

Achievements

For **The W-E Experience** priority, the district focused on recognizing excellence and enhancing student and staff life. Key initiatives included launching the W-E Impact Award, recognizing staff and students in publications and at Board meetings, and via social media posts. The athletic department refreshed the code of conduct, drafted signs of good sportsmanship for facilities, held leadership meetings, increased youth nights at varsity events, and saw the official sanctioning of girls flag football. Student leadership through advisory councils and the ROX groups for middle and high school girls were fully implemented. The fine arts staff worked collaboratively to design programming enhancements. Student success was featured at the Portrait of a Graduate Showcase and through performances at community events. The transition nights expanded to middle schools and award programs celebrated student success.

For the **Communications and Community Engagement** priority, the focus was on modernizing tools and strengthening community ties. A major milestone was the successful website launch in August. New communication platforms like MyPowerHub and Safe Arrival were implemented, and the Community Update was refreshed and is now published more frequently. A new feedback loop, "You Ask, WE Answer," was introduced, and the website's functionality was improved with "Call to Action Buttons." The district underwent a rebranding effort, creating refreshed logos and branding guides, and rebranded the elementary and middle schools as Rebels and Rangers. The Alumni Network Registry grew to over 700 members and will host its first event in October 2025. Media visibility saw a marked increase in positive news stories across local and regional outlets. Lastly, community engagement was significantly expanded through events including Community Action Night, Senior's Night Out and the Senior Citizen's Prom, and active participation in local events such as the Downtown Willoughby Chili Cook-off, along with increased outreach to community organizations and businesses.

Goals

Alumni Network: The district aims to significantly strengthen its ties with graduated students by continuing the recruitment of alumni to expand the district registry and develop a Hall of Fame Induction process for distinguished alumni. In small groups, we discussed the criteria for alumni to be considered, including such elements as length of time since graduation, induction categories, additional factors, posthumous induction, nomination packets, and selection committee. Other school district hall of fame programs were reviewed for ideas.



W-E Advantage Recruitment and Marketing Campaign: This goal is designed to position W-E Schools as the public school of choice for area families. The campaign will achieve this by prominently promoting the district's strengths across academics, arts, and athletics, and by creating compelling content that shares the stories of current families and students to highlight the real-world W-E experience.

Participants were asked to share some of their favorite aspects of the school district. Based on participant feedback, the district's core strengths for a marketing campaign should be centered on its people, community, and culture.

- Highlight the "amazing" and caring staff who are described as the reason students are thriving along with strong parental support. Emphasize the profound positive change teachers create in individual students' lives.
- Focus on the "small-town feel," the sense of "we are all one," and the feeling of "family." Promote the strong support from the community, businesses, and government, noting the generations of alumni who return as staff and residents.
- Market the cultural makeup and diversity of students and families, showcasing an environment where "Every Person Matters. Every Moment Counts," emphasizing that the district offers "something for everyone."
- Highlight the commitment to continuous improvement for academics and the impressive student leadership.

Priority #3 - Fiscal Responsibility and Operations

Safety and Security

Last year, the district was able to review and update their evacuation plans for each of our campuses. We were also able to complete training of all staff concerning active shooter situations. In partnership with the Eastlake Police Department the district added two School Resource Officers. One will work at North High School and the other at our Eastlake Middle and Thomsas Jefferson campus.

Operations

The creation of a Capital Improvement plan began with the recommendation to approve major renovations to Royalview Elementary School during the 2025-2026 school year. These renovations will include lighting, electrical upgrades, and air conditioning for the entire school. Willowick Middle School renovations this summer included reimagining the main office space to create a secure bullpen entrance for guests, and new office space for building administration.



Fiscal

The 20-year Capital Plan adoption by the Board of Education will allow us to better maintain our schools and support facilities. The district also re-purchased our bus fleet to save money on leasing fees.

Goals for 2025-2026

- Safe and Modern Learning Environments
 - How do we leverage our physical environment to support Priority #1 and Priority #2 while providing safety measures that are practical and consistent?
- Future-Proof Funding of the District
 - How do we avoid fiscal setbacks, insulate ourselves from State decisions and help be part of the solution for local taxpayers?

Committee Recommendations

Safety and Security

During the 2025-2026 school year we will expand our safety training to include our students. These training sessions will be age-appropriate. The committee also recommended working on a communication plan to help inform our community about safety and security measures in the district.

Operations

This year we will begin the renovations to Royalview Elementary as set forth in the goals. These renovations will include lighting, flooring, electrical upgrades, and the installation of air conditioning throughout the building in order to enhance the teaching and learning environment for staff and students. The committee discussed the importance of reflecting throughout this process as we look to provide capital improvements to our other buildings in the future.

Fiscal

The committee recommends the treasurer and superintendent establish a small, specialized group to examine funding options moving forward. This group will present its recommendations to the Board of Education.