

WINCHESTER PUBLIC SCHOOLS

ELEVATE

2030



WPS Strategic Plan

Vision, Mission, Beliefs

OUR VISION

We aspire to be an inclusive community that empowers all students to thrive.

OUR MISSION

We ensure students have the knowledge, skills, and dispositions necessary to embrace rigorous challenges, navigate personalized pathways, and enrich their civic communities.

OUR BELIEFS

- Every student has the right to an excellent education in a safe, experiential, and imaginative learning environment.
- Every student deserves equitable opportunities to learn, grow, lead, and serve.
- An intentional focus on future ready skills and dispositions, integrated with essential academic knowledge, develops an empowered 21st century graduate.
- Mental, emotional, and physical health are essential conditions for optimal learning.
- Collective efficacy and shared accountability are vital ingredients to a productive, empowered workforce.
- Winchester Public Schools must be learner-centered, agile and courageous in modeling the power of public education across our Commonwealth, country, and world.
- A vibrant public education system positively impacts the social, economic, and civic well-being of Winchester.
- Embracing the diversity of our students, their families, and our community is a strength that unifies us.
- To achieve equity, we must clearly define and monitor the extent to which all learners and groups are empowered through access, diversity, and inclusion.

STRATEGIC GOALS



ELEVATE LEARNERS

Students have agency, motivation, knowledge, and skills to set and pursue learning goals toward academic and life success.



ELEVATE STAFF

Employees are empowered and valued for their unique contributions, which fosters a positive environment through collective efficacy and shared accountability.



ELEVATE FAMILY & COMMUNITY

WPS cultivates student success through mutually supportive family connection and community partnerships.



ELEVATE SYSTEMS

WPS provides excellent operational support that ensures transparent stewardship, while ensuring efficient, environmentally responsible, and equitable practices to build stakeholder trust and satisfaction.

GOAL 1: ELEVATE LEARNERS



Students have agency, motivation, knowledge, and skills to set and pursue learning goals toward academic and life success.



**OBJECTIVE 1.1: PURPOSEFUL
LEARNING PATHWAYS**



**OBJECTIVE 1.2: STUDENT
DEVELOPMENT AND BELONGING**



**OBJECTIVE 1.3: LEARNING
EXPECTATIONS AND ALIGNED SUPPORT**

ELEVATE LEARNERS



Objective 1.1: Purposeful Learning Pathways

Students design and pursue personalized learning and career goals with educator guidance and support.

Strategy 1.1a: Execute a K-12 Goal-Setting Framework

Strategy 1.1b: Develop Student Agency

Strategy 1.1c: Expand Academic and Career Exploration Opportunities

Objective 1.2: Student Development and Belonging

Students engage in authentic, collaborative learning experiences that build skills, elevate voice, and develop a strong sense of belonging.

Strategy 1.2a: Design Personalized Project-Based Learning Experiences

Strategy 1.2b: Strengthen Relationship-Centered Practices

Objective 1.3: Learning Expectations and Aligned Support

Students meet or exceed academic expectations through rigorous instruction, responsive support, and high standards.

Strategy 1.3a: Deliver Rigorous, Inclusive Instruction

Strategy 1.3b: Develop Data Protocols to Guide Instructional Decisions

Strategy 1.3c: Provide Evidence-Based Interventions



GOAL 2: ELEVATE STAFF



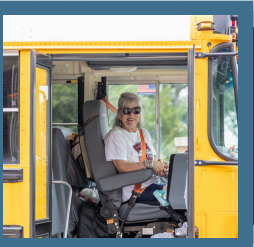
Employees are empowered and valued for their unique contributions, which fosters a positive environment through collective efficacy and shared accountability.



OBJECTIVE 2.1: ENGAGING AND COLLABORATIVE WORKPLACE



**OBJECTIVE 2.2:
STAFF CAPACITY AND AGENCY**



**OBJECTIVE 2.3: COMPETITIVE BENEFITS
AND WORK-LIFE BALANCE**

ELEVATE STAFF



Objective 2.1: Engaging and Collaborative Workplace

Employees actively contribute to a respectful, inclusive workplace culture and collaborate in professional learning and school improvement efforts.

Strategy 2.1a: Establish a Framework for Collaborative Learning

Strategy 2.1b: Model Shared Leadership and Inclusive Decision-Making Structures

Strategy 2.1c: Foster a Culture of Belonging, Recognition, and Psychological Safety

Objective 2.2: Staff Capacity and Agency

Employees are provided clear expectations, resources, and pathways to grow professionally and advance the mission of WPS.

Strategy 2.2a: Align Coaching, Feedback, and Evaluation for Growth

Strategy 2.2b: Clarify Roles and Competencies to Empower Autonomy

Strategy 2.2c: Broaden Personalized Career Pathways and Growth Opportunities

Objective 2.3: Competitive Benefits and Work-Life Balance

Employees benefit from competitive compensation, strong wellness supports, and systems that promote retention and well-being.

Strategy 2.3a: Advance Compensation, Benefits, and Recruitment Pipeline

Strategy 2.3b: Promote Sustainable Work-Life Balance and Burnout Prevention

Strategy 2.3c: Optimize Targeted Retention and Engagement Supports



GOAL 3: ELEVATE FAMILY & COMMUNITY



Winchester Public Schools cultivates student success through mutually supportive family connection and community partnerships.



OBJECTIVE 3.1:
FAMILY CONNECTIONS



OBJECTIVE 3.2: INCLUSIVE
FAMILY ENGAGEMENT



OBJECTIVE 3.3: COMMUNITY
ENGAGEMENT IN STUDENT SUCCESS

ELEVATE FAMILY & COMMUNITY



Objective 3.1: Family Connections

Families are informed, included, and actively engaged as valued partners in their child's education.

Strategy 3.1a: Create a Family Communication & Engagement Framework

Strategy 3.1b: Collect Family Input to Ensure Inclusive Participation

Objective 3.2: Inclusive Family Engagement

Schools create welcoming environments that honor diverse family experiences, foster trust, and empower families to support student learning and engagement.

Strategy 3.2a: Adopt High-Impact, Evidence-Based Engagement Practices

Strategy 3.2b: Embed Culturally Responsive Practices in School Environments

Strategy 3.2c: Increase Outreach and Supports to Empower Underrepresented Families

Strategy 3.2d: Champion Proactive, Relationship-Centered Outreach

Objective 3.3: Community Engagement in Student Success

Community partnerships enhance student achievement, career readiness, and social-emotional well-being through shared support and real-world opportunities.

Strategy 3.3a: Amplify Career Readiness Through Work-Based Learning Partnerships

Strategy 3.3b: Bolster Student Support Systems Through Community Collaboration



GOAL 4: ELEVATE SYSTEMS



Winchester Public Schools provides excellent operational support that ensures transparent stewardship, while ensuring efficient, environmentally responsible, and equitable practices to build stakeholder trust and satisfaction.



OBJECTIVE 4.1:
OPERATIONS EFFICIENCY



OBJECTIVE 4.2: TECHNOLOGY INFRASTRUCTURE,
RESOURCES, AND SUPPORT SERVICES



OBJECTIVE 4.3: FINANCE
SYSTEMS AND STEWARDSHIP

ELEVATE SYSTEMS



Objective 4.1: Operations Efficiency

The Operations Department provides safe, clean, and efficient facilities, transportation, and nutrition to enable student-centered learning.

Strategy 4.1a: Develop a Data-Informed Facility Support System

Strategy 4.1b: Ensure Transportation Efficiency and Safety

Strategy 4.1c: Build a Responsive, Transparent Customer Service Model for Facilities

Strategy 4.1d: Promote a Culture of Staff Safety and Risk Reduction

Strategy 4.1e: Enhance Nutrition Services Through Student Feedback and Access

Strategy 4.1f: Establish a Records Management Framework

Objective 4.2: Technology Infrastructure, Resources, and Support Services

The Technology Department ensures secure, reliable, and innovative technology systems that empower teaching, learning, and operations.

Strategy 4.2a: Deliver Targeted Professional Development on Instructional Technology

Strategy 4.2b: Maintain Reliable and Secure Digital Access

Strategy 4.2c: Provide Exceptional Customer-Focused Technology Support

Objective 4.3: Finance Systems and Stewardship

The Finance Department manages financial resources responsibly and transparently to support student success and organizational priorities.

Strategy 4.3a: Strengthen Financial Controls for Long-Term Success

Strategy 4.3b: Collaborate on Strategic Resource Management

Strategy 4.3c: Align Budgeting with Division Priorities



Track Our Progress:



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