

# Goals and Objectives

## Strategic Plan



GOAL #

# 1

### Communication (Internal & External)



Develop clear expectations for all forms of internal staff communications so that each building level/department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions and avoid selective pockets and siloed information.



Establish a comprehensive external communications program to ensure community stakeholder engagement; create consistent communications that target community members, businesses, non-profit organizations and key stakeholders to create a supportive community environment; develop appropriate/multiple communications channels and tactics; create consistent district communication expectations with families.



Create two-way communication processes that allow the certified and classified staff to interact with the district administration.



Perform a comprehensive website audit to determine functionality and ease of information retrieval; ensure all components of the district website are up-to-date and consistently monitored.

GOAL #

# 2

### Academic Achievement and Programming/Technology



Create and promote multiple pathways for college, career and life readiness via a relevant, rigorous and aligned K-12 curriculum; communicate a culture of high academic expectations regardless of a student's chosen pathway.



Effectively utilize technology as a transformative creation tool in the hands of students. Offer professional development opportunities for staff members to enhance their technology skills that could enhance classroom learning opportunities for all students.



Create classroom expectations that engage students in 21st century, problem/project-based and service-learning opportunities.



Enhance targeted academic resources for student subgroups including gifted and special needs learners. Consider the addition of support staff members to assist those students who need scaffolded supports.



Define a consistent process and data review system to determine appropriate gap closing measures and practices K-12.



Perform a comprehensive department/program audit review K-12; ensure that current courses are aligned with 21st century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM and other in-demand disciplines. *Consider the creation or return of life-skills programming throughout the grade levels.*



Perform an audit of curriculum vertical alignment as it pertains to grade level and building transitions.

GOAL #

# 3

### Facilities, Safety and Security



Develop a master facilities plan to address both possible construction and long-term maintenance of current buildings.



Communicate the need for possible new construction and/or renovated facilities that meet the educational needs of the students to the community.



Engage the community to gather input from families and other stakeholders regarding the types of facilities for possible construction/renovation and the best use of those facilities in future years.



Review all aspects of physical security throughout the district to include reaction and response to any imposed/perceived threats; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and athletic events.



Provide facilities that prioritize student and staff safety, promote interaction, create engagement and provide an excellent environment for 21st century learning.

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# 4

### Finance and Accountability



Create a regular, transparent communication's plan for all district expenditures. Communicate in multiple mediums, the 5-year forecast, as well as the building budgets and expenditures. Publish and promote a regular schedule of community friendly graphics to educate Wellington Exempted Village School's stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.



Conduct annual comprehensive audits of district's revenue sources and non-payroll expenditures along with the state of the schools address. Communicate the financial status of the district during that address. Include information regarding like-district compensation and fringe benefit package audit; ensure competitive compensation to recruit and retain all district staff, both certified and classified.



Plan for district levy cycles (Including Operational and Bond Levies) to determine strategy for levy implementation in relation to potential facilities and operational needs.

GOAL #

# 5

### Climate, Culture & Wellness



Create a district task force to examine positive behavior models and social-emotional curriculum K-12.



Review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.



Implement a diversity and equity advisory council using stakeholder feedback to assist in the development of a district diversity plan; consider continued work or partnership with the NEO Diversity Center of Cleveland; ensure district policies continue to promote inclusion and equity of underrepresented groups.



Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish districtwide standards for external display of school spirit in all buildings. Intentionally and purposefully communicate these accomplishments both internally and to all external stakeholders in the school community.



Create of an initiative that focuses upon staff morale and a Culture of Appreciation for the certified, classified and administrative personnel.

GOAL #

# 6

### Human Resources and Staff Support



Provide customer service training for Wellington Exempted Village Schools employees to create a positive customer experience.



Conduct a comprehensive audit to ensure the proper staffing levels in each classroom; provide specific guidelines and expectations for paraprofessional/aide utilization.



Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to understand the complexities of home life and school life more deeply.



Implement a system of teacher, support staff and substitute recruitment to obtain the highest quality, diverse professional staff.