

Weatherford Independent School District Strategic Plan 2013-2018

WISD MVV

Motto

Your Child:
Our Mission

Mission Statement

The mission of the Weatherford ISD is to teach, challenge, and inspire each student in a safe, nurturing environment to succeed in the global community.

Vision Statement

Weatherford ISD will be the world-class district of choice.

Values

- We value and respect all students, employees, parents, partners, and our community.
- We demonstrate visionary leadership.
- We engage in and promote personal and organizational learning.
- We make data-driven decisions.
- We practice ethical behavior and personal integrity.

Strategic Goals	Strategic Targets	Key Strategic Measures (KSMs)	Strategies
1. Focus on Student Success	<ul style="list-style-type: none"> • Encourage and prepare students for post-secondary success in an ever-changing world • Attain the highest level of student achievement as defined by local, state, and federal standards • Provide opportunities for WISD students to engage in school and community activities 	1.1 State & local assessment performance 1.2 High school completion rate 1.3 Attendance rates 1.4 State assessment Level III performance 1.5 College credit earned 1.6 Co-curricular & extra-curricular activities, clubs and organizations 1.7 Enrollment in post-secondary training or education 1.8 Career and Technology certifications 1.9 Students graduating under the Recommended or Distinguished plans	1.1 Enhance the culture in which we identify and personally invest in unique gifts, talents, and successes of each student in WISD 1.2 Establish and expand equitable practices to increase rigor and student engagement to ensure achievement for all students 1.3 Transform instruction and learning by connecting students to the global community through technology 1.4 Provide and implement a focused, viable, and aligned WISD curriculum 1.5 Develop and deploy strategies to prepare students for college and career success 1.6 Develop and deploy processes to increase student participation in Recommended and Distinguished graduation plans
2. Focus on Students, Parents, and Communities	<ul style="list-style-type: none"> • Cultivate positive relationships with students and families • Encourage and develop business and community partnerships and support 	2.1 Volunteer data 2.2 Student satisfaction rating 2.3 Family satisfaction rating 2.4 Student leaver statistics 2.5 Social Media 2.6 Measurement of partnerships – Contributions 2.7 Parent involvement	2.1 Expand listening methods across all stages of the relationship with our students, parents, and community 2.2 Leverage social media to enhance parent/ community engagement 2.3 Increase opportunities for positive student/teacher relationships
3. Focus on Operational Excellence	<ul style="list-style-type: none"> • Ensure effectiveness and efficiency through technology • Develop, enhance, and communicate well-defined processes that are documented in all areas with support of intelligent risk 	3.1 Key department processes written and deployed 3.2 Compliance of WISD safety standards 3.3 STAR Chart 3.4 Technology and BYOT access 3.5 Customer satisfaction 3.6 Percent of employees participation in a formal WIG or PDSA project	3.1 Increase integrated use and proficiency of technology 3.2 Pursue strategic opportunities that are determined to be intelligent risks within each system 3.3 Formalize and integrate performance improvement processes throughout the District 3.4 Deploy effective and efficient processes that deliver value to our customers 3.5 Create long range plans for Technology, 21st Century Learning, and Master Facilities
4. Focus on Employees and Organizational Development	<ul style="list-style-type: none"> • Provide professional development for all employees that add value to the district • Create an environment that attracts and retains highly qualified and effective employees 	4.1 Employee satisfaction survey 4.2 Teacher turnover rate 4.3 Level of implementation of professional development strategies 4.4 Level of satisfaction regarding professional development 4.5 Salary market comparisons 4.6 Equitable access index	4.1 Provide leadership training and educational opportunities for growth and development for all staff at departmental, campus, and district levels. 4.2 Increase awareness, acceptance, and integration of the growing diversity within WISD. 4.3 Create a high performing work environment to attract and retain a world-class workforce
5. Focus on Stewardship	<ul style="list-style-type: none"> • Provide adequate financial resources to accomplish the mission and achieve the vision of the district • Maintain adequate fiscal reserves • Practice sound fiscal management 	5.1 Fund balance 5.2 Funding from outside sources 5.3 Per student expenditures 5.4 Audit report 5.5 Budget variances—Expenditures and Revenue	5.1 Ensure Mission, Vision, and Values alignment and effectiveness of fiscal responsibility through objective periodic reviews 5.2 Align the annual budgeting process that supports the implementation of the Strategic Plan 5.3 Maintain an optimal district fund balance to ensure sustainability 5.4 Maximize resources through strong, strategic partnerships with campuses, departments and our community