



Winter School District Strategic Plan



The **MISSION** of the School District of Winter is to cultivate high standards of academics, scholarship, leadership, integrity, and citizenship. **VISION** – Among rural schools, the School District of Winter will be a model of unique educational opportunities, individualized student success, and community engagement.

Vision #1 - Social Emotional Well-being

The Winter School District will provide a multi-tiered system of support using research based strategies to ensure students feel safe, supported, and can learn in an engaging environment.

Goals:

- Identify and evaluate staff and student readiness
- Strengthen partnerships with families, local organizations, and outside agencies and providers
- Develop a Response to Intervention system to address social emotional learning
- Select and implement a PK-12 Social Emotional Learning curriculum

• Action Steps:

- The Winter School District will survey current students and graduates to gather feedback on their Winter School experience and determine if it prepared them for success in a global society.
- The Winter School District will evaluate its pupil services staffing levels and determine ongoing needs.
- The Winter School District will benchmark and develop a data collection process to track social emotional learning and outcomes.
- The Winter School District will train staff on screening and referral procedures and mental health first aid.

Vision #2 - Teaching and Learning

The Winter School District will improve academic outcomes by utilizing innovative, research based strategies delivered by high quality educators to ensure that all students are college and career ready and ready for the world.

Goals:

- Evaluate, develop, and implement a digital literacy and technology learning plan
- Evaluate all curriculum and course offerings PK-12 and develop a plan for revision and improvement
- Conduct a facility evaluation to determine if the facilities are adequate for teaching and learning 21st century skills

• Action Steps:

- Engage in a study of graduates to determine their satisfaction in regard to the rigor and relevance of course offerings.
- Inventory all technology and peripherals.
- Complete and update a K-12 curriculum review.
- Evaluate the feasibility and need to implement a Family and Consumer Science program
- Engage in a facility evaluation, with representatives from CESA 10, to determine the adequacy of the facilities for 21st century teaching and learning.

Vision #3 - Public Relations and Communication

The Winter School District will provide clear, concise communication across numerous platforms for internal and external stakeholders and market and brand the positive attributes of the school district.

Goals:

- Develop and implement a marketing and communication plan
- Re-brand the Winter School District
- Retain and build community partnerships
- Enhance community education and access to facilities

• Action Steps:

- Seek and implement 3-5 new community partnerships.
- Investigate, select, and implement a new website and social media platform.
- Survey educational stakeholders and determine what their community education interests are.
- Develop and implement a student centered district newsletter that can be distributed through bulk mail.

Vision #4 - Talent, Development, and Retention

The Winter School District will utilize best practices to hire, develop, engage, and retain a skilled and talented workforce.

Goals:

- Provide competitive salaries and benefits to a highly skilled workforce
- Attract and retain a highly qualified staff
- Develop a retention plan and practice
- Identify and implement a professional development planning process

• Action Steps:

- Investigate the implementation of an educator rising cohort in the Winter School District.
- Complete a yearly review of salary and fringe comparables.
- Implement a professional development committee to determine and schedule PD needs.
- Complete exit interviews with staff who exit the Winter School District.
- Charge the "Teachers as Leaders" team to develop a staff retention plan.

- Approved 12/18