

KEYSTONE LOCAL SCHOOLS

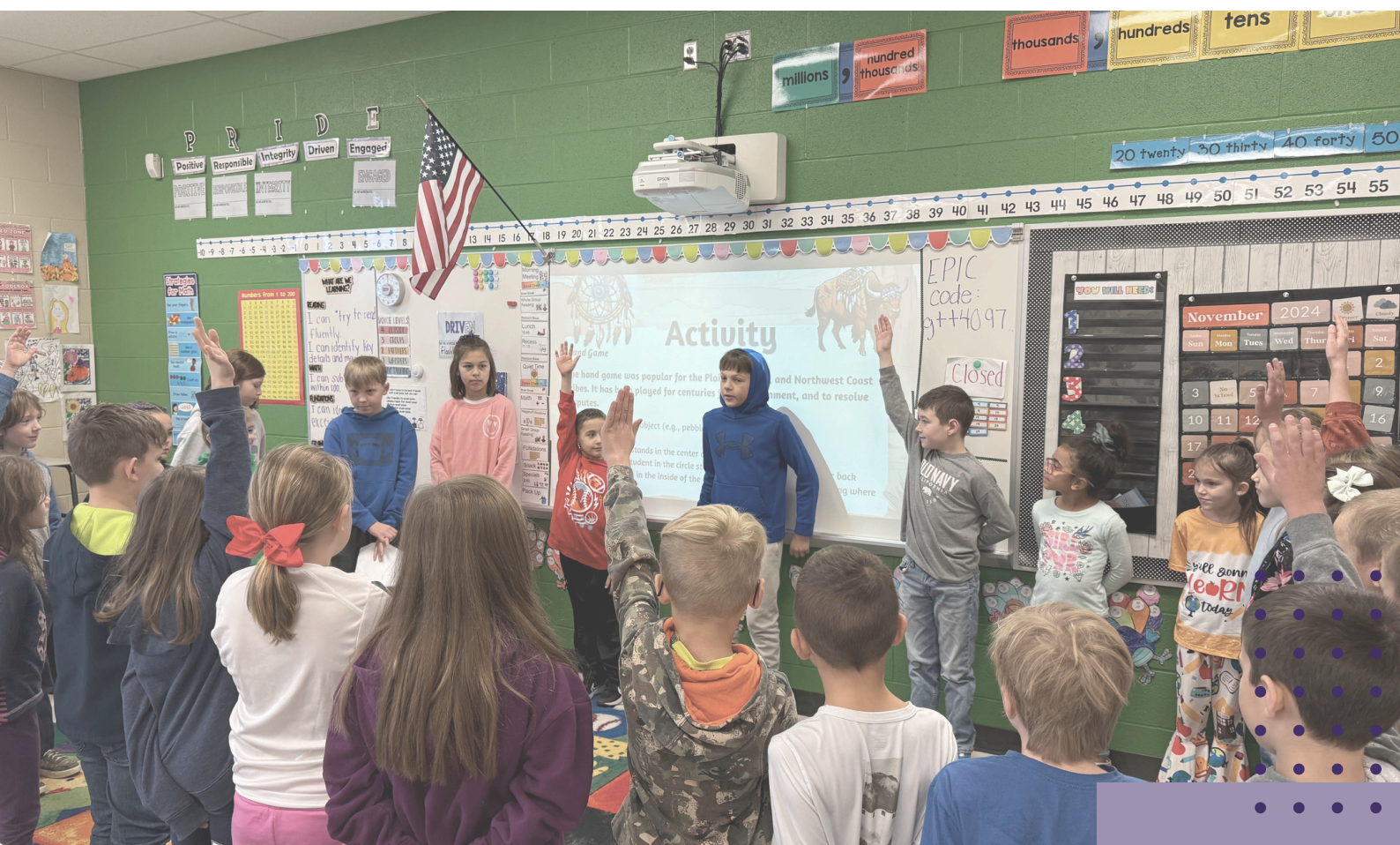
VISION & MISSION 2025-2028



Commitments to our community

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Superintendent's Message



Zach Weagley
Superintendent, Keystone
Local Schools

At Keystone Local Schools, our Vision Document is rooted in a bold and forward-thinking vision. Our hope is to create an environment where every student is empowered to become future-ready. Guided by our Portrait of a Wildcat, we are committed to developing durable skills that will serve our students well beyond graduation—skills such as critical thinking, communication, collaboration, and resilience. This plan reflects the voices of our community; through thoughtful engagement and feedback gathered throughout the past school year, we have identified key commitments and focus areas that will propel our district forward. Together, we are shaping a dynamic educational experience that prepares our Wildcats to lead, thrive, and contribute meaningfully in an rapidly-evolving world.

"We are shaping a dynamic educational experience that prepares our Wildcats to lead, thrive, and contribute meaningfully in an rapidly-evolving world."





COMMUNICATOR

- Effective written, verbal, and non-verbal communication
- Active listening
- Advocate for needs
- Emotional regulation skills



CRITICAL THINKER

- Innovation
- Adaptability
- Problem-solving



COLLABORATOR

- Engage in my school and community
- Teamwork
- Respect others point of views
- Achieve collective goals



GLOBAL CITIZEN

- Strong reading, writing, and math foundations as critical components of success
- Financial competency including budgeting and consumer skills
- Proper and professional use of technology including areas of AI and digital platforms
- Embrace global citizenship and current events
- Time management and study skills



RESILIENT LEARNER

- Embrace productive struggle by showing grit and perseverance
- Take ownership of academic achievement
- Goal set and create action steps
- Take risks
- Have a growth mindset

Keystone Local Schools

Keystone's commitment to excellence is exemplified in our mission statement, vision statement, and core values. By working collaboratively, assiduously, and as a team, staff developed a vision for our District's future.



Vision

We are Keystone, cultivating innovative learners and leaders for tomorrow's world.

Our Mission

We are Keystone, where education for tomorrow starts today.

Core Values



Integrity

We will be honest, ethical, and do what is right.



Hard-work

We will exude grit, perseverance, and dedication in all of our actions.



Positivity

We will be positive and solution oriented.



Compassion

We will be caring, empathetic, and genuine.



Unity

We will selflessly work together as a team.



Accountability

We will take responsibility for our actions and their outcomes.



Passion

We will be enthusiastic and dedicated to our profession.

Commitment #1: Academic Excellence



Goal: Ensure every student graduates with the skills, knowledge, and dispositions needed to succeed in a rapidly changing world.

- **Creation and Implementation of our Portrait of a Wildcat Learner**
 - Develop a district-wide framework that defines the durable skills outlined in our Portrait of a Wildcat
 - Integrate these competencies into curriculum and instruction across grade levels
 - Leverage technology platforms to document and showcase student growth in these competencies
- **Creation and Development of a Learning Framework**
 - Expand Deeper Learning opportunities for ALL students that encourage real-world problem-solving.
 - Provide professional development to staff on deeper learning practices
 - Incorporate interactive technologies to enhance experiential learning
- **Implement the Professional Learning Community Model (PLC)**
 - Create collaborative systems and structures to support adult learning and professional development
 - Implement the PLC Framework to improve student achievement and the designing of student learning experiences through staff collaboration
- **Increase Academic Achievement**
 - Meet or exceed state benchmarks in English Language Arts, Math, Science Social Studies
 - Close achievement gaps for underrepresented student groups by implementing targeted interventions and monitoring progress through the PLC framework

Commitment #2: Effective and Transparent Operations



Goal: Maintain financial stability while ensuring resources are allocated to support district priorities.

● **Budget Alignment**

- Develop a multi-year budget aligned with strategic priorities, ensuring transparency and stakeholder input
- Maintain a balanced budget while increasing investments in facilities maintenance, technology and innovative instructional practices
- Create a technology lifecycle plan to manage device upgrades, software subscriptions, and infrastructure enhancements

● **Efficiency and Cost Savings**

- Continually monitor district expenditures and staffing levels to identify and implement cost-saving measures without compromising quality
- Optimize technology usage to reduce administrative burdens and improve operational efficiency

● **Facilities Planning and Management**

- Create a Master Facilities Management Plan for long-term district investments
- Invest in safety enhancements and resources throughout the district
- Develop priorities for facility upgrades and improvements with stakeholder input and involvement



Commitment #3: Safe, Secure, and Welcoming Environment



Goal: Promote a culture of wellness that prioritizes mental, emotional, and physical health.

- **Supportive Environment and Culture**

- Establish district-wide initiatives promoting physical activity, nutrition, and mindfulness in classrooms
- Foster a supportive environment where all students feel safe, seen, heard, respected and valued
- Develop advisory groups to provide a voice in the process (students, staff, community)

- **Social-Emotional Learning and Supports**

- Increase access to mental health services for students and staff by expanding partnerships with local providers and providing additional resources
- Implement wellness programs and training for staff
- Develop structures and systems of support, as well as learning opportunities for students and staff

- **Staff Wellness**

- Launch a staff wellness program that includes activities and events to support health, mindfulness resources, and access to health care resources
- Provide learning opportunities and supports related to health and wellness

- **Safety**

- Develop a district safety committee that develops and implements overall safety and security plan
- Invest in security and safety enhancements following safety audit and review of needs



Commitment #4: Communication and Community Engagement



Goal: Build strong, transparent, and collaborative relationships with families, staff, and our greater community.

● **Transparent Communication**

- Launch a user-friendly and redesigned website to streamline communication
- Provide quarterly updates on district initiatives and progress toward goals
- Increase communication with families, as well as the greater community through various modalities and technology resources

● **Community Engagement and Partnerships**

- Host regular community forums to gather input and foster dialogue between district leadership and stakeholders
- Partner with local businesses and organizations to provide internships, mentorships, and real-world learning opportunities for students
- Create local partnerships with community resources that provide support to students and families, as well as allows for the district to give back to the community

● **Community Connection and Engagement Opportunities**

- Create a Parent Advisory Council and a Student Leadership Council to ensure diverse voices are included in decision-making
- Increase parent and community volunteerism through targeted outreach and recognition programs
- Introduce online engagement platforms to make it easier for families to participate in district initiatives





LIFELONG LEARNER

- Become comfortable with being uncomfortable
- Intentionally seek out ways to improve
- Be a risk taker
- Be reflective
- Stay curious

RELATIONSHIP BUILDER

- Encourage family engagement in student learning
- Motivator
- Empathetic

COLLABORATIVE

- Active in Professional Learning Communities
- Use feedback from staff, students, administration and community to shape instruction
- Involved in Keystone community

STUDENT-FOCUSED

- Make connections with students and care about their growth
- Positive attitude, being optimistic
- Encouragement and empathetic—Celebrate small successes and listen to student struggles and provide support



COMMUNICATIVE & COLLABORATIVE

- Communicate effectively
- Lead through others in a collaborative culture where all voices are valued



INSPIRES & MOTIVATES

- Passionate
- Challenge and energize others to achieve their best
- Build a positive school environment



LIFELONG LEARNER

- Committed to continuous learning and growth



BEING TRANSPARENT & HAVING INTEGRITY

- Act with honesty
- Accountability
- Clear communication in decisions and interactions



RELATIONSHIP BUILDING

- Compassionate
- Engaged
- Visible leaders who listen and connect meaningfully with students, staff, families and the community



REFLECTIVE & SOLUTION-ORIENTED

- Reflect on decisions and actions
- Learn from experience
- Address challenges with creative and effective solutions



INNOVATIVE & VISIONARY

- Lead with high expectations
- Anticipate future needs
- Promote innovation
- Drive positive change



KEYSTONE
Local School District