



WESD Strategic Action Plans 2015-2018

Background



2006

The Governing Board developed and approved WESD's current vision, mission and values.



2007

Community members identified and prioritized areas of District focus.

WESD personnel developed strategic action plans to address each of the resulting five areas of focus.

Stakeholder groups reviewed the plans.



2008

The five strategic action plans for 2007-2010 were presented to the Governing Board.



2010

The Talent Management Strategic Action Plan was added.



2011

The Fiscal Management and Accountability Strategic Action Plan was added.

2015-2018 Strategic Action Plans

- Student Achievement, Janet Sullivan
- Community Relationships, Carol Donaldson
- Facility Planning and Usage, Sue Pierce/Mike Kramer
- Student Safety, Harry Leon
- Technology, Chris Lieurance
- Talent Management, Justin Wing
- Fiscal Management and Accountability, Cathy Thompson

A photograph of a classroom scene. In the foreground, the back of a young girl with two pigtails, wearing a red shirt, is visible. To her left, a boy in a blue shirt has his right hand raised. To her right, a girl in a yellow shirt has both hands raised. The background is a chalkboard filled with mathematical equations and diagrams, including fractions and arrows. The overall lighting is bright and slightly overexposed, giving it a positive, energetic feel.

Student Achievement

Accomplishments to Date

- Updated the WESD Roadmap: High Expectations for Student Learning, and focused walk-throughs and observations on institutionalizing the Roadmap expectations
- Created and implemented pre- and post- and interim assessments for English language arts (ELA) and math, as well as relevant professional development and tools for teachers pertaining to instructional planning, scoring and data analysis
- Loaded all Synergy data and began loading assessment data in the data warehouse; began the data validation process

Current/Future Plans

- Design and implement the new ELA pacing and curricular guides and supplemental reading and writing materials in grades 3-8, while developing ELA pacing guides and researching supplemental writing materials for grades K-2.
- Build and refine data dashboards for the data warehouse, and provide related training for administrators and teachers.
- In Synergy, implement standards-based grade books and report cards for grades K-3, and standardize grading practices and report cards for grades 4-8.



Community Relationships

Accomplishments to Date

- Expanded Business Advisory Team to include more than 1,000 members
- Organized and celebrated the collection of nearly 152,000 pounds of food for St. Mary's Food Bank
- Enhanced WESD's presence on social media, with Facebook likes increasing from 1,279 on 7/1/2014 to 2,100 on 6/30/2015

Current/Future Plans

- Continue to expand business, community and faith-based partnerships and relationships.
- Pursue and analyze responses to the following:
 - What do parents/other stakeholders want their children to experience?
 - How do parents/other stakeholders get their information, *in general*?
 - How do parents/other stakeholders get their information *about WESD*?
- Continue to expand social media presence.



Facility Planning/Usage

Accomplishments to Date

- Completed significant bond projects to improve safety and security of school campuses
- Received several energy and sustainability awards
- Completed construction phase of 15-year performance contract to reduce energy and water use at 29 campuses

Current/Future Plans

- Reduce electric energy usage District-wide by an additional 10% in FY2016.
- Achieve Energy Star recognition at 100% of campuses.
- Implement standardizations within digital direct controls software integrated into heating, ventilation and air conditioning systems.



School Safety

Accomplishments to Date

- Implemented around-the-clock weekend safety and security coverage
- Made 2,099 truancy-related contacts during the 2014–2015 school year
- Completed significant bond projects to improve safety and security of school campuses

Current/Future Plans

- Analyze current infraction data for consistency across campuses.
- Cultivate relationships with community groups and public safety partners.
- Implement a mentoring program for at-risk youths.



Technology

Accomplishments to Date

- Completed upgrading eligible computers to Windows 7 and Office 2013
- Piloted Android and Apple tablets in two science classrooms at Mountain Sky
- Upgraded and relocated the SubFinder system to an Internet-hosted application

Current/Future Plans

- Develop and implement an online application to enable the scheduling, invoicing, tracking of documentation and rental of WESD facilities by businesses and the community.
- Develop a plan to provide student e-mail access via Microsoft Office 365/Google Apps.
- Work with the District vendor to install and configure all hardware at 16 schools to enable wireless connectivity.

A group of six business professionals are seated around a large, round wooden conference table in a meeting room. The room is warmly lit, and a potted plant is visible in the background. The text "Talent Management" is overlaid in large, bold, black letters across the center of the image.

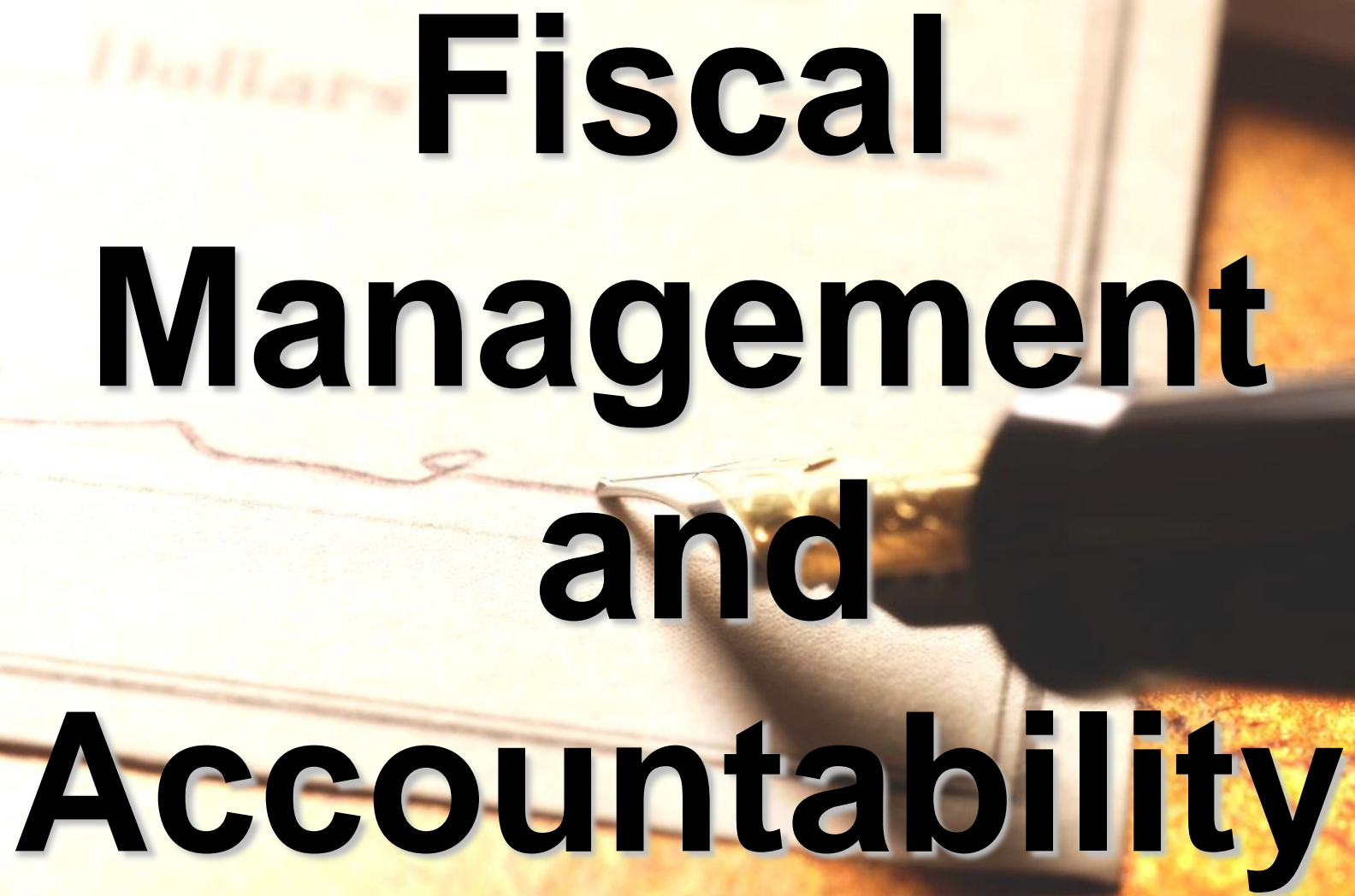
Talent Management

Accomplishments to Date

- Hired more than 200 teachers, at least 60 of whom were hired prior to March 1
- Revised teacher new hire orientation to enhance efficiency and effectiveness
- Revised hiring procedures to eliminate redundancy and increase efficiency

Current/Future Plans

- Begin monthly meetings with the Special Education Department regarding one-on-one assistant procedures.
- Analyze the current recruitment process for efficiencies to make future recommendations.
- Track and implement Affordable Care Act requirements.

A close-up, warm-toned photograph of a hand holding a pen over a document with handwritten numbers and the word "Dollars". The background is blurred, showing a document with handwritten numbers like "3,000.00" and the word "Dollars". The overall lighting is soft and golden, creating a professional and focused atmosphere.

Fiscal Management and Accountability

Accomplishments to Date

- Implemented electronic vendor payments, which is expected to generate \$100,000 in revenue per year
- Completed a vehicle replacement plan, a maintenance equipment plan and a warehouse equipment plan
- Received E-rate reimbursements of \$693,000, and received utility rebates and incentives of \$661,000 to install energy-saving equipment

Current/Future Plans

- Organize a Finance Oversight Committee to review financial audit reports and bond expenditures.
- Increase transparency by expanding the reports available on the WESD Web site.
- Determine ways to share financial information with the largest audiences.



Questions?