



Waterford School District

STRATEGIC PLAN | 2021-2026 | YEAR 3



VISION

Inspired, Educated,
and Empowered
to Thrive

Belief Statement

We believe in a collaborative school community that values:
Relationships that foster trust and respect, diversity,
equity, and inclusion, student voice, high expectations,
critical thinking and problem solving,
and lifelong learning FOR ALL!

MISSION

We Provide Exemplary
Educational Experiences
for Each Student
to Thrive



ACADEMICS/PROGRAMS

WSD will ensure a precision focus on learning by providing high-quality instruction using aligned, adequate (quantity) materials in state-of-the learning environments.

Priority Objectives - Year 3:

- Integrate PBL into math and science. Continue integration with HMH and social studies
- Ensure at least one PBL project each semester K-8
- Continue revisions and implementation of new science curriculum at high school
- Continued implementation of the science of reading
- Implement new math curriculum
- Interactive display implementation
- Middle School Teaming-Year 2
- Improve outcomes for students with special needs

PERSONNEL/LEADERSHIP

WSD will attract, value, and retain high-quality staff.

Priority Objectives - Year 3:

Attract:

- Enhance recruitment and selection processes
- Implement onboarding software system

Value and Retain:

- Implement District Benefits Committee and conduct employee benefits analysis
- Implementation of Grow-Your-Own Grant Program funding to employees
- Conduct personnel ratio analysis

Leadership:

- Foster and support "One Waterford" district culture to encourage staff collaboration and team work
- Develop effective performance management/evaluation system and process
- Expand Central Enrollment options to improve customer service

LEARNING ENVIRONMENT/ CULTURE

WSD will cultivate an environment of mutual trust, respect, inclusion and substantive relationships so that the students, staff, and community thrive.

Priority Objectives - Year 3:

- Continue work with diversity, equity and inclusion
- Restorative practices/Cultures for learning
- Improve our new teacher induction program and mentor system

COMMUNICATIONS/ COMMUNITY ENGAGEMENT

WSD will promote authentic community engagement and celebrate our successes.

Priority Objectives - Year 3:

- Enhance/Grow Future is Bright campaign
- Increase district connection to local businesses/community
- Continue to implement best DEI practices and initiatives
- Implement internal and external WSD brand marketing
- Continue robust enrollment campaign

OPERATIONS

WSD will utilize district data to inform decision-making on the allocation of available resources to achieve the District's vision and carry out the District's mission.

Priority Objectives - Year 3:

- Facilities management plan
- Continue with implementing operational efficiencies
- Bond plan for future projects
- Update district for security recommendations
- Complete building of new Stepanski Early Childhood Center
- Grant management