



WYOMING
WOLVES

STRATEGIC PLAN

2023 - 2029

*Wyoming Wolves:
Growing community.
Empowering scholars.
Impacting futures.*





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SUPERINTENDENT MESSAGE



Dear WPS Community,

Over the past two years, we have engaged in a comprehensive community-driven process to devise a strategic plan that will guide our district's efforts for the coming five years. This undertaking provided an opportunity for scholars, families, staff, and community members to come together around our shared values, pinpoint our primary objectives, and collectively identify the most effective strategies to realize our ambitious vision for our scholars. Our newly defined strategic plan will serve to intentionally direct our resources, enhance outcomes for our scholars, and ensure our accountability to the community we serve.

This process was carried out with the support and involvement of our Wyoming community. Scholars, parents, staff, and community stakeholders generously offered their time and insights to serve on committees, providing valuable feedback at each stage of the process. Participants in focus groups shared perceptions of our district's strengths and areas requiring improvement. In listening sessions and committee meetings, a diverse range of voices were invited and encouraged to express their views on a broad spectrum of issues. We also received critical data from over one thousand individuals who participated in numerous engagement opportunities. This data greatly informed our decision-making process. In total, 1,058 individuals contributed to the creation of Wyoming Public Schools' blueprint for success.

The essence of the plan is captured in a community-endorsed promise that the district is making to our families: Wyoming Wolves: Growing Community. Empowering Scholars. Impacting Futures. We believe that a strong sense of belonging, and faith in potential, will inspire scholars to pursue their dreams, while embracing and celebrating our diversity. It is our duty to provide a quality education, while also supporting each scholar's individual success. Our educational approach is scholar-centered, and identifies a commitment to long-term achievement for all.

I would like to extend my gratitude to Dr. Tammy Campbell and The Scholar First team, who guided us through this process and assisted in the plan's development. We deeply appreciate their invaluable expertise, and it was a great honor to collaborate with this impactful team. Their unwavering support was instrumental in making this plan a reality.

Now, the real work begins. It is time to put proven strategies into action in order to accomplish the outcomes we desire for our scholars. This endeavor is a community responsibility. Each one of us plays a vital role in ensuring that our WPS scholars receive an education that is world-class. Our scholars deserve nothing less than our absolute best effort.

Sincerely,

Craig Hoekstra, Superintendent

BY THE NUMBERS

1,058 TOTAL NUMBER OF PARTICIPANTS

 **818**
SURVEY RESPONDENTS


28
SCHOLAR ADVISORY PARTICIPANTS

327 
STAFF


84
COMMITTEE MEMBERS


5
STRATEGIC PLANNING TEAMS

VISION OF THE STUDENT EXPERIENCE

In a culture where we embrace diverse identities, each Wyoming Public Schools scholar will experience belonging and be challenged to excel academically to positively impact our local and global communities.

Scholars will...

- 🐾 Experience a sense of belonging in a safe learning environment where diverse identities are celebrated.
- 🐾 See themselves and diverse perspectives while engaged in rigorous content to ensure career/college-readiness.
- 🐾 Set scholar-centered goals to achieve their highest potential.
- 🐾 Graduate with academic, social emotional skills and cultural competency, in order to impact their communities.
- 🐾 Advocate for their empowerment, provide critical feedback, influence decision making, and hold the district accountable for equity and growth in our community.



CORE VALUES / BELIEFS

Belonging, Diversity, and Inclusion

We create culturally affirming spaces where diverse identities are embraced, scholar voice is elevated and acted upon, and all stakeholders experience a sense of belonging as their authentic selves.

Educational Excellence

We set high standards, use equitable practices, and deliver ambitious instruction, so that each scholar experiences high academic, social, and emotional growth in order to reach their post-secondary goals and positively impact their communities.

Continuous Improvement

We are a learning organization that uses a variety of data sources to inform decisions on the implementation of innovative, adaptive, and sustainable practices to develop the skills, knowledge, and abilities our scholars need to be global leaders.

Better Together

We implement intentional structures where colleagues, scholars, families, and community partners collaborate to co-construct meaningful and rigorous learning experiences.

MISSION

Wyoming Public Schools will empower each scholar to reach their immediate and future goals by providing ambitious instruction and embracing diverse voices within a community where everyone belongs.



GOALS, OUTCOMES, METRICS

GOALS

OUTCOMES

METRICS

<p>1 Culture of Safety & Belonging (PreK-12)</p>	<ul style="list-style-type: none"> • <i>Each scholar feels a sense of belonging.</i> • <i>Each scholar feels safe in the learning environment.</i> 	<ul style="list-style-type: none"> • <i>Scholar Perception Data</i> • <i>Attendance Data</i> • <i>Discipline Data</i>
<p>2 Foundations of Success (PreK-3)</p>	<ul style="list-style-type: none"> • <i>Each scholar reads at grade level by the end of third grade.</i> • <i>Each scholar demonstrates mastery of grade level standards in math.</i> • <i>Kindergarten scholars demonstrate mastery of early literacy skills.</i> 	<ul style="list-style-type: none"> • <i>M-STEP/MI-ACCESS</i> • <i>NWEA MAP Growth</i> • <i>WIDA</i> • <i>District Assessments (F&P, QPS, writing assessments, math unit tests)</i> • <i>Kindergarten – letter names and sounds</i>
<p>3 Mastery of Standards (PreK-8)</p>	<ul style="list-style-type: none"> • <i>Each scholar knows the priority grade-level standards and sets individual goals for their growth.</i> • <i>Each scholar achieves mastery of priority grade-level standards.</i> 	<ul style="list-style-type: none"> • <i>Formative & Summative Progress Reports</i> • <i>NWEA MAP Growth</i> • <i>M-STEP/MI-ACCESS</i> • <i>P/SAT</i> • <i>WIDA</i> • <i>District Assessments (F&P, QPS, math unit tests)</i> • <i>EDP (beginning in 7th grade)</i>
<p>4 Post Diploma Ready (9-12)</p>	<ul style="list-style-type: none"> • <i>Each scholar will graduate in four years with a college/ career ready transcript.</i> • <i>Each 9th grader is on track for graduation with sufficient credits.</i> • <i>Each scholar has an Educational Development Plan with individual goals.</i> 	<ul style="list-style-type: none"> • <i>Graduation Rate</i> • <i>Transcript Rigor</i> • <i>Number of Scholars Taking AP Courses</i> • <i>Credits</i> • <i>EDP</i> • <i>NWEA MAP Growth</i> • <i>P/SAT</i> • <i>M-STEP/MI-ACCESS</i>

FOUNDATIONS



Authentic Family Engagement

Culturally responsive family engagement.

- *Build relationships with families to support scholars' educational journey through open communication, collaboration, and trust.*
- *Support multilingual communication by promoting inclusivity, encouraging parental involvement, providing interpretation and translation services (i.e. Parent-Teacher Conferences), facilitating better communication, fostering cultural exchange, and ensuring equity in education.*
- *Use culturally relevant materials that foster inclusivity, acknowledge diverse perspectives, promote mutual respect, and enrich the learning experience.*
- *Engage with families to deepen scholars' educational experiences, foster a supportive environment, and strengthen the partnership between home and school.*
- *Amplify student voice through Superintendent and Principal Advisories where scholars can share their school experiences, highlight positive aspects of their school, identify areas for improvement, enhance the overall school experience, and use their first-hand experiences to inform improvement efforts.*
- *Host Family Culture Nights to foster respect, open-mindedness, and growth, uniting our diverse backgrounds and shared interests. These events offer insight into varied perspectives, enriched experiences, and celebrate our diversity.*



Engaging & Effective Teaching & Learning Systems

Dynamic and coherent teaching and learning systems and structures.

- *Co-construct a vision for educator collaboration and develop systems to help bring this vision to life.*
- *Continuous cycles of improvement, which includes a district-wide professional development plan, to ensure a safe and supportive learning environment.*
- *Ensure high-quality curriculum aligned to state standards across all content areas, courses, and grade levels.*
- *Implement a balanced, aligned, and standards-based system of assessment that supports teaching and learning.*
- *Use of data to inform decisions to ensure equitable access to academic opportunities and behavioral support (MTSS).*
- *Develop and intentionally leverage a graduate profile in all learning communities.*
- *Support the development of a systematic process of scholar goal setting, progress monitoring, and career and college exploration.*



Human Capital

Recruiting, hiring, and retention of a highly effective diverse workforce.

- *Create, develop, and maintain a vision and strategic process for equitable talent acquisition and identify systems that will continue to support the vision for this work.*
- *Utilize, implement, monitor, and ensure progress of systematic and dynamic onboarding and hiring practices.*
- *Provide professional learning for Wyoming Public Schools that will ensure culturally affirming practices in an inclusive environment.*
- *Create and maintain a Human Resources data dashboard for diversity in employee demographics, recruitment, new hires, departments, etc. Identify the key data necessary year after year.*
- *Develop groups in WPS for staff who are ethnically diverse to meet, collaborate, develop a sense of belonging and network in support of one another.*



Operational Effectiveness

Optimize processes for efficiency and productivity to enhance quality and stakeholder satisfaction.

- *Involve teachers in the classroom budget planning process to ensure adequate resources are available to meet the specific needs of each class.*
- *Develop a process for review and approval of technology subscriptions and resources to ensure alignment with instructional goals and the overall budget.*
- *Maintain a long-term facilities planning document through a formal review process that prioritizes the longevity of bond investments.*
- *Revise building and district emergency operations procedures and implement an annual training process to keep staff up-to-date with their roles in creating a safe environment for employees and students.*



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