



VISION

Inspired, Educated,
and Empowered
to Thrive

Waterford School District

STRATEGIC PLAN | 2021-2026 | YEAR 5



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 5:

- Continued implementation of the science of reading, PBL, HHM and new HS science curriculum
- Strengthen and align curriculum, demonstrated by progress on dashboard
- Interactive display implementation
- Middle School teaming – year 2 and MTSS structures
- Increase academic achievement, demonstrated by student growth (NWEA)



PERSONNEL/LEADERSHIP

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

Priority Objectives - Year 5:

- Empower exemplary leadership to drive effective recruitment and hiring practices
- Expand Grow-Your-Own Grant and other employee development programs to support professional growth and staff retention
- Continuous improvement of labor relations to foster a collaborative partnership
- Develop and Implement a robust performance evaluation system
- Foster leadership development of Central Enrollment and Human Resource departments.



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 5:

- Increase student engagement in athletics and performing arts.
- Continue work with student engagement
- 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 5:

- Create/Implement millage/sinking fund campaign
- Superintendent Onboarding w/focus on community/staff
- Continue robust Enrollment campaign
- Increase student connection with Superintendent/District Brand
- Continue promoting Future Is Bright Marketing 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 5:

- Facilities management plan
- Cost containment
- Bond plan for future projects
- Ensure a safe & secure environment for teaching and learning