



Wooster City Schools Strategic Plan Update

Presented by Superintendent Gabe Tudor
to the Board of Education

*BOE Work Session
April 8, 2024*



Goal 1: Academic Advancement and Professional Learning

Objective 1: Provide regular opportunities for vertical and horizontal alignment across all subjects and grade levels; ensure that current courses are aligned with 21st century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM (science, technology, engineering, art, and mathematics) and other in-demand disciplines.

- K-12 Curriculum Adoptions
- Credentialing Pathways for High School Courses
 - Engineering, Theatre, and Information Technology
- High School Career Tech Grant
 - Health Technologies
 - Welding/Fabrication
- Mathematical Modeling and Reasoning Pilot



Goal 1: Academic Advancement and Professional Learning

Objective 2: Advance curriculum and pedagogy development to widen the opportunities for all students considering the addition of course offerings; purposefully infuse the competencies ascribed in the Portrait of a General into daily classroom practice.

For consideration: Include options for students in the areas of life skills, foreign language exploration at younger ages, and leadership development.

- Leadership Opportunities for Students
 - Leader in Me at Elementary
 - Clubs/Extracurriculars at EW and HS
 - SLT, Student Council, SALT, etc...
- Middle School Health
- Emphasis on employment skills in course offerings
 - CTE Grant
- Next Steps
 - Further Evaluation of Purposeful Integration of Portrait of a General



Goal 1: Academic Advancement and Professional Learning

Objective 3: Provide continuing professional development to improve instructional strategies aimed at advancing teaching practices that include a more purposeful use of technology; consider the infusion of 1:1 technology for all students with established district-wide standards for best practices and use of all technology.

- 1:1 Initiative
- Teacher Survey to determine utilized technology resources
- ISTE Standard Integration
- Next Steps
 - Increase impact of TRT coaching cycles
 - Development of Technology “I Can” statements for educators



Goal 1: Academic Advancement and Professional Learning

Objective 4: Continue to make data-driven decisions with regard to multi-tiered systems of supports (MTSS) for all students; use systematic progress monitoring tools and data collection systems to attempt to close learning gaps that exist; continue the use of culturally responsive instructional practices at all levels of the MTSS framework.

- Implementation of K-12 MTSS framework
- “Data Days”



Goal 2: Climate, Culture, and Mental Wellness

Objective 1: Create a wellness task force to comprehensively study the needs of our student body as it relates to mental health and well-being; consider the access to school counselors and other mental health professionals, balanced and healthy achievement expectations, and student support services in coordination with families and staff members.

- Mental Health Summit with Recommendations for 2023-2024 school year
- Therapeutic Counseling Model Transitions for 2024-2025 school
- Creation of Wellness Task Force
 - Counselors, Psychologists, Juvenile Court, Children Services, BCBA, SROs, Teachers, Parapros
- Next Steps
 - Crisis Response Training
 - Continued evaluation and revision of support/treatment plans



Goal 2: Climate, Culture, and Mental Wellness

Objective 2: Study and consider the need for additional resources (possibly staff such as guidance counselors, social workers, or behavioral specialists) to address the social-emotional needs of students.

- Addition of an Elementary School Counselor 2022-2023
- Addition of a Full-time BCBA 2022-2023
- Addition of a Edgewood School Counselor 2023-2024
- Addition of Service Coordinator for 2023-2024 school year
- Addition of a Case Manager for the 2024-2025 school year
- Next Steps
 - Continued Analysis of Therapeutic Service Model



Goal 2: Climate, Culture, and Mental Wellness

Objective 3: Continue to clearly communicate to staff, students, and families the resources available to positively impact their daily lives and experiences at school; provide opportunities and information on how to access these services regularly.

- Family and Community Resource Webpage
- Reference Handouts
 - Food, Clothing, Healthcare, Housing, and Counseling



Goal 2: Climate, Culture, and Mental Wellness

Objective 4: Continue to develop a culture that is accepting, respectful and appreciative so that every student, staff, and community member feels welcome and safe; build traditions of acceptance through purposeful dialogue and engagement of traditionally underrepresented groups; create collaborative opportunities for students and staff that increase interaction and inclusion of all students of the Wooster school community.

- Collaboration with Diversity Task Force
 - District-wide Calendar that Celebrates Diverse Traditions and Cultures
- Implementation of K-12 Initiatives and Awareness Campaigns
 - Kindness Week, Unity Day, 2nd and 7, High School Leadership



Goal 3: Positive Behavior Management and Prevention

Objective 1: Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; review all possible de-escalation practices and ensure staff members are trained in these concepts; consider a more comprehensive and aligned use of restorative discipline practices; continue to provide professional learning opportunities in the area of trauma-informed practices for all staff.

- Established District-Wide Committee
- PBIS Implementation at each Building
 - RISE and Leader in Me
- Next Steps
 - Collect and Review 2023-2024 Data
 - Review and Consider New Professional Development Opportunities
 - De Escalation and Trauma-Informed Practices



Goal 3: Positive Behavior Management and Prevention

Objective 2: Review district anti-bullying policies and prevention practices to ensure consistent implementation at each building and grade level; continue to inform parents, guardians, and staff of ways to promote positive and healthy student interactions.

- Policy has been reviewed and is Up-To-Date and Compliant
- PBIS and District-Wide Initiatives Implementation
- School Safety Hotline Promotion
 - “See Something, Say Something”



Goal 3: Positive Behavior Management and Prevention

Objective 3: Continue to partner with staff, parents, and families regarding the ways in which they can positively impact the behavior and expectations of their students while at school and strengthen supports and practices at home.

- Attendance Social Media Campaign
- Personalized Attendance Postcards
- Cybersecurity Newsletters
- Next Steps
 - Cybersecurity and Digital Citizenship Presentations
 - Spring of 2025



Goal 3: Positive Behavior Management and Prevention

Objective 4: Examine and audit discipline data paying particular attention to disparities amongst subgroups; share results to promote transparency while developing plans to address any identified gaps.

- Discipline Data has been collected and disaggregated
- Next Steps
 - Review and Analyze at June Administrative Retreat
 - Look for Patterns and Consider Additional Action Steps
 - Review and Discuss with Building Level Staff Next School Year



Goal 4: Communication, Community Engagement, and School Pride

Objective 1: (INTERNAL) Develop clear and consistent expectations for all forms of internal staff communications so that each district department, building, and staff member receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions.

- Survey with Feedback on Where Information was Received
- Implementation of Standardized Building Level Newsletters
- Next Steps
 - Developing Email Lists for Buildings, Departments, ETCs...
 - Classified Staff Communication
 - Supervisors, Onboarding, and Welcome Notifications



Goal 4: Communication, Community Engagement, and School Pride

Objective 2: Foster, cultivate and strengthen the school's connection with local and regional businesses, organizations (nonprofits), and universities to create student internship and mentorship programming options; utilize community resources to more deeply impact student learning and provide needed resources.

- Work Release Credit Options for the 2024-2025 School Year
- Business Support and Promotion for CTE Grant
- Next Steps
 - Career Connections Meeting in June of 2024
 - Potential Mentorship/Partnership with College of Wooster and our EL population
 - Schaeffler Partnership and Pre Apprenticeship Program



Goal 4: Communication, Community Engagement, and School Pride

Objective 3: Create and promote multiple pathways for college, career, and life readiness via a relevant, rigorous, and aligned K-12 curriculum; purposefully communicate a culture of high academic expectations no matter a student's chosen pathway.

- CTE Grant
- Course Offerings Alignment
 - AP, CCP, Electives, Credit Flexibility
- PBIS RISE Initiative
- Next Steps
 - Purposeful Infusion of Life Skills/Portrait of a General



Goal 4: Communication, Community Engagement, and School Pride

Objective 4: Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish additional clubs and extracurricular activities to provide a wider range of students with a sense of belonging and pride to their school.

- District-Wide Spirit Weeks, Pep Rallies, District-Wide Blue/Gold Days, Boo at the Woo, Clap Outs, Lip Dub 5.0
- SALT Leadership Involvement at Elementary Schools
- Signing Days, Board Meeting Student Recognition
- Club Offerings Webpage
- Girls Wrestling, Best Buddies Club, International Club, Middle School Girls Soccer
- Next Steps
 - State Banners in Gymnasium
 - Increased Staff Recognition



Goal 4: Communication, Community Engagement, and School Pride

Objective 5: (EXTERNAL) Continue to expand the district's comprehensive external communications program, create consistent communication expectations with families, community members, and other local organizations; share positive messaging to further reinforce the mission and vision of the district.

- Increased Social Media Presence
- Increased Constant Contact
- The "General Minute"
- Standardized Building Newsletters
- Wooster Weekly Monthly Insert
- Next Steps
 - Website Redesign
 - Master Planning Communication
 - Nonprofit Thank You Breakfast



Goal 5: Business Operations and Human Resources

Objective 1: Utilize ongoing community engagement opportunities to address current facilities and infrastructure deficiencies to help develop a multi-year master facilities plan, paying particular attention to the district's elementary and middle schools. Use input to determine priorities for potential new construction and/or renovation opportunities and how buildings could be updated to maximize student and staff safety, promote interaction, create collaboration and reflect 21st-century learning spaces.

- Community Reengagement
 - Revised Master Facilities Plan
- Next Steps
 - Review and Analyze Validation Assessments for Kean, Melrose, and Parkview
 - Complete Building Renovations and Repairs
 - Apply for Cofunding with the OFCC
 - Prepare Necessary Board Resolutions for Ballot Approval
 - Educate Community on the Revised District Master Facilities Plan



Goal 5: Business Operations and Human Resources

Objective 2: Publish and promote a series of simplified community-friendly graphics to educate Wooster City School District stakeholders and taxpayers more deeply on current and projected (future) expenditures; to remain transparent and consistently communicate the financial standing of the district.

- District Facility Expenditures Document
 - Kean and Cornerstone Needs Document
- Explanation of House Bill 920
- Monthly Financial Reports and Investment Statements



Goal 5: Business Operations and Human Resources

Objective 3: Review all aspects of physical security throughout the district; make necessary changes to promote student and staff safety every day; recommend possible changes to policy and application of best practice strategies for future use; ensure consistent application of security protocol/procedures for district buildings and district events; study traffic plans and patterns during drop off and pick up times.

- Business Advisory Committee
- Safety Audits and Drills
- Implementation of Safety Grants
 - Centegix Alert System, Verkada Cameras, Radios
- Revised Pickup/Dropoff Protocols at Wooster High School
- Next Steps
 - Traffic Analysis and Transportation Protocols with Revised Master Facilities Plan



Goal 5: Business Operations and Human Resources

Objective 4: Continue to recruit, hire, and retain high-quality staff, teachers, and administrators. Intentionally look for opportunities to hire qualified candidates from diverse backgrounds to more equally mirror the demographics of our student population.

- Reviewed and Standardized Interview Process
- Developed College Communication Document
- Involved the Chamber of Commerce and NAACP in Development of Recruiting Process
- Held Multiple Classified Job Fairs
- Attended New Certified Job Fairs
- Developed Promotional Videos to Highlight the District



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