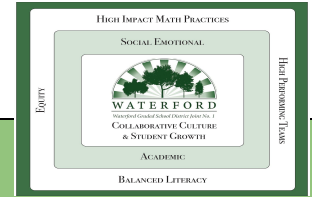


Waterford Graded School District Plan-On-A-Page



Mission:

Establish a safe and respectful environment that encourages curiosity, collaboration, creativity, and critical thinking. Employ and retain high performing staff and value their contributions to each student's learning experience. Set clear standards for high achievement and maximum growth.

Vision: Exceptional Leaders - Inspired Students - Amazing Results

Core District Values: Kind, Caring, Diligent, and Encouraging

Strategic Goal:			Research-based Measures:
By the end of their 8th grade year, 100% of our students will be on track for college and career readiness.			<ul style="list-style-type: none"> 4th and 8th grade Forward exam 9th grade ASPIRE
Core Focus Areas:	Goals:	Key Measures of Success:	Strategies:
Learning & Academics	Close the achievement gap and increase overall student growth by exceeding the state growth rate of 3.0 within 5 years	<ul style="list-style-type: none"> District Report Card ASPIRE Rtl School-Wide Implementation Review Survey (SIR) 	<ul style="list-style-type: none"> High Impact Math Practices Balanced Literacy UBD/UDL Personalized Learning Classroom/School Continuous Improvement systems eMLSS Instructional Coaching High Performing Teams
Safe & Healthy Schools	Ensure a positive, safe, and healthy environment exists for all students, staff, and guests	<ul style="list-style-type: none"> Maintain a greater than 95% retention rate of staff SWIS School Climate (Student) SWIS Staff Climate Survey SWIS Family Climate Survey PBIS major referrals WEA Vitality participation 	<ul style="list-style-type: none"> Competitive Salary & Benefits Partnerships with Universities Professional Development & Educator Effectiveness eMLSS Develop Wellness Committee Threat Assessment Tool through Safety Committee High Performing teams
Operations & Finance	<p>Ensure facilities align with programming and fiscal requirements.</p> <p>Improve the fiscal health of the agency.</p>	<ul style="list-style-type: none"> Maintain a fund balance that eliminates annual short term borrowing MOD rate - Workers' Compensation Rate will be kept under 0.00 Technology Plan is able to be financially implemented Facility resources implemented through development of long-range capital spending plan 	<ul style="list-style-type: none"> School Board Policies and Procedures updated in timely manner Effective Resource Management Align Resources Based on Population & Redesign of Attendance Areas High Performing Teams
Communication & Engagement	<p>Improve internal and external stakeholder satisfaction to 80% or higher</p> <p>Improve engagement of all stakeholders to 80% or higher</p>	<ul style="list-style-type: none"> Social Media/Website/District App Satisfaction Survey High Performing Site Rubrics Coherence Survey SWIS School Climate survey for families Items (19-21) SWIS School Climate survey for staff Items (27-29) Student Engagement survey 	<ul style="list-style-type: none"> Redesign & Revise Website in a timely manner Promote the district & schools through social media Build coherent systems based on ongoing dialogue with all stakeholders Create Core District Values through a community engagement process High Performing Teams

