COMMUNITY ENGAGEMENT WORKSHOP

STATE OF THE DISTRICT

@DrTormalaWSD

Dr. Danielle Tormala's

FIRST 100 DAYS

as superintendent of schools in the WSD

- ✓ STEM Camp
- ✓ Building Tour
- ✓ House Sorting
- ✓ New School Ribbon Cutting
- ✓ Ride a firetruck to school
- ✓ Educator Summit
- ✓ Back to School Fair
- ✓ Sharing Shed Opening
- ✓ Grizzly Welcome
- ✓ Bridge Walk
- ✓ Deliver Kindergarten Balloons
- ✓ Staff Kickoff
- ✓ Welcome Students
- ✓ Patriot Day

- ✓ Homecoming
- ✓ Veterans Day Celebration
- ✓ Read to a Class
- ✓ Morning Announcements
- ✓ Learn Spirit Chant
- ✓ Add Handprint to Tile
- ✓ Serve Lunch
- ✓ Join Snack Time
- ✓ Attend Sporting Event
- ✓ Trunk or Treat
- ✓ End of Day Send-off
- ✓ Drive a Bus
- ✓ Visit Every Building

Board of Education Common Goals for 2022-2023

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

		BOE GOAL 1 Increase Academic Achievement	BOE GOAL 2 Improve Communication	BOE GOAL 3 Improve School Safety	BOE GOAL 4 Improve Culture and Climate
CSIP 1	Expand opportunities and experiences to ensure all students are prepared to engage in an ever-changing, connected world.	Ensure academic achievement for all students. ←→			Ensure academic achievement for all students.
		Develop career pathways and opportunities for workforce readiness.	Click each focus area to check the progress and performance measures		
		Provide high-quality, focused professional learning for all staff. ←→			Provide high-quality, focused professional learning for all staff.
CSIP 2	Develop and maintain a safe, caring, and inclusive school culture and community with members who value and support the whole child.	Continue to foster and build relationships with community partners to support student needs outside of the classroom.	Maintain transparent communication to foster strong relationships with stakeholders in order to support all students. ←→		Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.
			Provide multiple opportunities for stakeholder feedback.	Implement security upgrades as needed to protect all students and staff in order to provide a safe learning and working environment.	
CSIP 3	Provide financial resources to support the ever-changing needs of students, staff, and facilities.	Focus on attracting, retaining, and developing high-quality staff.	Continue to be proactive in financial planning for growth.	Provide and maintain safe, clean and aesthetically pleasing facilities to accommodate student growth. Improve and upgrade older facilities.	Provide increasingly competitive salaries and benefit packages for all employee groups.

Tonight, breakout groups will discuss each goal area + community engagement.

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

Community Engagement

WSD started the 2022-2023 school year with **17,640** students — the highest enrollment in District history! Enrollment is up from 17,378 students on the first week of school last year.

DESE Student Demographic Data

Total	17,078
American Indian/Alaska Native	0.10%
Asian	1.90%
Black	6.70%
Hawaiian/Pacific Islander	0.00%
Hispanic	5.30%
Multi-Race	4.70%
White	81.20%

Total	17,078
Female	49.00%
Male	51.00%
Free and Reduced Lunch	12.90%
English Learner	1.44%
Special Education	14.40%
Homeless	0.36%
Gifted	3.60

Reference: *DESE District Report Card (last updated 11/27/2021)*

PROJECT LEAD THE WAY

Close to 3000 students are enrolled in courses in three PLTW programs.

Computer Science 28.3%
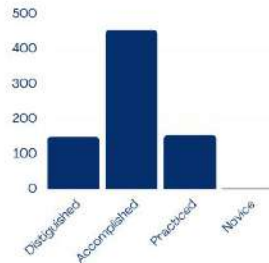
Engineering 35.1%

Biomedical Science 36.7%

These programs include over 20 different courses

500
400
300
200
100
0

Distinguished | Accomplished | Practiced | Novice

79% of students who took the PLTW EOC scored Distinguished or Accomplished

NEW CLASSES
New opportunities for our students were added in 2021.

Welding
Spring 21-22 — 12 Students
SY 22-23 — 24 Students

Megatech
SY 22-23 — 16 Students

2022 Graduates earned

$7,000,000+

in SCHOLARSHIPS

CAREER & TECHNICAL EDUCATION

WSD offers 62 courses in 5 CTE state approved areas including business administration, marketing, health sciences, family consumer science and human services, and technology and engineering.

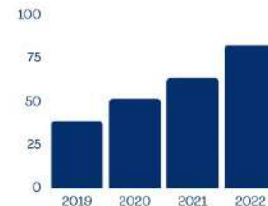In 2022, 6 out of 10 CTE graduates were considered Concentrators in their program.

SEAL OF BILITERACY

Since 2019 the number of students earning SoBL has increased by **113%**

Portuguese 4%
French 17.4%
German 20.6%
Spanish 56.3%

100
75
50
25
0
2019 | 2020 | 2021 | 2022
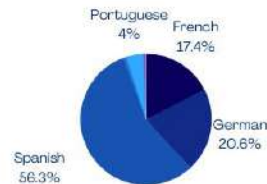
Wentzville students have tested in seven languages including Korean, Japanese, and Vietnamese.

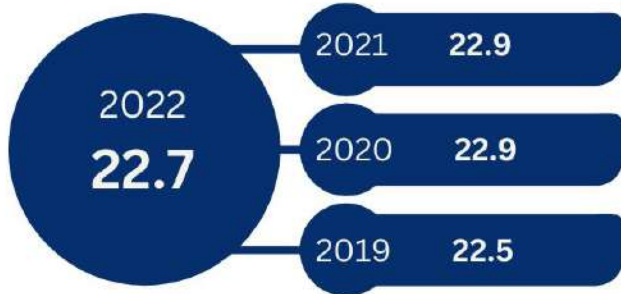In 2022, 83 students earned the Missouri Seal of Biliteracy.

Wentzville Students

Wentzville students are problem solvers who are open to new ideas and take opportunities to learn.

ACT

WSD Students were able to maintain, and even outperform pre-pandemic ACT levels in 2022 when the rest of the nation was reporting record lows.

2022 22.7

2021	22.9
2020	22.9
2019	22.5

ADVANCED OPPORTUNITIES FOR STUDENTS

Students in Wentzville are able to take courses that offer a weighted grade point, college credit, or are a part of the AP (Advanced Placement) program.

- **50** WEIGHTED CLASSES
- **40** COLLEGE CREDIT COURSES
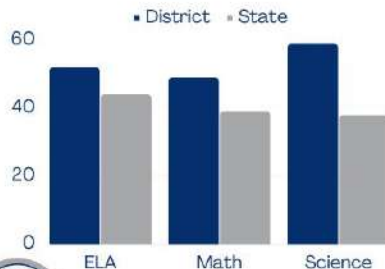- **30** AP COURSES

63%
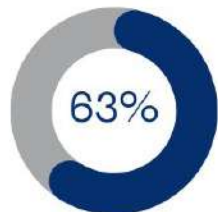
In 2022, 63% of AP students scored a 3 or above making them eligible for college credit.

STUDENT SUCCESS MEASURES

WSD students continued to have an excellent **graduation rate** that is much higher than the state score along with the state level on the **Missouri Assessment Program** (**MAP**) in all subjects.

MAP

■ District ■ State

GRADUATION

■ District ■ State

QUADRANTS

Growth quadrants were introduced in Spring 2022. The goal is to move students into Quadrants 1 and 2 with high growth.

ELA - Winter
In 2022, 56% of students were in Q1/Q2. In 2023, 65% of students were in Q1/Q2 with Discovery Ridge at 74%.

Math - Winter
In 2022, 50% of students were in Q1/Q2. In 2023, 59% of students were in Q1/Q2 with North Point Middle at 65%.

2	1
Low Performance High Growth	High Performance High Growth
3	4
Low Performance Low Growth	High Performance Low Growth

WENTZVILLE SCHOOL DISTRICT
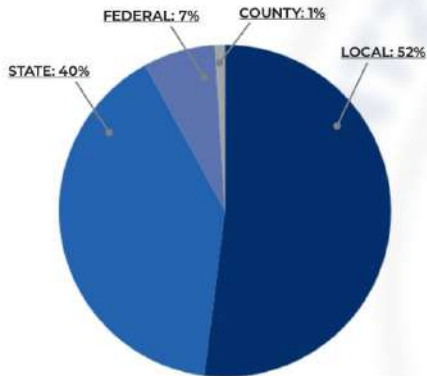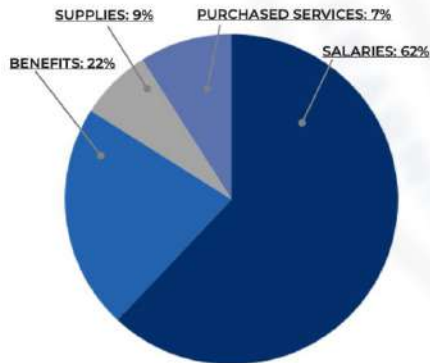## LEARNING TODAY, LEADING TOMORROW

FINANCE AT A GLANCE
FOR FISCAL YEAR ENDING JUNE 30, 2022

Danielle S. Tormala, Ed. D., Superintendent of Schools
Richard Angevine, MBA, CPA, Chief Financial Officer
Susan Dawson MBA, CPFO, SFO, Director of Finance & Accounting

June 30, 2022 financial statements were independently audited with a clean opinion.
2022-23 Budget information as approved by WSD BOE June 2022.

SOURCES OF OPERATING REVENUES (Funds 1 and 2)

FEDERAL: 7%
COUNTY: 1%
LOCAL: 52%
STATE: 40%

TOTAL EXPENDITURES ALL FUNDS

	YEAR-END JUNE 30, 2022	2022-23 BUDGET
General Fund 1	$86,704,90	$93,051,412
Teachers Fund 2	$133,679,650	$140,551,511
Debt Service Fund 3	$47,654,884	$25,598,659
Capital Projects Fund 4	$54,170,554	$21,570,301
	$322,209,989	$280,771,883

ENROLLMENT

ENROLLMENT vs. YEAR

USES OF OPERATING EXPENSES (Funds 1 and 2)

SUPPLIES: 9%
PURCHASED SERVICES: 7%
BENEFITS: 22%
SALARIES: 62%
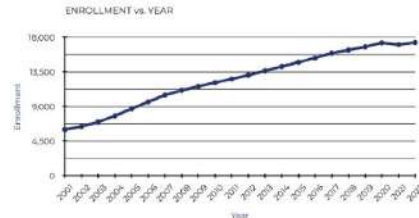
FUND BALANCES

Total Balance All Funds	$161,444,324
Operating Fund Balance (Funds 1 and 2)	$60,235,833
Operating Fund Balance (Funds 1 and 2) as a Percentage of Operating Expenses	27.25%

TAXES

Real Estate Assessed Values	$2,158,407,413
Personal Property Assessed Values	$455,555,805
Tax Rate	5.0416
Annual Tax To Own a $200,000 Home	$1,915.81
Tax Rate (2022-23)	5.0428
Annual Tax To Own a $200,000 Home (2022-23)	$1,916.26

STAFFING

Certified Staff	1.365
Support Staff	1,248
Administrators	98
TOTAL: 2,711	
Avg. Teacher Salary	$63,006
Teachers with Masters Degree or Higher	80.3%

REVENUE & EXPENDITURES PER ADA

Local tax effort per avg. daily attendance (ADA)

$8,656

Operating expenditures per avg. daily attendance (ADA)

$12,091

Moody's Bond Rating

Aa1

Total General Obligation Debt

$319,101,754

TOP 5 TAXPAYERS | ASSESSED VALUES

Mastercard	$65,807,167
General Motors	$62,877,994
Cuivre River Electric	$8,420,134
Union Electric	$7,716,886
THF Wentzville	$7,144,151

WENTZVILLE SCHOOL DISTRICT
WSD
LEARNING TODAY, LEADING TOMORROW

Last updated Jan 26, 2023

Approved Rates From Sept. 15 Tax Rate Hearing

Fund Name	Fund #	Rate
General	Fund 1	$2.3615
Teachers	Fund 2	$1.1556
Debt Service	Fund 3	$0.9304
Capital Projects	Fund 4	$0.5953
Total Levy		**$5.0428**

#16 BEST SCHOOL DISTRICT IN MISSOURI

2023

N

NICHE

BEST SCHOOLS

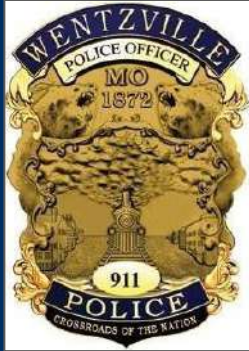WSD WENTZVILLE
SCHOOL DISTRICT
LEARNING TODAY, LEADING TOMORROW

Safety Meeting and Crisis Planning

District Emergency Planning Meeting with First Responders

Opened North Point Middle School

NORTH POINT MIDDLE GRIZZLIES

FIRST CLASS OF GRADUATING SENIORS AT **NPHS**

Traffic Solutions at Frontier Middle

Collaborative meetings with MoDOT, O'Fallon Public Works, Police, and St. Charles County Roads & Traffic

Facility Walks
Touring all schools to observe maintenance needs

Meetings with Municipalities to Discuss Future Growth & Development

WENTZVILLE SCHOOL DISTRICT
LEARNING TODAY, LEADING TOMORROW

CONSTRUCTION AT A GLANCE
FOR FISCAL YEAR ENDING JUNE 30, 2022

Danielle S. Tormala, Ed.D., Superintendent
Richard Angevine, MBA, CPA, Chief Financial Officer
Joshua Schaffer, Executive Director of Facilities

This document includes unaudited administration data

DISTRICT BUILDINGS

STRUCTURE	SQ. FT. UNDER ROOF	COMPLETION DATE
Lutheran Church (Pearce)	2,506	1899
Heritage Elementary/Intermediate	150,430	1957
Pearce Alternative School Building	34,735	1957
Wentzville Middle School Building	135,591	1964
Berrey - Place Center	11,340	1974
Holt High School Building	321,456	1974
Heritage Kindergarten Building	10,999	1980
Admin Center	25,192	1983
Harris Building	23,288	1984
Boone Trail Elementary School Building	80,445	1989
South Middle School Building	179,413	1994
Green Tree Elementary School Building	93,310	1997
Support Services Building	10,500	1998
Timberland High School Building	285,827	2000
Crossroads Elementary School Building	97,182	2001
Barfield	44,700	2004
Boone Trail Kindergarten Building	13,211	2004
Frontier Middle School	214,465	2005
Mind Development (Leased Building)	11,750	2005
Prairie View Elementary	103,945	2005
Peine Ridge Elementary	103,209	2006
Duello Elementary	100,551	2007
Discovery Ridge Elementary	103,306	2010
Lakeview Elementary	102,358	2010
Transportation Facility	19,780	2011
Liberty High School	310,300	2012
Stone Creek Elementary	101,034	2017
Wabash Elementary	101,034	2017
District Warehouse	13,750	2020
Journey Elementary	104,974	2020
North Point High School	310,271	2021
North Point Middle School	216,962	2022

Total Sq. Ft. **3,437,814**

ENROLLMENT • TOTAL SQ. FT. • SQ. FT. PER STUDENT

YEAR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
ENROLLMENT	6,003	6,407	6,999	7,788	8,720	9,625	10,508	11,115	11,636	12,603	12,603
TOTAL SQ. FT.	1,467,697	1,467,697	1,467,697	1,549,408	1,924,527	2,024,736	2,125,287	2,125,287	2,125,287	2,330,951	2,350,731
SQ. FT. PER STUDENT	244	229	210	199	221	210	202	191	183	192	187

YEAR	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
ENROLLMENT	13,103	13,659	14,222	14,769	15,336	15,979	16,373	16,789	17,323	17,078	17,323
TOTAL SQ. FT.	2,661,031	2,661,031	2,661,031	2,661,031	2,661,031	2,863,099	2,863,099	2,863,099	2,981,823	3,292,094	3,437,814
SQ. FT. PER STUDENT	203	195	187	180	174	179	175	171	172	193	203

FUND BALANCES

Debt Service Fund **$27,613,468**

Capital Fund **$73,595,024**

Estimated calendar year-end 2021-22 Debt Service Fund balance as a % of next year's calendar debt service payment **95%**

TAX INFORMATION

LEVY	FUND	RATE	COLLECTIONS (Current and delinquent taxes)
Debt Service	300	0.9304	$24,864,775
Operating Assigned - Capital	400	0.1400	$3,741,475
Operating Temp	400	0.2116	$6,512,839
Operating Temp 1	400	0.2437	$5,654,972

FACILITIES DEBT

General Obligation Bonds **$319,101,754**

Lease Participation Certificates **$79,397,000**

Energy Lease Purchase Agreements **$6,319,927**

Total Debt **$404,818,681**

DEBT SERVICE OBLIGATIONS

General Obligation Bonds **$25,583,658**

Lease Participation Certificates **$8,825,077**

Energy Lease Purchase Agreements **$1,053,725**

$35,462,460

DISTRICT PROPERTY

DISTRICT PROPERTY	ACRES
Timberland Campus	108.37
Timberland High School	
Boone Trail Elementary School Building	
South Middle School Building	
Boone Trail Kindergarten Building	
North Point Campus	108.23
North Point High School	
North Point Middle School	
Holt Campus	73.82
Holt High School	
Wentzville Middle School Building	
Berrey-Place Center	
Support Services Building	
Liberty High School	71.84
Undeveloped Property at Highway N and Schaper	40.7
Stone Creek Elementary	31.28
Journey Elementary	30.55
Frontier Middle School	25.36
Undeveloped Property at Highway N and Morrison	21.7
Wabash Elementary	20.48
Undeveloped Property at West Meyer and Duenke	19.5
Green Tree Elementary School Building	17.01
Transportation Facility	15.5
Heritage Campus	16.4
Heritage Elementary	
Heritage Kindergarten Building	
Peine Ridge Elementary	15.29
Discovery Ridge Elementary	15.01
Duello Elementary	15
Lakeview Elementary	14.98
Crossroads Elementary	14.28
Prairie View Elementary	12.26
Administrative Center Campus	10.01
Administrative Center	
Administrative Center Annex	
Barfield Early Childhood Center	6.1
Pearce Campus	3.54
Pearce Hall	
Pearce Auditorium (Lutheran Church)	
Harris Building	1.04

Total Acers **707.25**

Student Advisory Councils

Care to Learn
Wentzville Chapter

Donate by visiting:
caretolearn.org/wentzville

"Give STL Day"
MAY 10

MSIP 6

Required Climate and Culture Survey Questions

High School Students	Staff & Parents
1. My school ensures all student voices are heard and respected.	1. My school ensures all student voices are heard and respected. 2. My school provides a safe, healthy, and effective learning environment for our students. 3. My school/the school district, provides school culture and climate data and reports periodically to all stakeholders.

9-12 Summary

Type	Question	Avg. Score
Required	My school ensures all student voices are heard and respected.	3.07
Glows	I know how to disagree without starting a fight or argument.	3.74
Glows	My school has clear procedures for handling school emergencies.	3.65
Glows	There's at least one person in my school I can talk to if I have a problem.	4.0
Grows	I am included in lots of activities at my school.	3.01
Grows	I can really be myself at school.	3.12

Staff

Type	Question	Avg. Score
Required	My school ensures all student voices are heard and respected.	4.06
Required	My school provides a safe, healthy, and effective learning environment for our students.	4.03
Required	My school/the school district provides school culture and climate data and reports periodically to all stakeholders.	3.65
Glows	My school has clear procedures for handling school emergencies.	4.47
Grows	My professional growth is important to the school.	3.74

Parents

Type	Question	Avg. Score
Required	My school ensures all student voices are heard and respected.	3.63
Required	My school provides a safe, healthy, and effective learning environment for our students.	3.36
Required	My school/the school district proves school culture and climate data and reports periodically to all stakeholders.	3.19
Glows	My child's school does a great job celebrating and promoting success.	3.70
Glows	Administrators at my child's school are responsive and supportive.	3.67
Grows	People in my school take my opinions seriously.	3.3

APR

Data is not magic. It is but a **partial**, **imperfect snapshot** of the **past** that helps us plan and adjust for the **future**.

MSIP 6 standards are organized into six strands

Leadership

Effective Teaching and Learning

Collaborative Climate & Culture

Data-Based Decision Making

Alignment of Standards, Curriculum, and Assessment

Equity and Access

Missouri EDUCATION

MSIP6
Comprehensive Guide to the Missouri School Improvement Program

Wentzville School District is

ACCREDITED

84.2
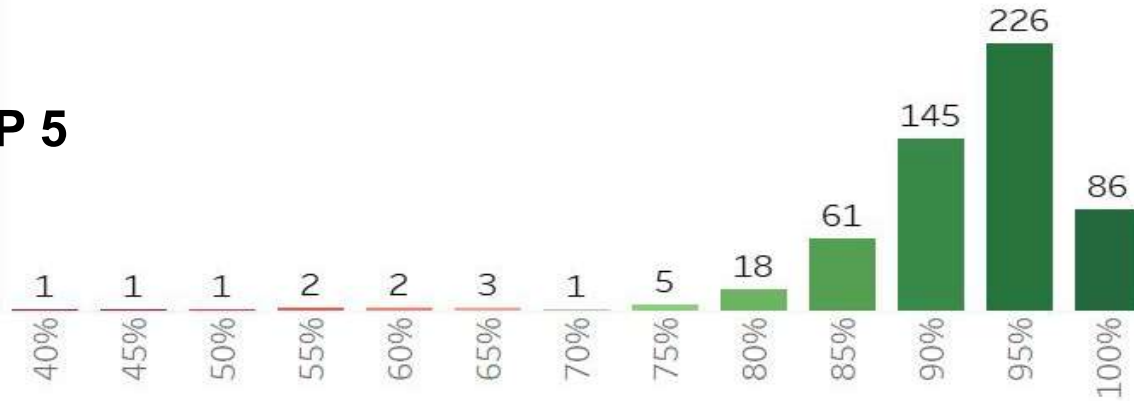
We've Got Our Eye on Attendance

When a student misses 2 days a month:

- They miss **20 days** a year.

- They will miss over **30 hours** of math a year.

- They will miss over **60 hours** of reading and writing a year.

- They will miss over **1 year** of school by graduation.

2022 DISTRICT
TEACHER OF THE YEAR
MATT BARKER

2022 Emerson Award Honoree
Jennifer (Jenny) Thies, kindergarten teacher at Stone Creek Elementary

2023 MoACTE Teacher of the Year
Lori Krug, North Point High School teacher

Green Tree - Prairie View

WENTZVILLE SCHOOL DISTRICT
WSD
LEARNING TODAY LEADING TOMORROW

COME HOME

Wentzville School District **alumni & residents**, bring your talents *home* to our community.

15:00

ACADEMICS

Board of Education Common Goals for 2022-2023

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

ACADEMIC GOALS

- Ensure academic achievement for all students.
- Develop career pathways and opportunities for workforce readiness.
- Provide high-quality, focused professional learning for all staff.
- Continue to foster and build relationships with community partners to support student needs outside the classroom.
- Focus on attracting and retaining, and developing high quality staff.
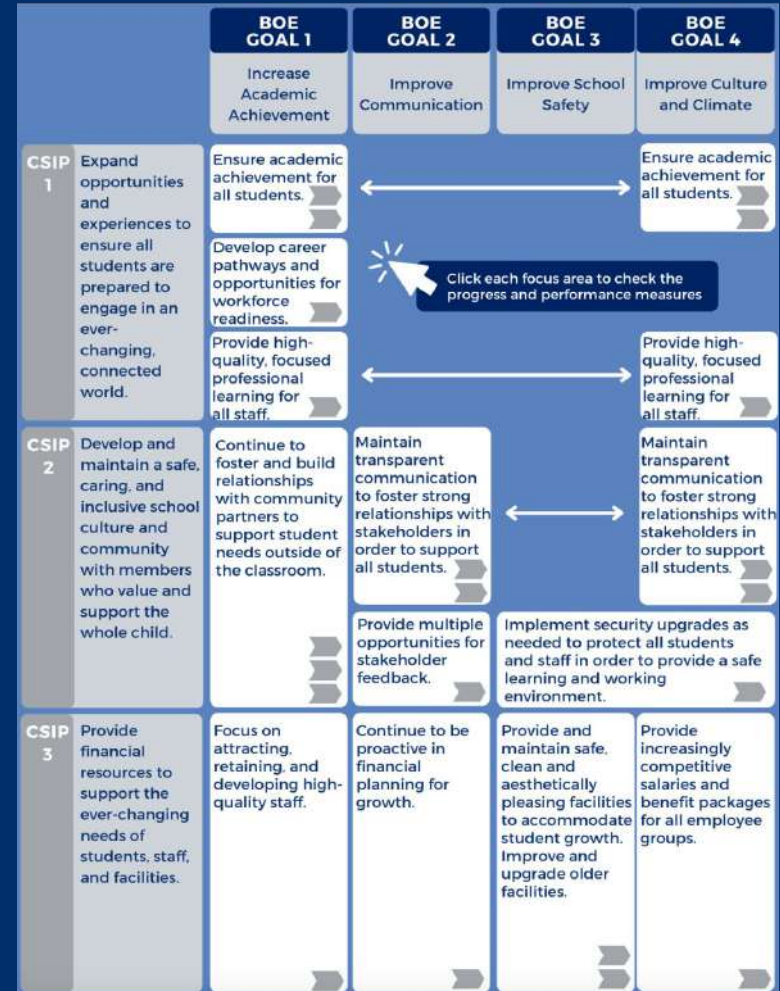
Ensure academic achievement for all students.

PROGRESS MEASURES:
ENGAGE K-12 ADMINISTRATORS IN A REVISED SCHOOL IMPROVEMENT PROCESS

No collaborative meetings held or minimal collaboration occur.

Level-alike building administrators meet regularly and are making progress in collaborative conversations.

Meet regularly as level-alike administrator teams and engage in collaborative conversations and professional learning aligned with the school improvement goals.

PERFORMANCE MEASURES:
STUDENT GROWTH IN THE AREA OF READING AND MATH (MONITORED THROUGH QUADRANTS) WILL INCREASE 10% AS MEASURED BY IREADY (K-8).

No increase in students in the high growth quadrants.

A 0-5% increase in students in the high growth quadrants in both reading and math, or a substantial growth in one area and not in the other (reading/math).

5.1-10+% increase in students in the high growth quadrants in both reading and math.

Develop career pathways and opportunities for workforce readiness.

PROGRESS MEASURES:
DEVELOP CLEARLY OUTLINED CAREER PATHWAYS

Career pathways are not developed.

Discussions about career pathways have started.

Career pathways have been developed and clearly outlined.

Pathways Timeline of Work

2021-2022:
- Formed Future Ready Cohort

Fall 2022:
- Professional learning and site visits

Spring 2023:
- Work on WSD pathways
- Middle School Redesign Cohort
- Stakeholder engagement
- Professional Learning for stakeholders

Summer 2023:
- Teacher externship (local)
- Course alignments (Intro/Skills Development/Capstone)
- Curriculum plan 23-24

Fall 2023:
- Curriculum development
- Stakeholder education
- Internship/apprenticeship development
- Middle school site visits
- Continued stakeholder engagement

Spring 2024:
- Complete curriculum development
- Continued middle school cohort
- Communication plan roll out for all stakeholders

Fall 2024:

LAUNCH WSD Career Pathways!

Provide high-quality, focused professional learning for all staff.

PROGRESS MEASURES:
PROVIDE INCREASED OPPORTUNITIES FOR ROLE-SPECIFIC AND PERSONALIZED TRAINING

Few to no role-specific or personalized learning opportunities are provided.

Some role-specific or personalized learning opportunities are provided.

Role-specific learning opportunities for support and ancillary staff and personalized learning opportunities for certified staff are provided regularly.

PERFORMANCE MEASURES:
ESTABLISH BASELINE MEASUREMENTS TO MONITOR THE EFFECTIVENESS AND IMPACT OF PROFESSIONAL LEARNING.

This does not have red, yellow, and green levels since this year we are establishing baseline measurements.

Continue to foster and build relationships with community partners to support student needs outside of the classroom.

PROGRESS MEASURES:
CURRENT COMMUNITY GROUPS

Decline in collaboration with current community groups (such as: Youth In Need, Compass Health, Preferred Family Health, etc.).

Continued implementation of collaboration with current community groups (such as: Youth In Need, Compass Health, Preferred Family Heath, etc.).

Continued implementation of collaboration with current community groups (such as: Youth In Need, Compass Health, Preferred Family Heath, etc.), and information provided for students and families via Student Services website.

PROGRESS MEASURES:
MERCY CLINIC PARTNERSHIP

Very little collaboration between Mercy Clinic and WSD, and no client base is established.

Productive and positive collaboration between Mercy Clinic and WSD, but client base is not significant

Mercy Clinic Partnertship shows growth over the first full year of implementation.

PROGRESS MEASURES:
CARE TO LEARN

Very little collaboration between Care to Learn and WSD, and no community supporters have been established.

Progress made toward Care to Learn partnership and community supporters, but not at level of implementation.

Care to Learn implementation set to begin in Fall of 2023, and initial community supporters have been identified.

QUESTION 1

ARE WE ON THE RIGHT TRACK WITH THESE GOALS?

FOCUS AREA

COMMUNICATIONS

Board of Education Common Goals for 2022-2023

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

COMMUNICATIONS GOALS

- Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.
- Provide multiple opportunities for stakeholder feedback.
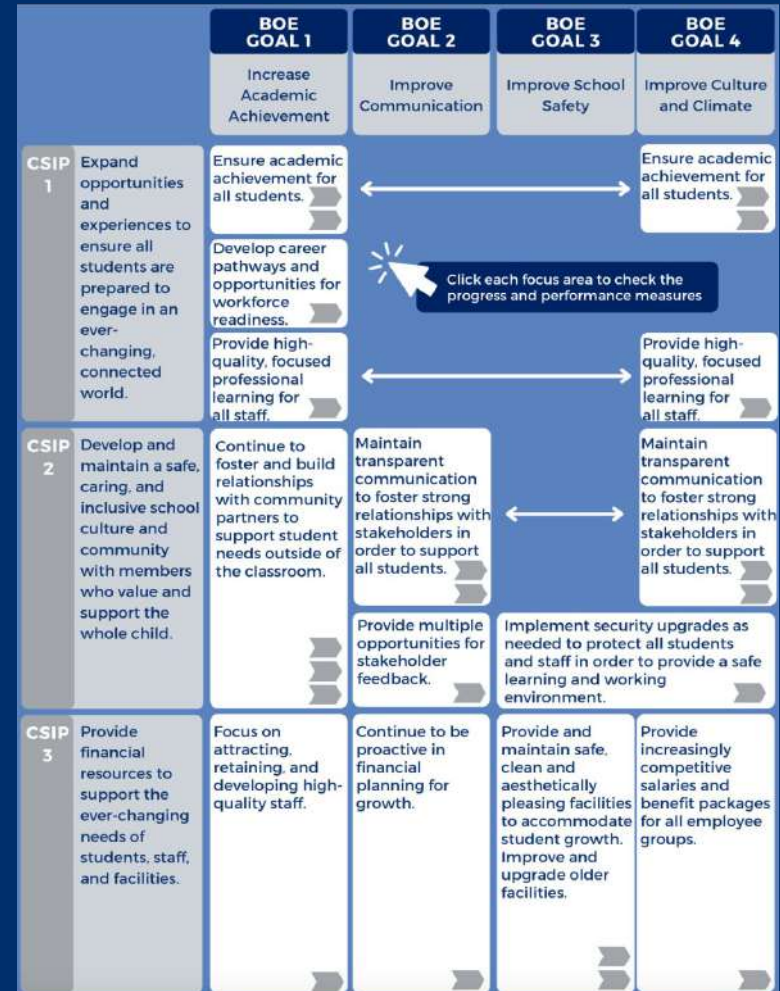
Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.

WEBSITE FOCUS

PROGRESS MEASURES

Some schools continue to use the old template for their website.

Transition all school websites to a new template.

Transition all school websites to a new template and ensure calendars are syncing and newsletters are embedded.

PERFORMANCE MEASURES

Less than 35% of families rate finding the information they are looking for on the website "very easy" or "extremely easy."

35-43% of families rate finding the information they are looking for on the website "very easy" or "extremely easy."

44% or greater of families rate finding the information they are looking for on the website "very easy" or "extremely easy."

Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.

SOCIAL MEDIA FOCUS

PROGRESS MEASURES

Fail to educate our staff about the #WeAreWentzvile hashtag.

Maintain consistent awareness of the #WeAreWentzville hashtag.

Increase awareness of the #WeAreWentzville hashtag and its purpose at District events, meetings, etc.

PERFORMANCE MEASURES

See a decrease in the usage of the #WeAreWentzville hashtag in the 2022-23 school year.

See a consistent rate of #WeAreWentzville hashtag usage in the 2022-23 school year.

See an increase the usage of #WeAreWentzville in the 2022-23 school year.

Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.

GENERAL FOCUS

PROGRESS MEASURES

Less than 75% of people rate overall communication between the District and parents as "good" or "excellent."

76-85% of people rate overall communication between the District and parents as "good" or "excellent."

86% or more people rate overall communication between the District and parents as "good" or "excellent."

Provide multiple opportunities for stakeholder feedback.

PROGRESS MEASURES

Decrease the avenues available for stakeholder feedback.

Maintain current avenues available for stakeholder feedback.

Add additional avenue(s) for stakeholder feedback.

QUESTION 1

ARE WE ON THE RIGHT TRACK WITH THESE GOALS?

FOCUS AREA

CULTURE & CLIMATE
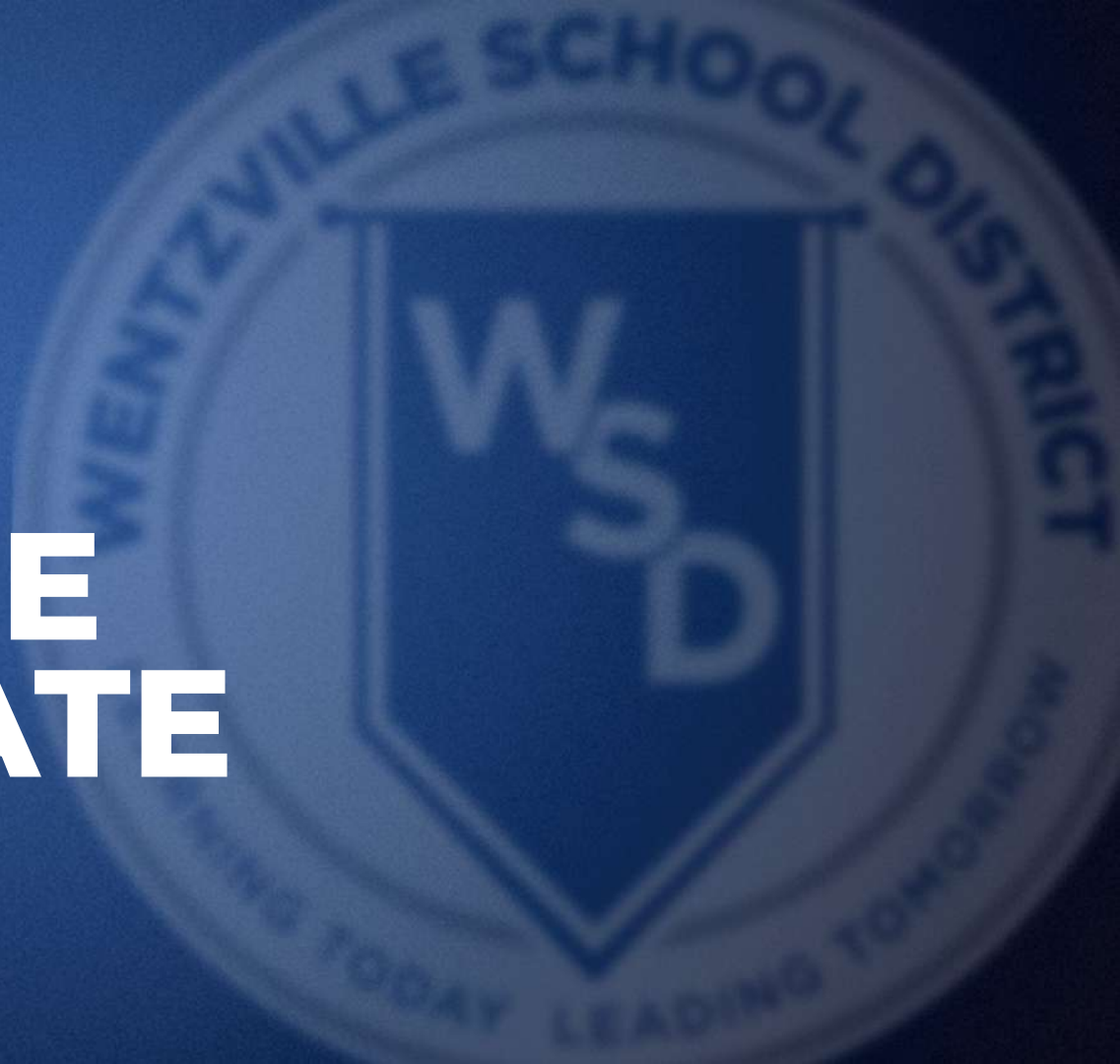
Board of Education Common Goals for 2022-2023

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

IMPROVE CULTURE & CLIMATE

- Provide high-quality, focused professional learning for all staff.
- Maintain transparent communication to foster strong relationships with stakeholders in order to support all students.
- Implement security upgrades as needed to protect all students and staff in order to provide a safe learning environment.
- Provide increasingly competitive salaries and benefit packages for all employee groups.

Focus on attracting, retaining, and developing high-quality staff.

PROGRESS MEASURES

| 0-25% Complete. | 25-75% Complete. | 75-100% Complete. |

PERFORMANCE MEASURES

- Update 1st and 2nd year Mentor Plans.
- Collaborate with 4 Universities.
- Hold 5 new administrator meetings and complete a book study.

Provide increasingly competitive salaries and benefit packages for all employee groups.

PROGRESS MEASURES

0-25% Complete.

25-75% Complete.

75-100% Complete.

PERFORMANCE MEASURES

- Complete a comprehensive wage analysis and ensure WSD has competitive pay in all staff areas.
- Competitive pay increase for bus drivers and custodians.
- Signing incentives for new employees.

FOCUS AREA

SAFETY & SECURITY
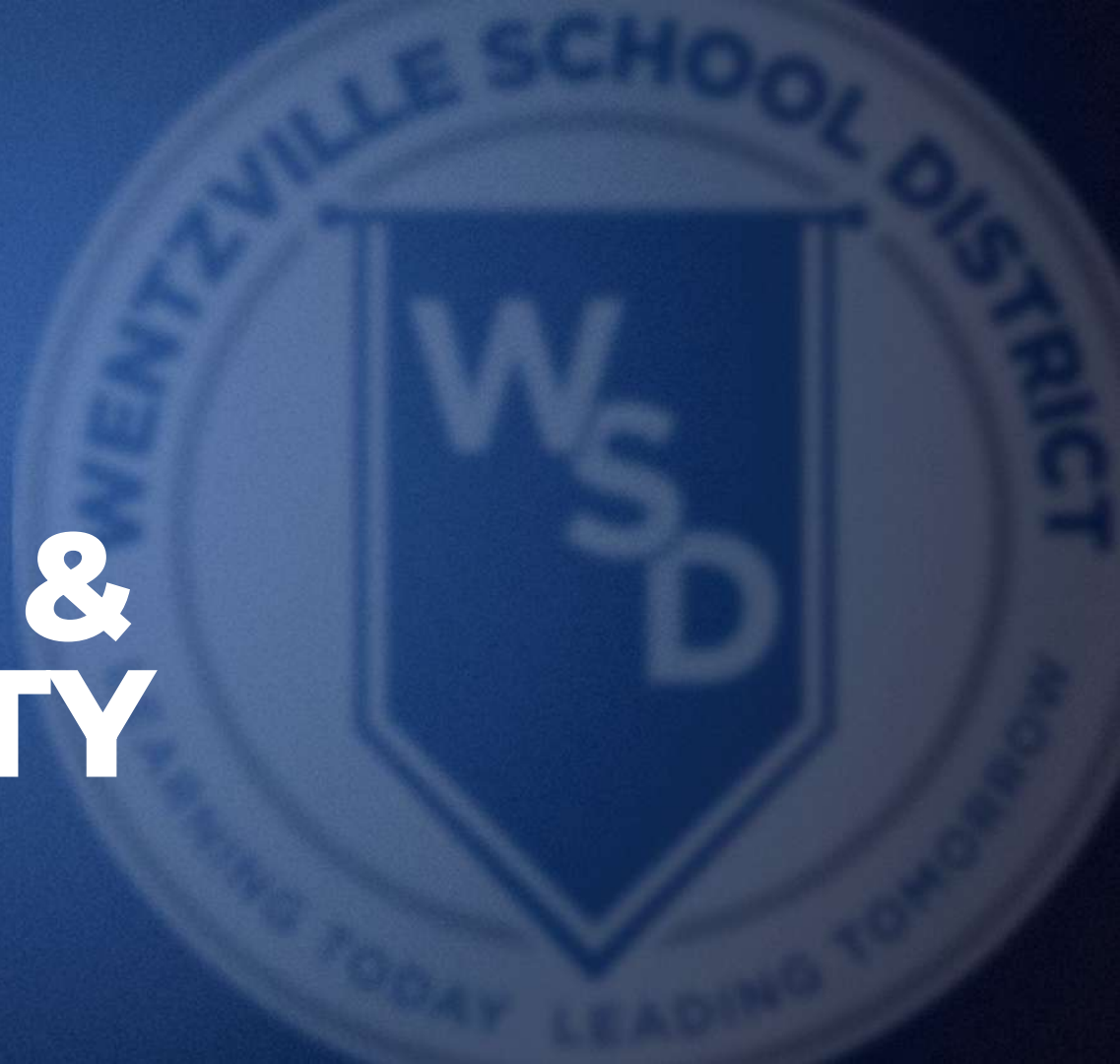
# Board of Education Common Goals for 2022-2023

Improve Communication

Increase Academic Achievement

Improve School Safety

Improve Culture & Climate

IMPROVE SCHOOL SAFETY GOALS

- Implement security upgrades as needed to protect all students and staff in order to provide a safe learning and working environment.
- Provide and maintain safe, clean, and aesthetically pleasing facilities to accommodate student growth. Improve and upgrade older facilities.
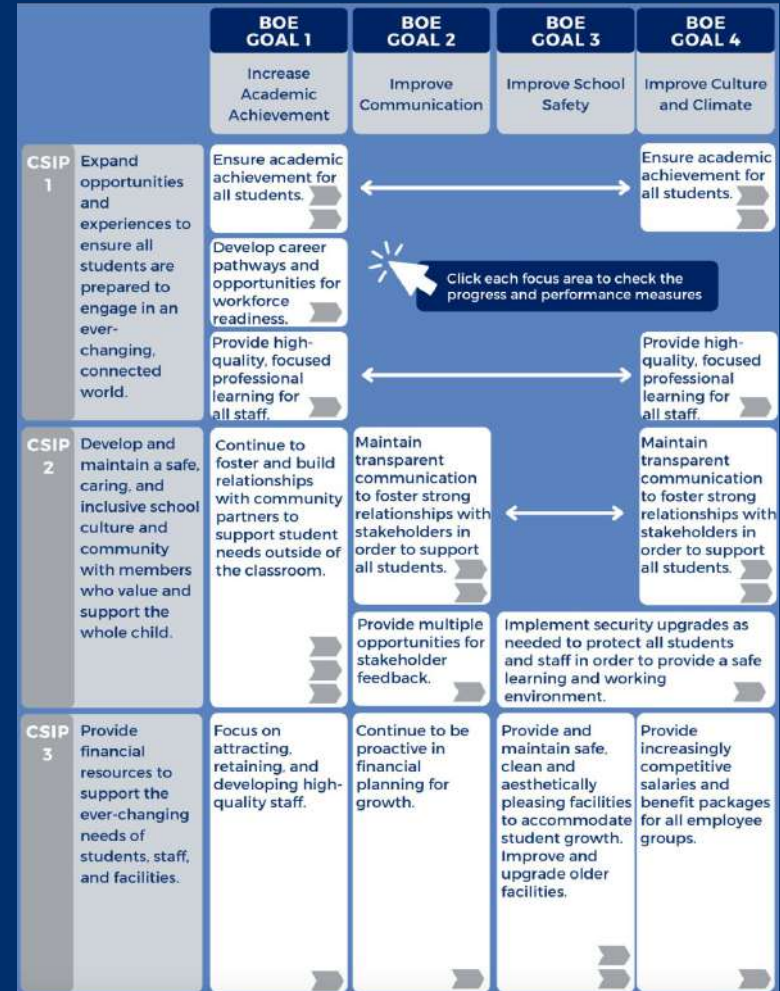
Implement security upgrades as needed to protect all students and staff in order to provide a safe learning and working environment.

PROGRESS MEASURES

Visitor Management System Complete (Phase 1)

2021-2022

Exterior Door Security System Complete (Phase 2)

2022-2023

Interior Security System Complete (Phase 3)

2023-2024

PERFORMANCE MEASURES

Phase 1 Visitor Management System researched, evaluated, selected, and installed, with training to all applicable staff.

Phase 2 Exterior Door Security System researched, evaluated, selected, installed, with key fobs distributed.

Phase 3 Interior Security System researched, evaluated, selected, installed, with training to all applicable staff.

Provide and maintain safe, clean and aesthetically pleasing facilities to accommodate student growth. Improve and upgrade older facilities.

PROGRESS MEASURES:
NEW CONSTRUCTION (2022-2025)

2022-2023
- Perform a demographic study to determine the need for new schools.
- Design and choose options for a new REACH/Early Childhood Center.
- Design and choose options for a new or updated welding facility.

2023-2024
- Finalize detailed drawings for REACH/ECC and welding facilities.
- Obtain bids to build new REACH/ECC and welding facilities.
- Start construction on new REACH/ECC and welding facilities.

2024-2025
- Complete construction on new REACH/Early Childhood Center.
- Complete construction on a new or updated welding facility.

PROGRESS MEASURES:
MAINTAIN OLDER FACILITIES (2022-2023)

- Maintenance will complete the planned District bipolar ionization schedule.
- Maintenance will complete the construction of lactation facilities in all required buildings.

- Superintendent will conduct facility walks at all buildings with principals, CFO, and Executive Directors of Facilities and Maintenance.
- Develop a 5-year HVAC, roofing, and general maintenance plan based on site visits.

- All items are complete.

Continue to be proactive in financial planning for growth.

PROGRESS MEASURES

2 of the 6 performance measures are completed.

4 of the 6 performance measures are completed.

All 6 performance measures are completed.

PERFORMANCE MEASURES

- Perform a demographic study to determine the need for new schools.
- Obtain a third-party consultant to outline a new investment strategy.
- Implement a new investment strategy for fund balance deposits.
- Develop a long range (5-year) capital plan which includes a new REACH/Early Childhood Center, a new or updated welding facility, phase 3 of the security plan, and major HVAC and maintenance needs.
- Plan proactively to maintain a 25% operating fund balance and keep the debt service balance within legal requirements.
- Include a 5-year financial plan for all funds in the annual budget.

QUESTION 2

WHAT OTHER PRIORITIES WOULD YOU LIKE TO SEE?

Community Engagement Policy (§ 162.058, RSMo.)

Agenda Items

Beginning July 1, 2023, and after public comment, residents of the District may submit an agenda item which is related to governance or operation of the District. Prior to submission of an agenda item, the submitting resident must meet with the Superintendent/designee in an effort to resolve the concern related to the agenda item. The Superintendent/designee will hold the resolution meeting within twenty (20) business days of the request. Following the resolution meeting or if a resolution meeting is not timely scheduled the agenda request will be submitted to the Board Secretary by the requesting resident. The agenda item will be included in the Board agenda for the next regularly scheduled meeting if item received at least five (5) school days prior to the meeting. If not timely received, the item will be placed on the agenda of the following regularly scheduled meeting. However, the agenda may be moved to a later meeting with the resident's agreement.

Placement of a resident's requesting agenda item is subject to the following rules:

1. Presentation of the agenda item is limited to five (5) minutes unless expanded by the Board.
2. No more than three (3) persons may speak on the agenda item but only if each of the speakers has spoken with the Superintendent/designee as provided in this policy.
3. The Board may decline to hear a resident's requested agenda item if the Board reasonably believes that the Board has heard an identical or substantially the same agenda item within the preceding three (3) months.
4. If the resident requesting addition of the agenda item has previously violated rules regarding conduct at a Board meeting or on District property, as reasonably determined by the Board that the requesting resident be denied placement of their agenda item.
5. If more than three (3) resident-initiated agenda items are scheduled for the same Board meeting, later resident submissions may be scheduled for the following meeting.

However, if a resident-initiated agenda item is delayed under this paragraph the resident will be advised of this option to submit their presentation to the Board in writing.

Required Items

1. Must be adopted by the Board no later than July 1, 2023.
2. Must provide residents of the District with methods of communicating with the Board and with the administration.
3. Must create a process allowing any resident to have an item placed on the agenda of a Board meeting if the resident follows the process described in the policy.
4. No item shall be placed on a meeting agenda unless the item is directly related to the governance or operation of the District.
5. If a meeting with the Superintendent or the Superintendent's designee is required, then:
    a. The superintendent or the superintendent's designee shall meet with the resident within 20 business days of a written request to meet.
    b. After such meeting, or if the Superintendent or the Superintendent's designee does not meet with the resident within 20 business days, the resident may submit a written request to the board secretary to have the issue brought before the school board or the governing board as a meeting agenda item.
6. If the secretary receives the request at least 5 business days prior to the next regularly scheduled Board meeting, the issue shall be placed as an item on the agenda for such meeting.
7. If the secretary receives the request less than 5 days before the next regularly scheduled Board meeting, the issue shall be placed as an item on the agenda for the next subsequent regular Board meeting.
8. If the hearing of a resident's agenda item is delayed, the Board shall provide the resident with an alternate method of communicating to the Board regarding the agenda item.

Optional Items

1. May require the resident to first meet with the Superintendent or the Superintendent's designee to attempt a resolution of the issue.
2. May establish reasonable rules governing agenda items including, but not limited to:
   a. Time limits for presentation or discussion of the agenda item;
   b. Limits on the number of speakers to a single individual or to individuals who met with the superintendent or the superintendent's designee before the issue was brought before the board as a meeting agenda item.
3. The Board may refuse to hear or delay hearing an agenda item if the Board has heard an identical or substantially similar issue in the previous 3 calendar months or if the resident has previously violated District rules regarding conduct at meetings or on District property.
4. An agenda item may be moved to a different Board meeting with the consent of the resident requesting the agenda item.
5. The Board may delay hearing an agenda item if more than 3 resident-initiated agenda items are scheduled for the same Board meeting.