

WINDOM AREA SCHOOL DISTRICT

STRATEGIC PLAN

2023-2028



CORE VALUES

- Safe, Respectful Learning Environment
- High-Quality Education
- Opportunities for All (academic, athletic, arts)
- Collaboration

BELIEF STATEMENTS

We believe:

- Respect, integrity, self-worth, and honesty are the Windom Way.
- Every student has the right to a high-quality education that meets their individual needs.
- Learning is a collaborative effort among students, staff, family, and the community.
- All students and staff deserve a safe learning environment.

MISSION STATEMENT

Windom Schools will create a safe, responsive, and nurturing environment where every learner receives a high-quality, challenging education that empowers them with the skills and knowledge needed for a successful future.

VISION STATEMENT

Learning. Leading. Excelling. Together.

STRATEGIC PLAN FOCUS AREAS

**Safety
and
Well-Being**

**Meaningful
Achievement
for All
Students**

**Support
for
Staff**

**Facility
and
Finance**

FOCUS AREAS	GOALS	OBJECTIVES
Safety and Well-Being	<p>Goal 1: We will uphold the priority of physical safety for all staff and students.</p>	<p>Objective 1.1: By the spring of 2024, a study will be conducted to compile potential safety improvements, including an annual update for staff on safety protocols with ongoing training for new staff.</p> <p>Objective 1.2: By the fall of 2024, a plan will be developed to address findings from the safety study.</p>
	<p>Goal 2: We will create a supportive and welcoming learning environment.</p>	<p>Objective 2.1: Identify and address cultural barriers annually.</p> <p>Objective 2.2: By December 1, 2023, environmental barriers for students will be identified.</p> <p>Objective 2.3: Beginning by the fall of 2024, action steps to increase a sense of belonging for all will be created, including a continued and enhanced anti-bullying effort.</p>
Meaningful Achievement for All Students	<p>Goal 3: We will close the Achievement Gap by preparing students for their career choices.</p>	<p>Objective 3.1: Utilize AVID to create highly engaging learning experiences rich in inquiry, critical thinking, collaboration, and problem-solving.</p> <p>Objective 3.2: An appropriate curriculum and level of rigor for each learner will be maintained.</p> <p>Objective 3.3: Identify, encourage, and empower students to participate as leaders.</p> <p>Objective 3.4: The school board will maintain a diligent stance monitoring curriculum and media utilized by the district.</p>
	<p>Goal 4: Engage families to create the best support for student learning.</p>	<p>Objective 4.1: Develop strategies to engage with parents to support learners throughout all developmental levels.</p> <p>Objective 4.2: Increase participation in family engagement opportunities.</p>
	<p>Goal 5: We will provide teaching and learning that is responsive to each student's needs.</p>	<p>Objective 5.1: Implement a Multi-Tiered System of Support for academic, social, emotional, and behavioral learning.</p> <p>Objective 5.2: Provide differentiated instruction to meet the needs of each and every student.</p> <p>Objective 5.3: Accelerate language development for English Learners.</p>
	<p>Goal 6: We will annually evaluate the success of meeting the five goals of the World's Best Workforce (WBWF).</p>	<p>Objective 6.1: All students are kindergarten ready;</p> <p>Objective 6.2: All students reading at grade level by third grade;</p> <p>Objective 6.3: Closing the achievement gap for identified groups;</p> <p>Objective 6.4: All students graduating career and college ready; and</p> <p>Objective 6.5: All students graduating on time.</p>

FOCUS AREAS	GOALS	OBJECTIVES
Support for Staff	Goal 7: We will provide meaningful Professional Development.	Objective 7.1: Provide all staff with the resources and support needed to excel in their roles. Objective 7.2: Identify, encourage, and empower staff to be future leaders of Windom Schools.
	Goal 8: We will recruit, hire, and retain the most qualified staff available.	Objective 8.1: Begin initiatives to “Grow Our Own” students to become Windom School’s staff. Objective 8.2: Enhance the mentoring program to support all newly hired employees. Objective 8.3: Improve the system of support for all new hires.
	Goal 9: We will define and build a Collaborative Culture.	Objective 9.1: Continue to utilize transparent communication throughout the district. Objective 9.2: Engage and empower building leadership teams to lead toward a collaborative culture districtwide.
Facility and Finance	Goal 10: We will commit to continual maintenance and improvement of facilities.	Objective 10.1: Continue to prioritize proactive maintenance of buildings and grounds. Objective 10.2: Seek solutions for the "over capacity" issues. Objective 10.3: Explore options for a Fine Arts Performance Center and Athletic complex.
	Goal 11: We will make small class sizes a priority.	Objective 11.1: Continually monitor class sizes.
	Goal 12: We will maintain a healthy fund balance.	Objective 12.1: Annually, develop a budget that balances the needs of students with available funding. Objective 12.2: The budget will be reviewed by the School Board a minimum of three times a year.

