

WATERLOO

CENTRAL SCHOOL DISTRICT



Our Mission

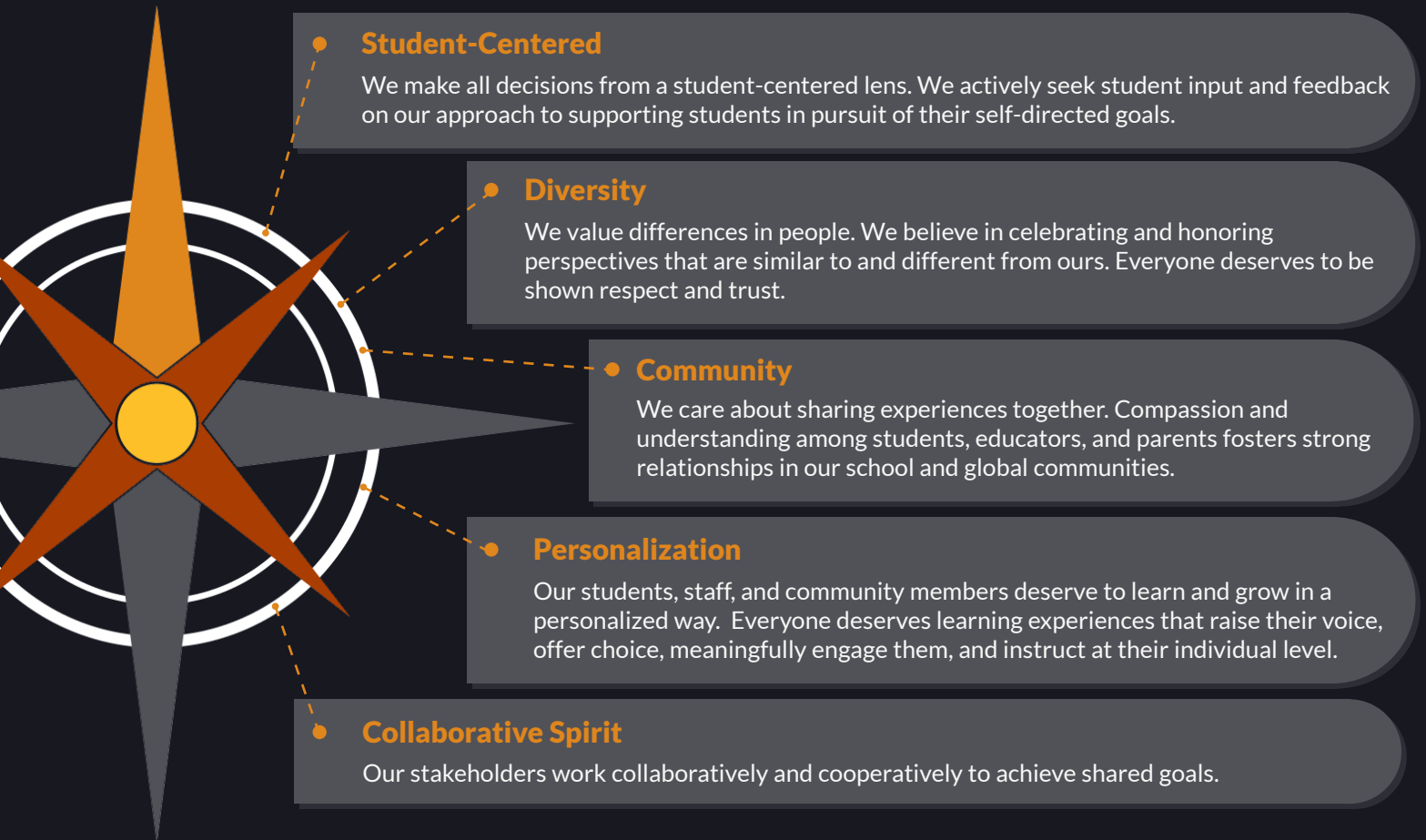
We put kids first every day. We support each student on a personalized journey to realize their goals. Our caring community develops learners and leaders.

Our Vision

All Students. All Staff. One Family.

Our Values

We believe these values are at the core of who we are. These values direct our work and guide our decision-making at every level of our school district.



Our Path Forward

Our future as Waterloo Central School District is determined by our students and community. With the input of hundreds of students, parents, teachers, staff members, administrators, and other Waterloo community members we created this strategic plan to provide directional clarity for how we will grow as a family over the next five years.

Our District Priorities

Our community's input focused our strategic priorities in four key areas as outlined below. Over the next five years, we will continue existing and launch new strategic initiatives aligned to the goals of each priority. These priorities support the mission and vision of Waterloo Central School District and our values will guide progress toward them.



Safe Space

PRIORITY GOALS

We will create a welcoming environment where everyone feels at home, differences are celebrated, and exciting new ideas are valued. This type of environment nurtures the social, emotional and academic development of all students. Students will learn best when they feel safe, and cared for.

FIVE-YEAR INITIATIVE OBJECTIVES

- We will provide expanded co-curricular opportunities and increase student participation
- We will celebrate our students and staff with authentic peer recognition

2021-2022 INITIATIVES AND OBJECTIVES

New Mascot Search

- Complete process to adopt a new mascot with stakeholder input
- Establish a new branding concept for WCSD to promote pride in our schools.

Inclusion Programming

- Provide opportunities that empower students (in grades 6-12) to create clubs and activities that support their identities and interests
- Assess school culture for prejudice or bullying
- Evaluate the effectiveness of Inclusion Programming
- Incorporate acceptance lessons through PBIS (in grades PK-12)
- Restore positive relationships following harmful incidents

Diversity Committee

- Follow NYSED timeline to establish a Culturally Responsive Sustaining Framework



Wellness

PRIORITY GOALS

- We will prioritize the well-being of all WCSD students and staff to ensure everyone has the support they need to sustain themselves in their work.
- We will provide development opportunities to guarantee that all staff members feel they can grow personally and purposefully in WCSD.

FIVE-YEAR INITIATIVE OBJECTIVES

- We will plan for recess for staff and students to promote health, fun, and well-being.
- We will prioritize restorative practices to increase positive engagement, promote personal growth, and motivate self-reflection.

2021-2022 INITIATIVES AND OBJECTIVES

Community Circles

- Regularly practice community circles in classrooms
- All buildings will host community circles for staff
- Declining discipline referral rate

Student Mentorship Program

- Every student will be able to identify an adult at school as their mentor
- Students report feeling connected to school and their parents report their children feeling connected to school

Professional Development

- Increased number of professional development offerings related to wellness
- Staff participation in wellness-related professional development



Academic Success

PRIORITY GOALS

- We will provide students with opportunities to get academic, behavioral, social, and emotional assistance on a consistent schedule that is based on the needs of students at a particular moment in time
- We will implement our MTSS (Multi-Tiered Systems of Support) protocols with fidelity so that students get the help they need early and often
- We will spark student engagement and student interest in and beyond the curriculum.

FIVE-YEAR INITIATIVE OBJECTIVES

- We will deepen our practices of personalized learning across all classrooms and buildings to individualize the learning experience of all students in WCSD

2021-2022 INITIATIVES AND OBJECTIVES

Restructuring After School Programs

- Provide consistent academic support to all students beyond the school day
- Access to after school clubs for elementary students
- Increased pass rate, improved grades, and increased attendance rates among participating students

MTSS Implementation

- Behavioral and Academic Interventions in place for all students, including supports that prioritize mental health and social-emotional well being
- Increased student outcomes on assessments
- Increased graduation rate



Teamwork

PRIORITY GOALS

- We will coordinate student support to include all staff members purposefully
- We will use innovative structures to share information and communicate across stakeholders
- We will make the most of our time by using effective protocols and teaming structures

FIVE-YEAR INITIATIVE OBJECTIVES

- We will intentionally recruit and retain a diverse team of educators to best meet the needs of all students
- We will facilitate teamwork among our students with high engagement STEAM opportunities (Science, Technology, Engineering, Arts, and Mathematics)

2021-2022 INITIATIVES AND OBJECTIVES

Personalized Learning Plans

- Staff members, family members, and students report alignment and value in individual student plans
- Consistent expectations shared and communicated by staff members across positions

Professional Learning Communities

- Teacher and staff teams set and make progress toward shared goals
- Responsive changes in curriculum are driven by data from staff discussions
- Positive staff feedback related to professional learning communities
- Growth in student achievement data

Our Process Summary

8

Planning and Design Sessions

19

Steering Committee Members

25

Focus Groups and 1:1 Interviews

700+

Surveys Administered

Our Strategic Planning Approach

Throughout the Spring of 2021, we engaged stakeholders across our district and organized their input into our strategic plan. Our steering committee included Parents, Teachers, Administrators, District Leaders, Board Members, and Community Members. Our Steering Committee engaged our stakeholders, analyzed community feedback, synthesized our district identity, and organized strategic initiatives across our priorities. We are grateful for the Waterloo community and their invaluable input in guiding our future as a district.

Steering Committee Members

- Robin Allen
- Terri Bavis
- Vivian Becker
- Walter Bennett
- Karen Burcroff
- Tracy Cardinale
- Courtney Clarke
- Tracy DiSanto
- Alexandria Estes
- Jarret Farrell
- Jennifer Hayden
- Paul Herson
- Christal Kent
- Molly Lahr
- Melinda Marquart
- Sherri Monell
- Josh Mull
- Mary Thomas-Madonna
- Vince Vitale

Get Involved

We invite all members of our community to call the Superintendent's Office at (315) 539-1501 to share your feedback about our strategic plan or to get involved in our work ahead.