Westlake City Schools

STRATEGIC PLAN

AUGUST 2025-JULY 2029

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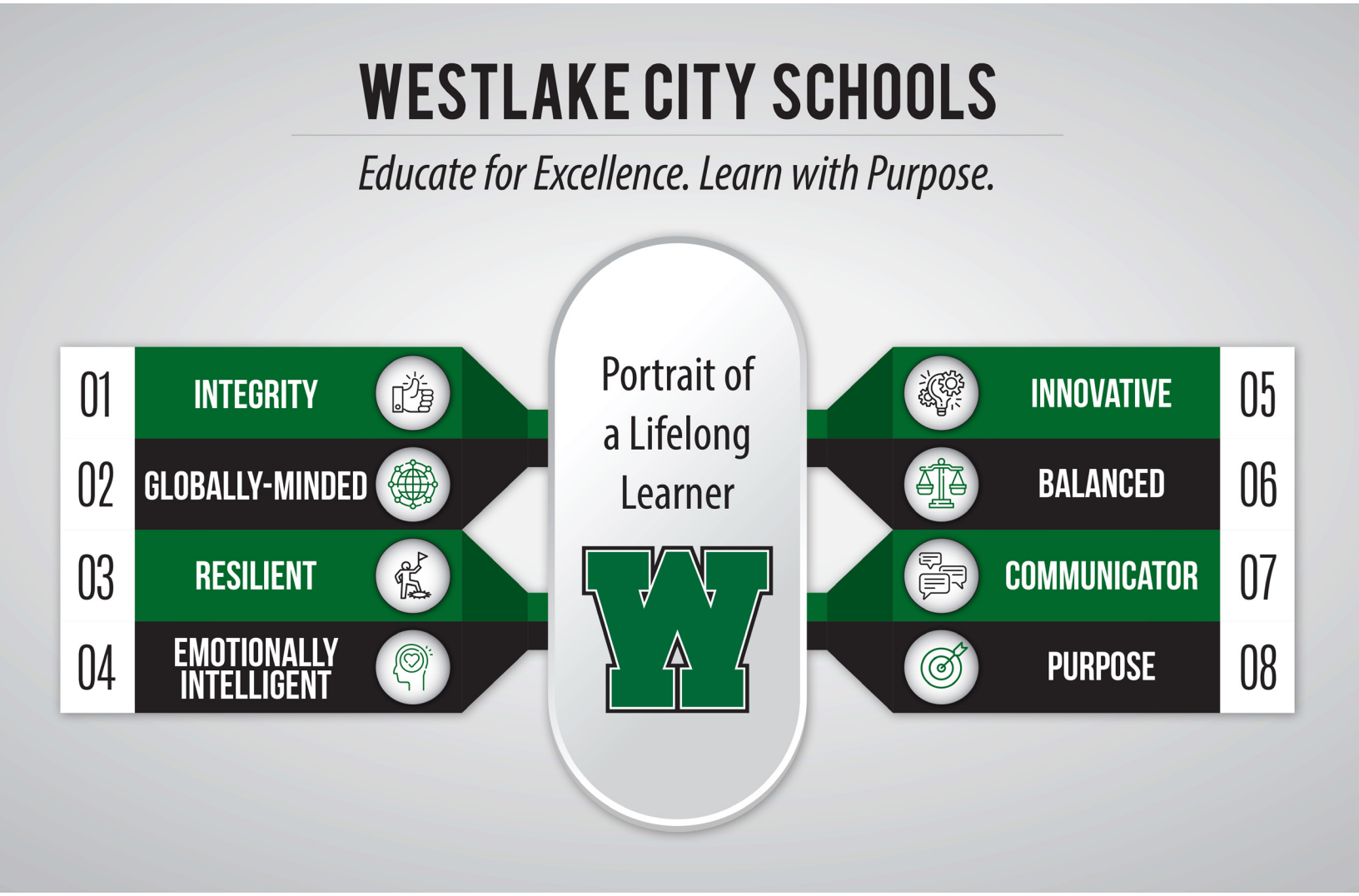
Our Mission Statement

We Educate for Excellence…Empowering all students to achieve their educational goals, to direct their lives, and to contribute to society.

Our Vision Statement

The Westlake City Schools will provide a dynamic, student-centered learning environment. Our district will be characterized by high achievement, actively engaged learners, mutual respect, shared knowledge, pursuit of new skills and capabilities, collaborative learning, willingness to take action, a team commitment to data-driven continuous improvement, and tangible results.

PORTRAIT OF A LIFELONG LEARNER



STRATEGIC PLANNING ENGAGEMENT PROCESS - WESTLAKE CITY SCHOOL DISTRICT

The Impact Group led a comprehensive and inclusive community engagement process to support the development of Westlake City School District's new strategic plan. Input was gathered through seven focus groups, representing middle and high school students, staff, parents, and community partners. This qualitative feedback was paired with survey data, including responses from over 400 parents, community members, and 130 staff members.

To further inform the district's direction, The Impact Group facilitated a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis with the Westlake Leadership Team—including administrators, principals, and department heads. This session helped clarify shared perspectives on the district's strengths, challenges, and future opportunities.

The focus groups added insight into emerging themes and gave important context to the survey results. By blending data and dialogue, the district gained a well-rounded understanding of community priorities. This engagement process provides a strong foundation for a strategic plan built on transparency, collaboration, and a unified vision for Westlake's future.

THANK YOU, WESTLAKE SCHOOL COMMUNITY

The Westlake City School leadership team sincerely thanks the students, staff, parents, community members, administrators, and Board of Education who shared their time and insights throughout the strategic planning process.

Your input, through surveys and focus groups, was essential in shaping a plan that reflects our school community's values, needs, and aspirations. Your voice is helping guide the future of Westlake City Schools.



GOAL 1

Advance Academic Excellence and Prepare Students for their Futures

Ensure all students achieve their full academic potential and are ready for success in the path they choose after graduation.

GOAL 1

Advance Academic Excellence and Prepare Students for their Futures

OBJECTIVE 1.1

Expand access to innovative and rigorous learning opportunities by broadening course offerings to include interest-based electives, pathway-aligned programs (e.g., STEM, arts, trades), and interdisciplinary experiences. Focus on academic rigor is consistent and developmentally appropriate across classrooms, while encouraging creative, student-centered teaching strategies that connect learning to real-world challenges and passions.

OBJECTIVE 1.2

Expand programs and pathways that prepare students for college, trades, the military, and the workforce by offering real-world learning experiences and updating course offerings to reflect evolving workforce demands.

OBJECTIVE 1.3

Define grading, assessment, and instructional practices to more accurately reflect student learning, promote mastery, and strengthen critical thinking, problem-solving, and deeper understanding of content.

OBJECTIVE 1.4

Establish clear, ethical guidelines for the use of Artificial Intelligence in classrooms to demonstrate responsible and meaningful integration, enhancing, not replacing, student learning and teacher planning and instruction.

OBJECTIVE 1.5

Provide timely, structured support and enrichment for all learners by using data to support and enrich individual learning needs.

OBJECTIVE 1.6

Increase student participation in extracurricular and co-curricular activities by actively promoting access to clubs, athletics, academic teams, and the arts while removing barriers to participation.



GOAL 2

Support Student Well-Being, Safety, and Belonging

Ensure every student learns in a safe, supportive, and inclusive environment that meets their emotional, social, and physical needs.

GOAL 2

Support Student Well-Being, Safety, and Belonging

OBJECTIVE 2.1

Consistently reinforce developmentally appropriate behavior expectations and apply discipline policies with clarity and strong communication, resulting in a positive and productive learning environment.

OBJECTIVE 2.2

Promote the availability of social-emotional supports in and out of the classroom, as well as wellness programs, so that students can access resources for challenges like stress, anxiety, and trauma.

OBJECTIVE 2.3

Foster a positive school culture where all students feel safe, included, and valued by promoting respect and ensuring all are welcome.

OBJECTIVE 2.4

Keep school buildings secure by maintaining safety measures, using School Resource Officers to build student trust, and ensuring staff are ready for emergencies.



GOAL 3

Attract, Develop, and Support High-Quality Staff

Recruit, retain, and empower excellent staff by providing strong leadership, meaningful development opportunities, and a collaborative work environment.

GOAL 3

Attract, Develop, and Support High-Quality Staff

OBJECTIVE 3.1

Use competitive strategies to attract and keep top-quality staff in all roles, including recognition programs.

OBJECTIVE 3.2

Improve professional development by involving staff in planning relevant, practical, and hands-on learning opportunities that meet the needs of all roles.

OBJECTIVE 3.3

Enhance the workplace culture of trust, respect, and collaboration, where all staff feel safe, supported, empowered, and valued.

OBJECTIVE 3.4

Strengthen our positive and supportive work environment by expanding wellness programs shaped by staff input and improving communication about available resources, continuing to foster a culture where all staff feel valued, motivated, and have a strong sense of belonging.

OBJECTIVE 3.5

Identify and support future leaders within the district by providing mentorship, coaching, and leadership training opportunities.



GOAL 4

Strengthen Communication and Community Engagement

Build strong relationships and trust with families, staff, and the community through clear communication and meaningful opportunities for involvement and support.

GOAL 4

Strengthen Communication and Community Engagement

OBJECTIVE 4.1

Improve the clarity, consistency, and timeliness of communication with parents, staff, and the community by offering resources to help staff and families effectively engage in District communications.

OBJECTIVE 4.2

Provide clear, accessible information about district finances, decisions, and priorities to strengthen trust and help families and the community understand the reasons behind key decisions.

OBJECTIVE 4.3

Continue to expand opportunities for families, community members, and local organizations to connect with schools, increasing involvement in events and activities to promote school community pride.

OBJECTIVE 4.4

Share positive stories, student successes, and district achievements through various channels to build school pride and strengthen community support.

OBJECTIVE 4.5

Promote understanding of the educational landscape and strengthen advocacy for students and public education by building trust through clear, transparent communication and creating meaningful opportunities for families, staff, and community members to stay informed, engaged, and involved.



GOAL 5

Facilities and Financial Stewardship

Provide safe and well-maintained learning environments that proactively support evolving student, staff, and program needs and ensure school facilities reflect the community's pride and vision of a future-focused educational experience.

GOAL 5

Facilities and Financial Stewardship

OBJECTIVE 5.1

Review, revise, and implement a 5-year capital improvement plan that addresses infrastructure and prioritizes ongoing maintenance, safety, and layout enhancements across all District campuses.

OBJECTIVE 5.2

Enhance safety and emergency preparedness by improving building security to address evolving threats and strengthening emergency preparedness with regular staff and student practice.

OBJECTIVE 5.3

Align facilities with instructional needs by evaluating how existing spaces support hands-on learning, technology use, and career pathways. Use those findings to guide future facility investments (capital planning) that promote student engagement and future readiness.



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