

# West Carroll Special

## School District


### 5 Year Strategic Plan

2019 – 2024

*Providing Options and Opportunities*

# West Carroll Special School District Strategic Plan

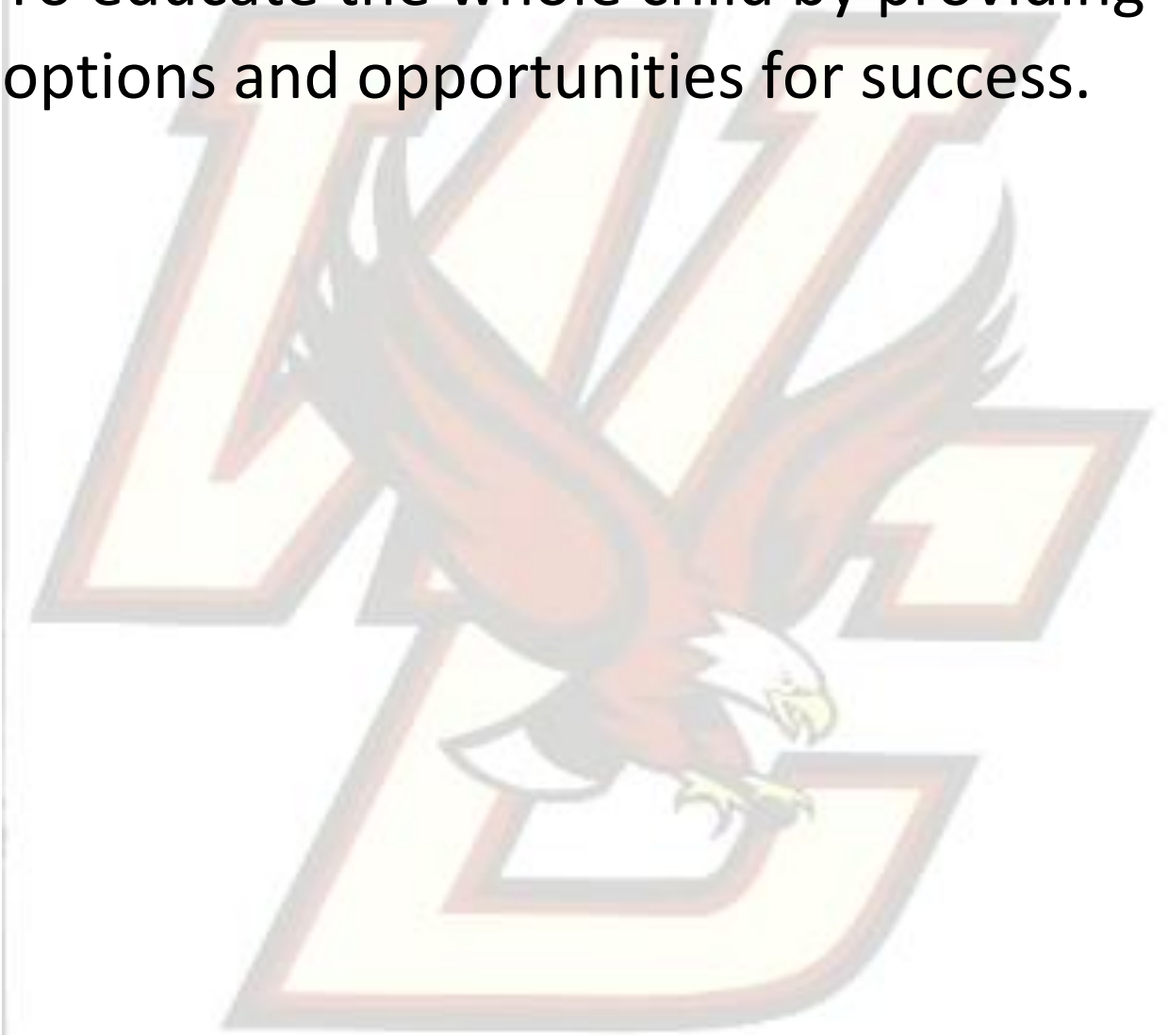
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# Mission

To educate the whole child by providing options and opportunities for success.



## Climate and Culture Statements

1. We seek to make employees feel valued, supported, respected and cared for by treating everyone equitably, encouraging positive thinking and celebrating our successes and accomplishments.
2. We strive to encourage trust in all employees by supporting them in owning mistakes when they occur, and listening to concerns, problems and failures.
3. We share a sense of purpose and high expectations for all students and staff members, manifested through a common goal of pursuing excellence and measuring our progress toward established goals.
4. We create opportunities for creativity and networking across the district by encouraging open communication and the sharing of ideas.
5. All employees of the West Carroll Special School District are invited and expected to voice their opinions, suggestions and concerns in order to help the district create, promote and sustain a culture that is open and receptive to feedback.
6. All of our decisions are made based on what is in the best interest of our students.

# District-Wide Goals and Priorities

1. Focus on EVERY student

2. Invest in our people

3. Partner with our stakeholders



## **GOAL #1: Focus on every student**

**Objective:** Students at all levels will be academically challenged and well prepared for their choice of future endeavors.

- Prepare children to enter Kindergarten ready to learn.
- Facilitate successful transition for students between all three of our school buildings.
- Expand academic offerings.
- Enhance post-secondary credit and industry certification.
- Incorporate more life skills into the curriculum.
- Strengthen the special education program.
- Intervene with students identified with at-risk factors.
- Opportunities for high achievers.
- Improve safety and security for all school facilities.

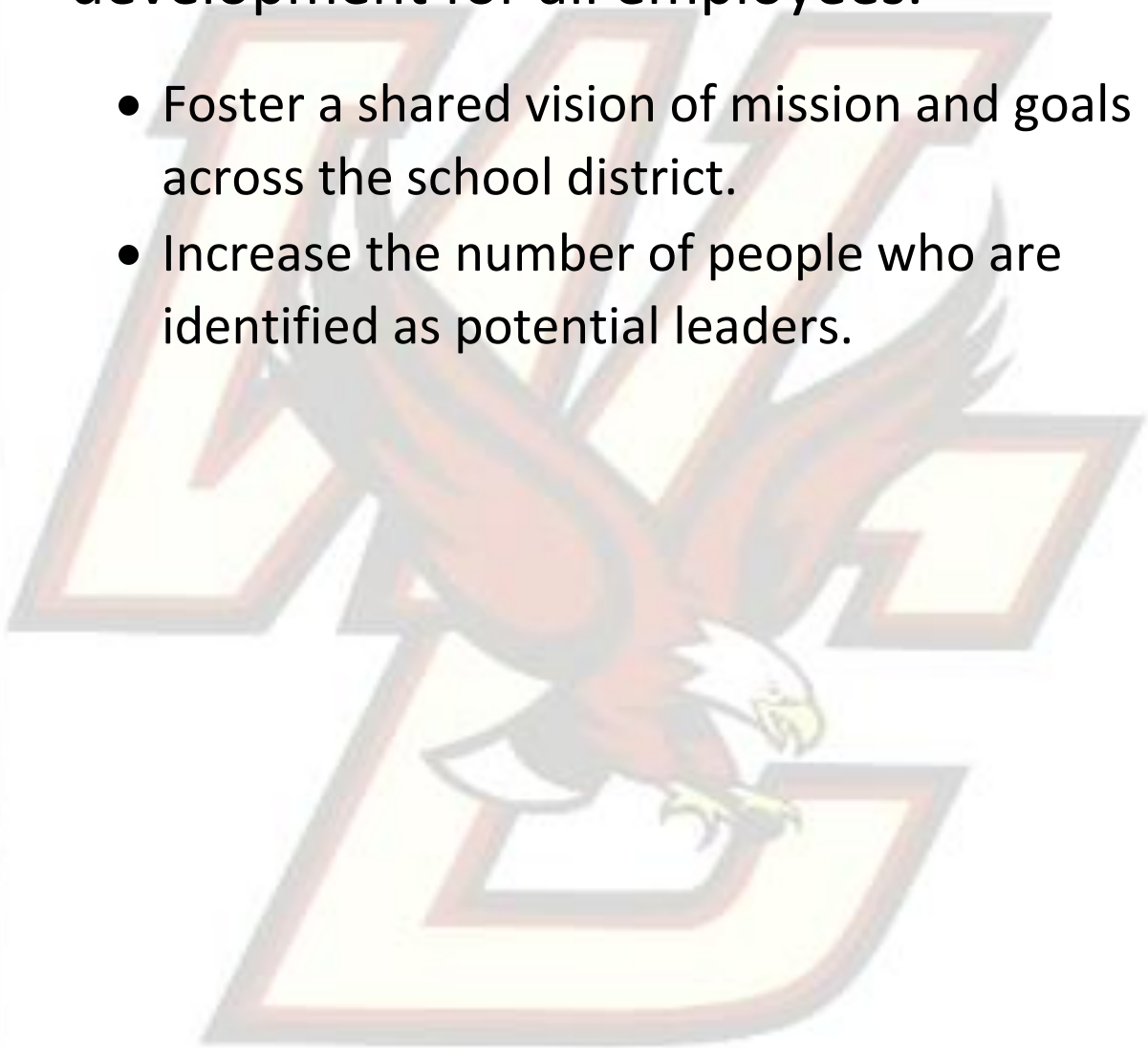
## **GOAL #2: Invest in our people**

**Objective #1:** Recruit, motivate, compensate, and retain top quality employees that reflect the diversity and values of the community.

- Modernize our recruitment practice in order to hire, develop, and retain excellent employees.
- Collaborate with our regional higher educational institutions to obtain quality teacher applicants.
- Include an extra personal day per year for employees who have reached the top of their pay scale.
- End-of-the-School-Year school district employee Celebration/Recognition event

**Objective #2:** Provide opportunities that will enhance personal growth and development for all employees.

- Foster a shared vision of mission and goals across the school district.
- Increase the number of people who are identified as potential leaders.

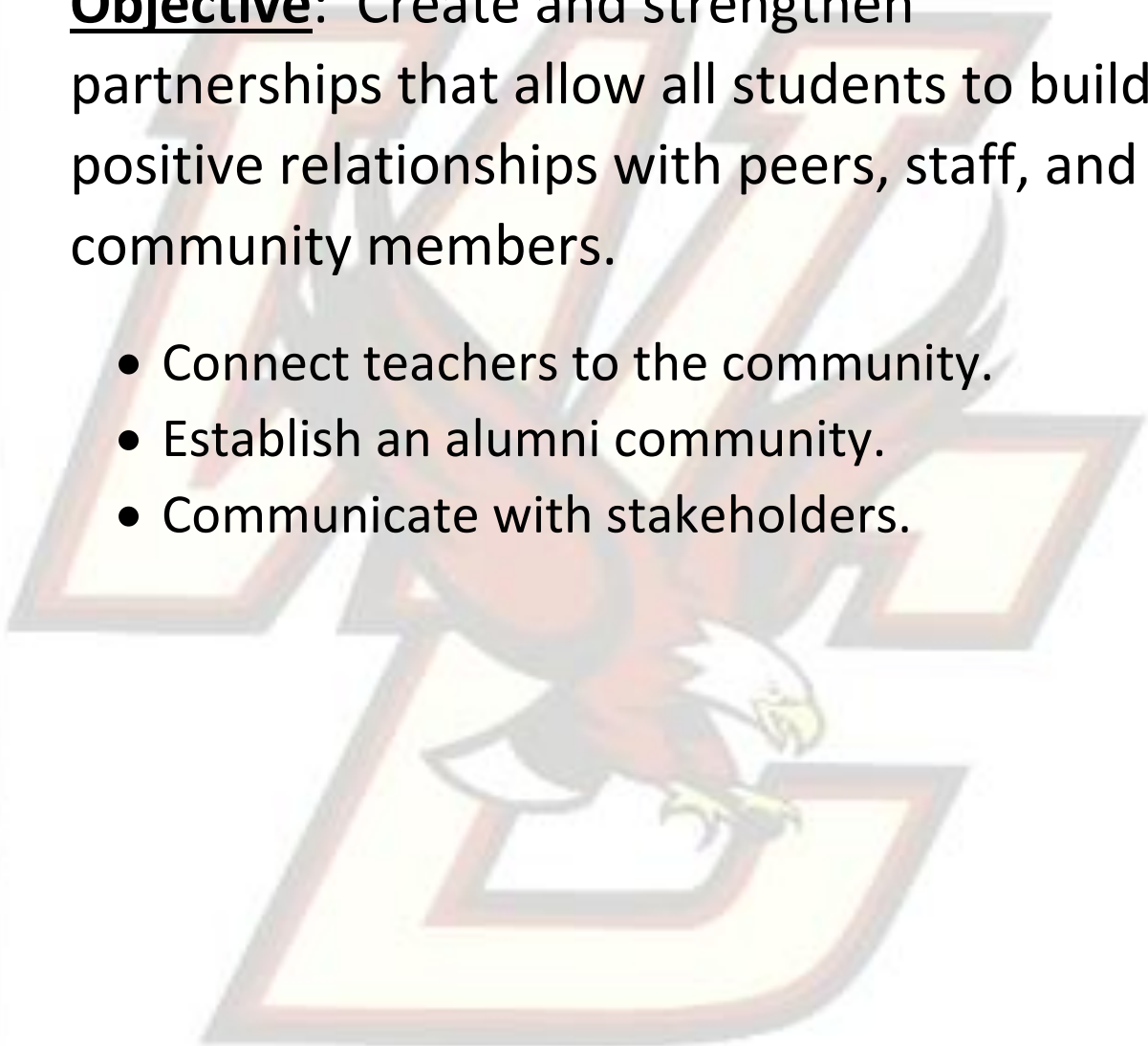




## **GOAL #3: Partner with our stakeholders**

**Objective:** Create and strengthen partnerships that allow all students to build positive relationships with peers, staff, and community members.

- Connect teachers to the community.
- Establish an alumni community.
- Communicate with stakeholders.



## Critical areas in need of improvement

- Instructional Capacity
- Leadership Capacity
- Student Achievement



## Our Plan

We will successfully advance our priorities and meet our goals as a district if we rely on a research-based, experienced proven plan for improving instruction in every classroom.

### Centered On:

- Curriculum – what we teach
- Framework – how we teach
- Program Alignment
- Authentic Literacy
  - Literacy is the spine that holds all of this together.
  - Every person in our district is a reading teacher.
  - With the exclusion of math, all classes should include one or multiple texts every day.
  - Improving literacy is an educational issue, an economic issue and a moral issue.

# Members of the Board of Education

- Chairman – William Robinson
  - Atwood Precinct
  - [wmrob@charter.net](mailto:wmrob@charter.net)
- Vice-Chairman – Mike Foster
  - McMoresville and County Precinct
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- Treasurer/Secretary – Kyle Foster
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- Legislative Liaison – Misty Mitchell
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