

Winside Public Schools



Winside Public Schools Mission

“Winside Public School provides all students high levels of learning to be college and career ready in the 21st Century.”

2020-2023 Strategic Plan

Mr. Andrew Offner
Superintendent

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Introduction

The school district Mission and Priorities impact the student's development, learning and achievement. The Winside Strategic Plan is intended to assist the board, administrators, and staff in their responsibility to create and sustain a school district in which students are engaged and learning.

Public education is a complex and ever-changing environment in which educators must remain focused and poised to meet the total needs of all students. To ensure the school district is preparing for the future the board and administration must analyze district needs, growth, and stakeholder feedback to make certain the district provides a quality education in a safe learning environment.

In April of 2017, the Winside Board of Education initiated the development of the Strategic Plan to guide the vision and direction of education for Winside Public Schools. The importance of this endeavor will result in an actionable plan that aligns to the mission of the school district.

To ensure a comprehensive and collaborative process, the board and superintendent have committed to engaging an extensive group of community stakeholders to contribute to the discussion of Winside Public Schools' needs and its future growth. Stakeholders involved included, but were not limited to students, staff, and community members. In addition, the Strategic Overview Committee, provided a diverse representation of internal and external stakeholders working collaboratively with district leadership to identify Winside priorities, goals, and outcomes. Because the process of developing a strategic plan is completed in a manner where broad consensus is reached, this ensures the plan accurately reflects the priorities of the community and will be used to guide administrative decision-making, policy development, and the allocation of district resources.

The collaborative work of the Strategic Overview Committee, staff, community, administration, and Board of Education yielded the following direction:

Winside Public Schools Mission Statement

Winside Public School provides all students high levels of learning
to be college and career ready in the 21st Century.

Winside Board of Education

Jon Jaeger, President

Ryan Brogren

Kate Falk

Carmie Marotz

Tarrin Quinn

John Thies

Winside Public Schools – Strategic Plan

Priorities, Objectives, Strategies, and Performance Indicators

The Strategic Planning process enabled the district to identify needs and establish Priorities. To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following Strategic Plan, each Priority is further defined in the form of an Objective. Each Objective states, with specificity, a goal that when achieved, will have a direct impact on WPS' ability to meet its mission. For each Objective, Strategies have been created that define the action necessary to meet the objective. Each Strategy is expressed through manageable and measurable action steps ("Performance Indicators").

Implementation of the Strategic Plan

This strategic plan represents the district's collective resolve to engage and empower all students. The Priorities, Objectives, and Strategies set forth below are the building blocks of the path the district has laid out to achieve its mission. Fulfilling the mission depends on more than just designing a path – the district must dedicate itself, at every level, to the consistent and effective implementation of the specific strategies and measurable action steps (Performance Indicators) and work to integrate the strategic plan into the regular operation of the district.

To ensure the success and implementation of the Winside Strategic Plan, district leadership will:

- A. Engage staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources, as available, to ensure the progress and success of the plan
- D. Align the plan to the Board's Annual Calendar and Monthly Meeting Agenda to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually

Strategic Plan Terms

Priority

The WPS Priorities highlight the areas the district will build upon to support the mission and vision of the school district.

Objective

The objective states the area of focus and outcome that WPS will achieve.

Strategy

The strategy provides detail of how the objective will be met.

Performance Indicator

The performance indicators identify specific tasks, assignments, or action staff members will follow to realize the stated objective and strategy.

Program/Building Level

The Program/Building Level identifies the point of impact.

Responsible

The assigned responsibility is to ensure progress/success of the Indicator.

Target Date

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

Evidence of Progress

The Evidence of Progress identifies the action that has been taken to meet the Indicator.

Winside Strategic Plan Framework

Priority I: Curriculum, Instruction, and Learning

Objective: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences at every school level throughout the district.

Strategy 1: Implement and follow a common vision of instruction to support student transitions and success.

Strategy 2: Provide a High-Ability Learning (HAL) Program to challenge identified students to advance their individual academic knowledge, skills, and abilities.

Strategy 3: Implement expanded learning opportunities for students to enhance college/career/post-high school readiness skills and knowledge

Priority II: Supportive Learning Environment

Objective: To provide opportunities for students to encourage the healthy, safe, and equitable development of all students in order to advance their individual academic knowledge, skills, and abilities.

Strategy 1: Ensure the district cultivates a positive, safe, and supportive learning environment for all students through improvement of conduct and social-emotional well-being.

Priority III: District Resources

Objective: To recruit, develop, and retain highly-qualified staff and leadership who possess the skills to support students in academic, personal, and social growth.

Strategy 3.1: Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support skills, knowledge, and application of instruction.

Strategy 3.2: Identify and address opportunities to grow and improve staff engagement.

Strategy 3.3: Cultivate a conducive environment for building positive relationships to support the efficiency and quality of education provided by Winside Public Schools.

Strategy 3.4: Sustain district facilities to support a quality and safe learning environment.

Priority IV: Technology

Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.

Strategy 4.1: Develop and sustain a short and long-term plan to grow and improve technology integration in each classroom.

Strategy 4.2: Use integrated technology to engage and inspire students to support instruction and growth of learning.

Strategy 4.3 Provide professional development to assist staff in integrating technology to enhance instruction and student learning and achievement.

PRIORITY

I: Curriculum, Instruction, and Learning

Objective: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences at every school level throughout the district.

PERFORMANCE INDICATORS					
PERFORMANCE INDICATORS	1.1(a) Identify, adopt, and implement an instructional model to support effective instruction, support student transition, and successful student academic learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	1.1(b) Research and develop a “Student Transition Course” at each level. The one-week structured orientation will enable students to acclimate to their new learning environment prior to the start of the school year.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	1.1(c) Align teacher evaluation to the adopted instructional model to support effective instruction and staff success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

1.1(d) Implement and adopt a schedule for consistent review and update of all district curriculum. Implement the review process as soon as possible.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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1.1(e) Align curriculum to Nebraska Student Centered Assessment System Standards.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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1.1(f) Identify methods and content to support and provide resources to assist parents/guardians with transition strategies to reduce student stress and anxiety — particularly for any identified at-risk students.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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1.1(g) Evaluate the effectiveness of the WPS Student Transition processes.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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	1.2(a) Research, study, and assess the structure and program content to support a districtwide HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	1.2(b) Appoint a HAL Coordinator to define protocol and procedures to be followed in each learning facility providing the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	1.2(c) Identify, engage, and train staff to facilitate the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

	1.2(d) Adopt assessment resources to identify students who will benefit from	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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advanced differentiation and curriculum content provided by the HAL Program.

1.2(e) Provide professional development opportunities to support staff in their work with students in the HAL program.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

1.2(f) Evaluate the effectiveness of the HAL Program.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

1.3(a) Assess and identify the components of a quality Life Skills

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

program and curriculum to support students.

1.3(b) Assess and identify the components of a Future Farmers of America/expanded agricultural program(s) to support the unique needs of students.

Program/Bldg. Level

Responsible

Target Date

Funding/Evidence of Progress 2020-2023

1.3(c) Initiate and encourage college visits at the High School Level to expose students and expand their knowledge of the career options that may be acquired through local post-secondary institutions.

Program/Bldg. Level

Responsible

Target Date

Funding/Evidence of Progress 2020-2023

1.3(d) Develop a plan to implement the expanded additional program(s)

Program/Bldg. Level

Responsible

Target Date

Funding/Evidence of Progress 2020-2023

including funding, curriculum, staff, and facility needs (as needed and appropriate).

1.3(e) Implement, monitor, and assess the quality and effectiveness of the expanded additional program(s) to ensure the service meets the identified needs of our students.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PRIORITY

II: Supportive Learning Environment

Objective: To provide opportunities for students to encourage the healthy, safe, and equitable development of all students in order

to advance their individual academic knowledge, skills, and abilities.

PERFORMANCE INDICATORS	2.1(a) Study and identify the student related social-emotional needs students are experiencing and the scope of the need.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	2.1(b) Based on the need(s) identified — implement a student behavior program to support a positive instructional and learning environment for staff and students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	2.1(c) Engage administration, staff, students, and parents in the development of a Student Code of Conduct and in implementing a social-emotional initiative to support a positive learning environment for students and staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2018-19

	2.1(d) Create a communication plan for this initiative to strengthen family and community participation in student learning and the social-emotional health and development of students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	2.1(e) Develop student outcome goals and competencies for the purpose of	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

enhancing student decision-making skills, responsible behavior, and a student's independent role personally, at school, and as a community member.

2.1(f) Create a system to support and engage staff and encourage the staff to identify what the district can do to assist and equip staff to cope with students who are struggling with social-emotional needs.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PRIORITY

III: District Resources

Objective: To recruit, develop, and retain highly-qualified staff and leadership who possess the skills to support students in academic, personal, and social growth.



PERFORMANCE INDICATORS	3.1(a) Create teacher-led committee to plan and implement more teacher-driven professional development and create a Professional Development Plan of best practice, support programs and initiatives and enhance staff knowledge and skills.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

	3.1(b) Engage classified staff in professional development opportunities	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE INDICATORS	that will enhance their skills, knowledge, and experience when providing support to students and staff.				
	3.1(c) Review and refine the new teacher/administrator/bus driver on-boarding and training model to ensure the process aligns to district standards and practice.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	3.1(d) Evaluate the effectiveness of the WPS Professional Development Plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE					
	3.2(a) Conduct mandatory monthly and purposeful staff meetings to	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE	engage district employees in collaborative and problem-solving discussion.				
	3.2(b) Present the adopted Strategic Plan to the staff for review and discussion.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE	3.2(c) Engage the staff in each building to form a joint committee,	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
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PERFORMANCE

with representation from each building, to review and identify and create the goals for each building, as well as staff/professional goals to support the progress and/or success of the performance indicators applicable to their roles and responsibilities.

3.2(d) Monitor and assess the progress of building/individual goals to evaluate the progress/success of the identified goals.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
3.2(e) Evaluate the effectiveness of the engagement measures identified to grow and improve district culture/climate.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFOR	3.3(a) Consider creation of Parental Advisory/Activity Committee to plan	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

specific events to bring small groups of community members into the school to encourage greater community participation.

3.3(b) Engage area districts to grow and sustain a positive working-relationship in the best interest of Winside Public Schools.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
3.3(c) Establish a working plan and vision for the Winside Public Schools Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
3.3(d) Identify and develop an organized Alumni Association to support the school district and the WPS Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFOR	3.4(a) Develop a Facilities Advisory Committee to support the design of a	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

Short-Long Term Facilities Plan.

3.4(b) Assess district facilities for the purpose of creating a comprehensive inventory of identified needs for growth and improvement of buildings and grounds.

Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PRIORITY

IV. Technology

Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.

PERFORMANCE INDICATORS					
PERFORMANCE INDICATORS	4.1(a) Plan and commit the resources needed to provide a quality technology framework to support integrated technology districtwide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	4.1(b) Establish a maintenance and replacement plan to support the technology plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	4.1(c) Establish a comprehensive inventory to account for the investment of district resources.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE INDICATORS	4.1(d) Develop a new-staff orientation process that includes proper technology training and instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
PERFORMANCE INDICATORS	4.2(a) Develop a curriculum to ensure integration of technology and the vision	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

PERFORMANCE INDICATORS

	for how the use of technology will enhance student learning through improved interaction and expanded access to information.				
	4.2(b) Based upon platforms – introduce and train staff/students to encourage innovation and to improve communications and collaboration. Staff will integrate the platform into instruction to support student use and learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	4.2(c) Evaluate the technology and growth realized through the integration and use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
PERFORMANCE INDICATORS	4.3(a) Formalize the district’s current technology collaboration efforts to ensure staff will be supported in their work towards integrating technology into instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
	4.3(b) Provide professional development for staff to ensure the effective use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023

4.3(c) Provide student/parental instruction and development on the effective use of technology and social media by student.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
4.3(d) Empower staff to research and implement learning applications and/or resources to support student learning outcomes and to attain curriculum objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023
4.3(e) Evaluate professional development provided to support integration of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2020-2023