

# Westmoreland County Public Schools Strategic Plan 2020-2025

## GOAL 1

### EXEMPLARY, DIVERSE FACULTY & STAFF

Maximize individual and organizational potential by valuing and investing in a high-quality, diverse workforce who exemplify the division's core values.

#### EQUITY EMPHASIS

Recruit, develop, retain, and promote a workforce representative of our diverse student population.

#### STRATEGIES

1. Provide a competitive compensation and benefits package that includes signing bonuses for hard-to-staff positions.
2. Engage in intentional, focused, and innovative recruitment efforts to increase the diversity and quality of the applicant pool.
3. Provide a variety of personalized professional learning opportunities to all staff to support their professional growth and implementation of division initiatives.
4. Ensure employee evaluation processes are fully aligned to the division's core values and initiatives, with emphasis on self-reflection, growth-producing feedback, and coaching.
5. Expand opportunities for tuition assistance for staff pursuing initial licensure, additional endorsements, dual-enrollment certification.
6. Promote and expand resources to support the health, fitness, and well-being of all staff.
7. Celebrate teamwork, creativity, and risk-taking to support continuous improvement.

#### POTENTIAL INDICATORS INCLUDE:

staff demographics; rank of compensation package compared to surrounding divisions; job satisfaction surveys; perceptions of professional learning, etc.

## GOAL 2

### EDUCATIONAL EXCELLENCE

Challenge all students to excel academically by demonstrating the literacy, core knowledge, and life skills outlined in the Profile of a Westmoreland Graduate.

#### EQUITY EMPHASIS

Identify and address inequities in achievement outcomes and learning opportunities for students.

#### STRATEGIES

1. Engage all students in rigorous, authentic, and student-centered learning.
2. Further integrate reading and writing across the curriculum.
3. Expand implementation of Gold Standard Project Based Learning and teaching practices.
4. Explicitly promote student acquisition of the knowledge, skills, and attributes identified by employers and educators as critical for future success, to include the 5C's: critical thinking, creative thinking, communication, collaboration, and citizenship skills.
5. Ensure all students have an actionable plan for pursuing their postsecondary goals by providing career exploration opportunities and effectively implementing the Academic and Career Planning process K-12.
6. Increase students' effective use of technology to access, create, and share knowledge.
7. Expand course offerings and work experiences.
8. Establish milestone opportunities (grades 5, 8, and 12) for students to apply and showcase their learning through completion of capstone projects.

#### POTENTIAL INDICATORS INCLUDE:

student reading levels; performance on traditional and performance based assessments; capstone projects; Academic & Career Plans, etc.

## GOAL 3

### SAFE & SUPPORTIVE SCHOOLS

Foster a positive, inclusive learning and working environment that supports the physical and mental health of all students and staff.

#### EQUITY EMPHASIS

Strengthen connections and communication among all students and staff.

#### STRATEGIES

1. Continue to implement safety and security measures to effectively prevent and respond to all emergencies.
2. Promote positive student interactions through school counselor lessons and effective implementation of the Olweus Bullying Prevention Program.
3. Provide training (e.g., CPI training) and resources to staff to strengthen communication skills and effective response to challenging situations.
4. Promote physical health through nutrition and fitness programs.
5. Develop students' digital wellness by helping students learn to make safe and responsible decisions in their use of technology.
6. Investigate and implement best practices and innovative approaches to promoting clear lines of communication and partnerships among schools, parents, and community agencies.
7. Implement the strategies outlined in the COVID-19 Mitigation Health Plan.

#### POTENTIAL INDICATORS INCLUDE:

division Crisis Management Plan; climate surveys completed by students and staff; student and staff attendance; level of family engagement, etc.