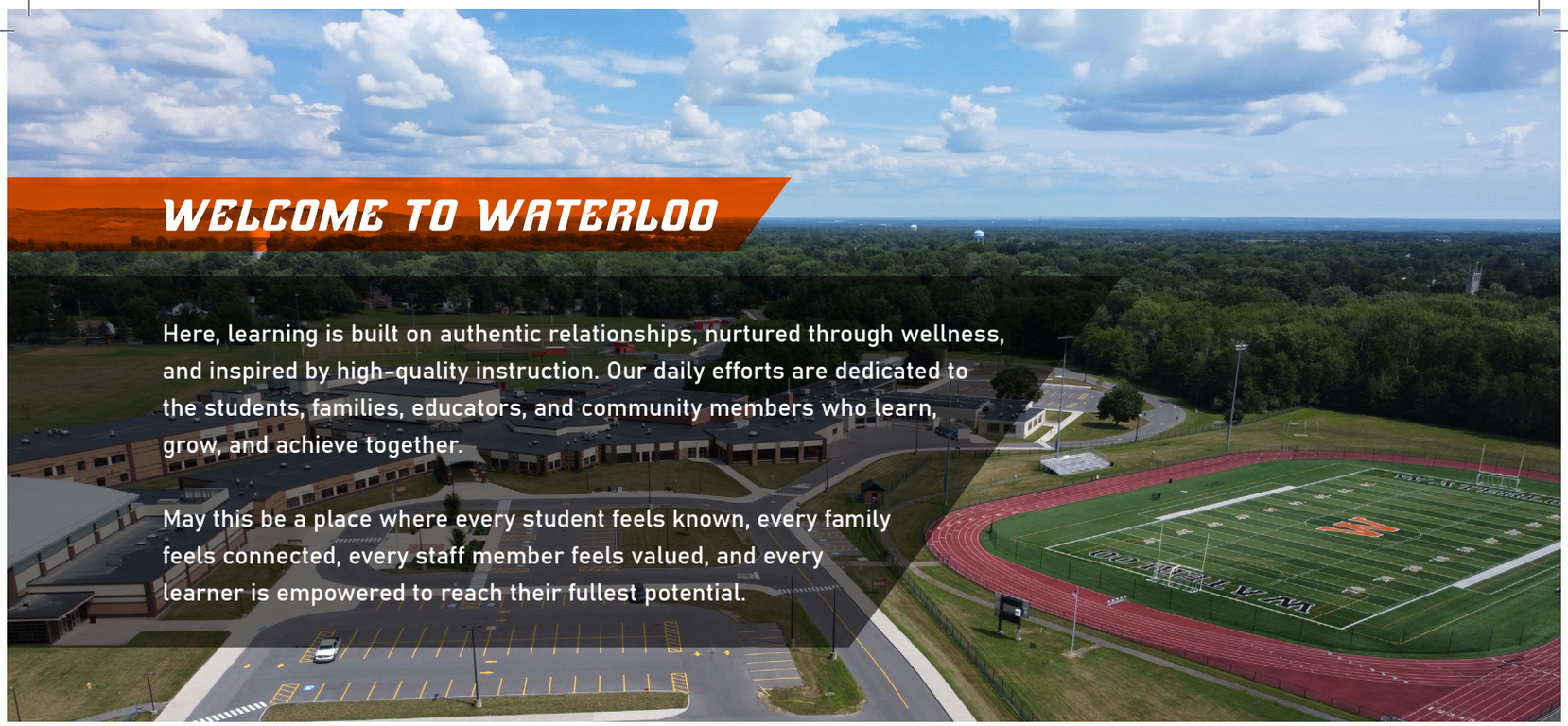
Waterloo Central School District

Strategic Plan | 2026-2031

BORN TO ROAR



ALL STUDENTS. ALL STAFF. ONE FAMILY.



WELCOME TO WATERLOO

Here, learning is built on authentic relationships, nurtured through wellness, and inspired by high-quality instruction. Our daily efforts are dedicated to the students, families, educators, and community members who learn, grow, and achieve together.

May this be a place where every student feels known, every family feels connected, every staff member feels valued, and every learner is empowered to reach their fullest potential.

Waterloo Family!

It is with great purpose and optimism that we present to you our strategic plan for the next five years. This plan is a result of a fulfilling process that engaged students, staff and family members to align on who we are, what we want to become and what it takes to deliver a high quality educational experience.

In one way, this strategic plan is an organizational lens. It is a way for us to view big endeavors like curriculum, instruction and family engagement. With a clear direction guiding our work, our district will be able to focus on consistency, coherence, and meaningful impact.

But in another way, I hope that this strategic plan guides us in our smallest moments - our interactions in the hallway, conversations with students and families, decisions made in classrooms, collaborations with colleagues, and the countless everyday choices that shape our culture. The truth is that we will find the future that we want to build in Waterloo not just in the big moments but also the small ones, the usual ones.

I cannot wait to begin this next chapter with each of you as we build something truly extraordinary for our students and community.

Sarah Cupelli
Superintendent of Schools



OUR VISION

All Students. All Staff. One Family.

Waterloo Central School District envisions a connected and thriving community where every student and staff member is known, supported, and challenged.



EARNING OUR STRIPES

The 3 Pillars of Excellence

High Quality Instruction

We create learning that sparks curiosity, builds confidence, and helps every student grow and succeed.

Engagement

We bring students, staff, families, and the community together so everyone feels they belong and are EMPOWERED to work together.

Culture of Care

We create caring spaces where every student and staff member feels physically and emotionally safe, supported, valued, and able to do their best every day.

HIGH QUALITY INSTRUCTION

We create learning that sparks curiosity, builds confidence, and helps every student grow and succeed.

Action Items

- All students experience strong, aligned instruction that builds foundational skills, supports growth and challenges preconceived limitations.
- Students experience consistent, high-quality instruction in every classroom.
- Learning experiences develop the knowledge, skills, and dispositions outlined in the Portrait of a Graduate.
- Families are informed partners in their child's academic growth and learning.
- Students, staff, and families actively reflect on progress and set meaningful goals for growth.





ENGAGEMENT

We bring students, staff, families, and the community together so everyone feels they belong and and are EMPOWERED to work together.

Action Items

- Staff feel informed, connected, and equipped to do their best work.
- Students engage in authentic, real-world learning opportunities connected to their community.
- Staff voices are heard and reflected in district decisions.
- Families and community members are active partners in student learning.
- Students and families understand and prioritize regular attendance.



CULTURE OF CARE

We create caring spaces where every student and staff member feels physically and emotionally safe, supported, valued, and able to do their best every day.

Action Items

- Wellness is consistently embedded in building practices that support students and staff.
- Tier 1 academic and behavioral supports are consistently used to meet student needs early.
- Staff are trained and confident in responding to student needs using consistent, safe crisis practices.
- Staff feel supported, valued, and connected, and choose to grow their careers within the district.
- Strong, trusting relationships exist between staff, students, and families that support learning and well-being.
- Families receive consistent, balanced communication that builds trust and supports student growth.



DATA & PROCESS

We hosted 6 groups, each with a variety of our 39 total stakeholders and all 9 board members.

1,143
Survey Responses

1,143 responses to the survey were gathered from perspectives of staff, students and families across four different systems and structures:

Rigorous, Standards-Aligned Instruction

Every Student Thrives

Attendance

Professional Learning

STAKEHOLDER GROUPS



- 15 Teachers
- 12 Students
- 12 Family members
- 9 Board members

STUDENT DEMOGRAPHICS

4
Schools

1,473
Students

56.48%
Economically Disadvantaged

ENROLLMENT BY ETHNICITY



- White: **80.11%**
- Hispanic: **8.96%**
- Multiracial: **6.38%**
- Black: **3.40%**
- Asian/Pacific Islander: **.81%**
- Native American: **.34%**

4-Year Graduation Rate

87.35%

Average Attendance Rate

91.63%



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Waterloo Central School District

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