

West Des Moines Community Schools
STRATEGIC ROADMAP

APPROVED **NOV. 11, 2024**

DISTRICT MISSION

Our Core Purpose

Educate, empower, and inspire lifelong learners.

Educate

Empower

Inspire

CORE VALUES

Drivers of Our Words and Actions

Equitable Access

We celebrate and culturally affirm the human differences of our community. We strive to have transformative policies, practices, and procedures that meet the needs of each student, family, and staff.

Evidence-Based and Personalized Instruction

We adapt to meet each student's needs. We have high expectations, culturally relevant instruction, and a strengths-based approach.

Meaningful Collaborative Relationships

We foster authentic relationships, collaborations, and partnerships with students, families, staff, and community. We hold all relationships in high regard, including adult to adult; adult to student; and student to student.

Systemic Implementation and Accountability

We continuously measure, assess, and improve our effectiveness and the quality of our programs and services.



VISION

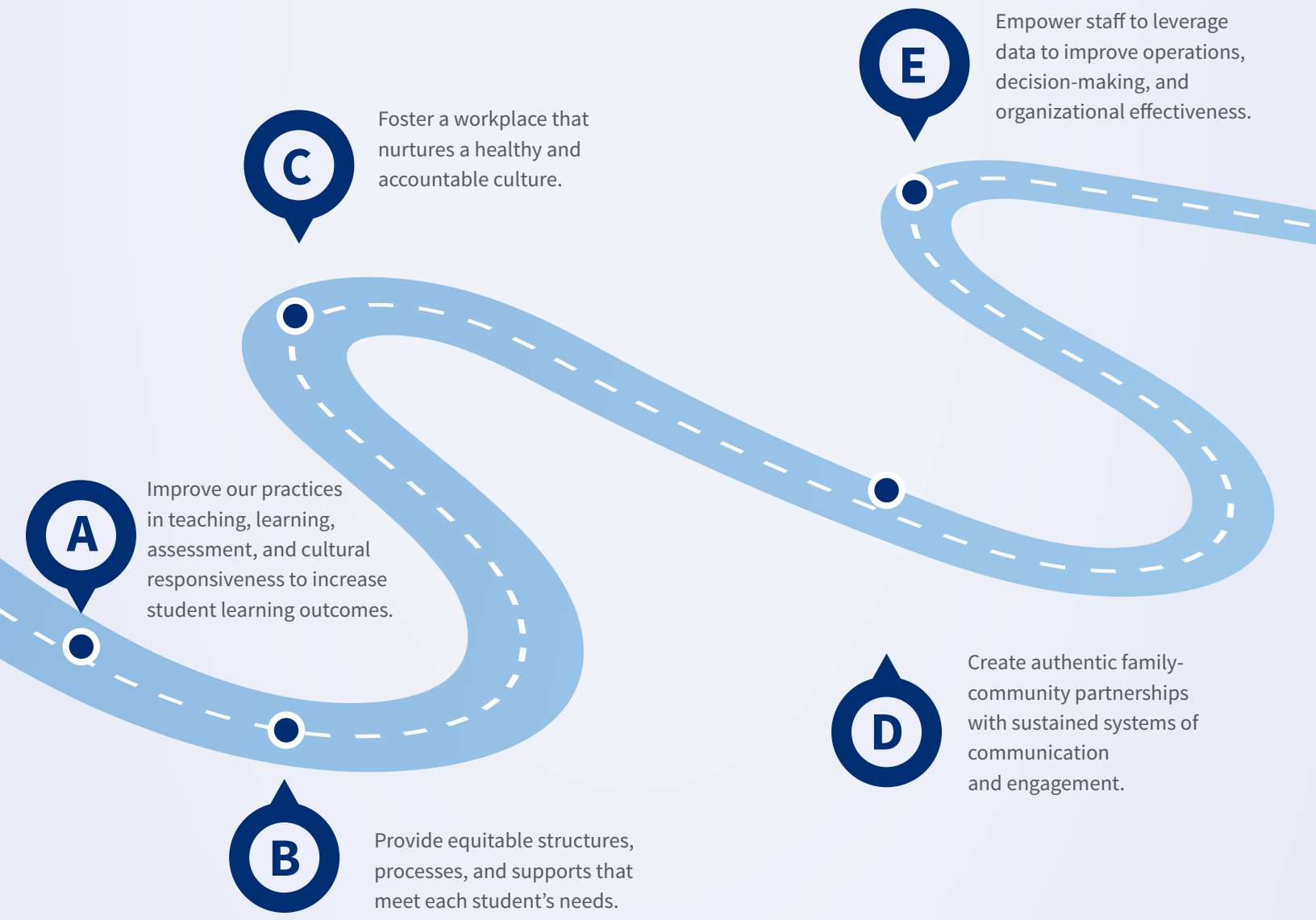
What We Intend to Create

WDMCS cultivates belonging, engagement, and mutual respect for our diverse cultures, lived experiences, and values. We strive to ensure:

- Inclusive and safe learning and work environments.
- Academic excellence.
- Robust growth opportunities and pathways for students and staff.
- Fiscal responsibility and sustainability.

STRATEGIC DIRECTIONS

Focus of Our Improvement Efforts



DESIRED DAILY EXPERIENCES

STUDENTS

School Environment

- I am safe in all spaces at school.
- I belong and feel welcome.
- I have equitable access to a variety of social-emotional, academic, and extracurricular opportunities that interest me.
- I have adequate time to complete my work, socialize, and use the restroom in my daily schedule without feeling rushed.
- I have access to quality dietary and culturally conscious meal options, as well as affordable a la carte items.

Personalized Learning

- I have a caring relationship with teachers, staff, and peers.
- I have a learning environment that is culturally responsive and engaging, with interactive learning opportunities.
- I have access to the necessary resources that support my needs (e.g, trusted adults, mental health supports, social-emotional skills, counseling, etc.)

Teaching and Learning

- I experience consistent and equitable teaching, grading, and behavior (PBIS) expectations.
- I have opportunities to share my ideas and feel valued and heard.
- All learning environments include opportunities for movement in a variety of settings (e.g, recess, brain breaks, pace and location changes to learning environments.)

FAMILIES

School Environment

- My family feels seen, heard, and valued.
- My child is physically safe, and they feel a sense of security while at school.
- My child is emotionally safe, and they feel a sense of belonging while at school.
- The WDMCS staff is highly qualified, diverse, and representative of our student population.
- My child's school and staff have the resources and support they need and are empowered to care for themselves and my child.

Teaching and Learning

- My child has equitable access to a wide variety of academic, extracurricular, and social-emotional experiences.
- My child is challenged academically and individually supported.
- My child has access to teaching practices that are differentiated, culturally sustaining, and engaging.

Engagement

- My child's school values authentic partnerships, collaboration, and communication with families, which creates a strong and supportive community.
- I am well-informed about my school and district, and district communication is efficient and accessible.
- My family is well-prepared for school transitions, and we understand the school's information, expectations, and opportunities.

STAFF

School Environment

- I work in a safe, clean, purposeful environment which contributes to success for all students.
- I feel valued, heard, and trusted to perform my duties as a contributing professional to best meet the needs of each student.
- My district has a thriving culture that equitably affirms, values, and supports the belonging and well-being of each staff member.
- I am a part of our school community.
- Building and district leadership are proactive, consistent, and communicate effectively about shared purpose and vision.
- My district has high performance standards and equitable expectations across our system.

Teaching and Learning

- I have what I need to serve students effectively.
- I have the necessary resources and professional learning to excel in support of student well-being and success.

Engagement

- I embody curiosity and agency in a collaborative culture that supports rigorous, ongoing improvement in service to all aspects of our diverse student population.
- I have the knowledge and skills to effectively cultivate relationships with all families.