



# 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