

Waseca Public Schools Strategic Plan | 2019-2024

CORE VALUES (VALUES WE SHARE, THINGS WE BELIEVE)

Relationships: We believe everyone thrives in supportive and compassionate relationships.

- We believe school community members benefit from strong relationships with students, families, peers, and staff.
- We believe respectful, safe, empathic learning environments challenge all to engage in the learning process.

Inclusion: We value diversity and respect differences.

- We recognize the unique contributions of each individual and embrace all on their life's journey.
- We believe in responding to the needs of all learners.

Innovation: We encourage creative thinking and innovative problem-solving.

- We believe in the power of individual and collective abilities to creatively solve problems.
- We believe in striving for continual individual and organizational improvement.

Integrity: We promote an environment of respect, honesty, responsibility and transparency.

- We promote academic integrity in all learners.
- We believe in empowering all to make moral and ethical decisions.

Responsibility: We believe that all are responsible and accountable for their actions.

- We believe in the appropriate use of financial resources.
- We believe effective communication promotes trust with students, staff, families and the community.

MISSION STATEMENT (OUR CORE PURPOSE)

- Waseca Public Schools empowers each learner to thrive in an ever-changing world.



VISION STATEMENT

- In collaboration with our community, we will provide content-rich, rigorous, innovative, personalized learning to prepare all learners for life.

Focus Areas:

- Student Achievement
- Student Support
- Workforce
- Community Engagement
- Academic Program
- Teaching and Learning

FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	<p>1. We will achieve the goals of the World’s Best Workforce (WBWF) for all students in the school district.</p> <p>2. We will increase academic achievement of all students through a challenging and engaging curriculum and aligned assessments.</p>	<p>1.1 We will annually evaluate the success of meeting the five goals of the WBWF:</p> <ul style="list-style-type: none"> ▪ All students are kindergarten ready; ▪ All students reading at grade level by third grade; ▪ Closing the achievement gap for identified student groups; ▪ All students graduating career and college ready; and ▪ All students graduating on time. <p>2.1 We will align curriculum to standards and assessments vertically and horizontally PreK-12.</p> <p>2.2 We will initiate and foster a growth mindset for all students, staff, and parents.</p> <p>2.3 We will continue to outperform state averages on standardized testing.</p>
STUDENT SUPPORT	<p>3. We will ensure effective supports for every student.</p>	<p>3.1 We will increase behavior and mental health supports and nursing services to meet identified student needs.</p> <p>3.2 We will implement plans to ensure that adequate and appropriate office/classroom space is in place for all programs and services being delivered by the school district.</p> <p>3.3 We will offer professional development in the areas of SEL, interventions, and identification of mental health concerns.</p>
WORKFORCE	<p>4. We will work with the greater Waseca community to create and attract a workforce for Waseca today and tomorrow.</p> <p>5. We will attract, hire, and retain exceptional staff.</p>	<p>4.1 We will offer experiential learning opportunities with our local community, businesses, and industry.</p> <p>4.2 We will implement a program to partner community experts with Waseca learners.</p> <p>5.1 We will implement a plan to market the Waseca Schools and community as a viable place to live and work in.</p> <p>5.2 We will offer competitive salary and benefits to all staff within the district.</p> <p>5.3 We will implement a process to collect data on reasons for Waseca staff to continue to stay in their positions or leave their positions.</p>
COMMUNITY ENGAGEMENT	<p>6. We will establish authentic, legitimate, and valuable partnerships to provide authentic learning opportunities.</p> <p>7. We will enhance the communication tools we have and develop new tools.</p>	<p>6.1 We will establish and formalize three to five partnerships annually.</p> <p>6.2 We will organize courses in a pathways model.</p> <p>7.1 We will televise school board meetings.</p> <p>7.2 We will secure a regularly scheduled time with KOWZ/KRUZ</p> <p>7.3 We will continue to enhance communication tools through Infinite Campus.</p>
ACADEMIC PROGRAM	<p>8. We will continue to research, develop, and implement high quality, diverse academic programming to ensure learning at the highest level possible for all students in the Waseca Public Schools.</p>	<p>8.1 We will develop and implement a three-year plan to increase the number of school/community partnerships focused on accomplishing the district’s mission and vision.</p> <p>8.2 We will research, develop, and implement a comprehensive “Career Pathways Program” that prepares each student for the workforce, postsecondary education, and high demand careers.</p> <p>8.3 We will provide a flexible environment for all students to learn.</p> <p>8.4 We will provide professional development to gain awareness of methods to increase student engagement.</p> <p>8.5 We will identify standards-based learning as a core practice in the district and implement at all levels.</p>
TEACHING & LEARNING	<p>9. We will create an environment that engages, supports, and challenges students and staff to learn.</p>	<p>9.1 We will implement a meaningful staff development process focused on student engagement, and a challenging environment for learning.</p> <p>9.2 We will review all assessment and grading practices with a focus on standards-based grading and report cards.</p> <p>9.3 We will develop and implement a plan to identify research-based “Best Practice for Waseca” teaching and learning philosophy.</p>