



Waukee Community School District

Strategic Plan

2024-25



waukeeschools.org
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Waukee, Iowa



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Mission Statement

Waukee Community Schools is a rapidly growing and increasingly diverse school district. We believe every individual's unique background and culture enhance our schools. By focusing on the joy of learning and growth for everyone, we create a dynamic work environment for our staff while engaging our students, families, and the community through innovative educational experiences.

Vision Statement

Inspiring learners who feel valued, challenged, and prepared to embrace tomorrow's opportunities.

Core Values

We believe in keeping students our priority.

We believe in equity and belonging.

We believe in developing people.

We believe in integrity.

We believe in joy.

We believe in inclusivity.

We believe in innovative problem solving.

Priority 1: Student Success in the School, Workforce, and Life

Goal 1: Students have academic knowledge, inquiry skills, and an understanding of connections and personal wellness.

Objective 1: Provide students with the wellness skills and opportunities to connect and interact with others in positive and productive ways.

- Indicator 1: Students perceive and experience the school environment as safe, supportive, and collaborative.
- Indicator 2: Increase our supports, opportunities, and learning experiences for Social Emotional Learning and overall well-being for students.

Objective 2: Prepare students with the content knowledge, fundamental skills, and knowledge of inquiry to maximize their learning and academic success.

- Indicator 1: Increase academic assessment achievement annually among all students.
- Indicator 2: Increase educational opportunities available to students.

Goal 2: Students are prepared with future ready skills and a plan beyond high school.

Objective 1: Ensure graduates leave high school prepared to successfully navigate the world.

- Indicator 1: Waukee CSD will have a 100% graduation rate.
- Indicator 2: All 9-12 students will have a four-year plan that includes at least one work-based learning experience.
- Indicator 3: All graduates will have a plan for two years beyond high school and will be career and/or college ready.

Priority 2: Connection, Communication and Public Relations

Goal 1: Parents and students have positive, collaborative relationships with Waukee CSD.

Objective 1: Provide clear, consistent, and accessible communications.

- Indicator 1: The District will achieve 100% contactable families in ParentSquare.
- Indicator 2: The District and schools will utilize branded email templates with a focus on consistency and accessibility.

Objective 2: Enhance and unify our social media strategy district-wide to reach target audiences.

- Indicator 1: Increase social media followers by 5% across all building and District accounts.

Goal 2: Staff consistently feel recognized, well-informed, and proud to work at Waukee CSD.

Objective 1: Enhance recognition efforts and build pride among staff.

- Indicator 1: Increase employee engagement survey results related to recognition at work.

Goal 3: Waukee CSD has a positive reputation within the community.

Objective 1: Strengthen and unify the District brand in the community.

- Indicator 1: Research, select, and implement a District tagline.
- Indicator 2: Increase website visitors by 2%.

Priority 3: Investment in our People

Goal 1: Staff perceive the culture as safe, supportive, and collaborative.

Objective 1: Provide support to staff with a focus on creating a welcoming, inclusive work environment.

- Indicator 1: Maintain or increase the District participation rate in the employee engagement survey.
- Indicator 2: Maintain or increase District Net Performance Scores for the question “I would recommend WCSD as a good place to work.”

Goal 2: Staff demographics reflect student demographics.

Objective 1: Recruit and hire qualified diverse applicants.

- Indicator 1: Maintain or increase overall percentages of underrepresented applicants.

Goal 3: Access to professional learning opportunities is expanded every year for every employee.

Objective 1: Provide staff opportunities for job-related professional development.

- Indicator 1: Maintain or increase the percentage of opportunities at work to learn and grow.

Priority 4: Financial Health and Risk Management

Goal 1: The financial health of the District improves every year.

Objective 1: Ensure Waukee CSD has healthy financial data points.

- Indicator 1: The District's bond rating remains steady.
- Indicator 2: Cash reserves and unspent authorized budget remain at Iowa Association of School Board recommended levels.
- Indicator 3: Increase employee engagement survey results relative to availability of resources.

Goal 2: Budget allocations are clearly aligned to strategic priorities and goals.

Objective 1: Implement district departmental budgets.

- Indicator 1: Each department will have a budget aligned to internal and external strategic priorities.
- A comprehensive budget document will be available online.

Objective 2: Maintain and update a five-year forecast for the District.

- Indicator 1: Five-year capital plan for SAVE, PPEL, and Debt Service is available.
- Indicator 2: Five-year budget operating forecast will be reviewed and updated annually.

Goal 3: Waukee CSD is a model for workplace health, safety, and wellness.

Objective 1: Employees perceive the work environment as safe.

- Indicator 1: The District offers targeted safety trainings for departments.
- Indicator 2: Building safety walkthroughs are completed and follow-through is documented.

Priority 5: Operational Effectiveness

Goal 1: Internal and external stakeholders experience excellent customer service.

Objective 1: Prioritize customer service and feedback for students and staff engaging with the Operations Department.

- Indicator 1: All operational directors will determine measures to gather feedback from internal and external stakeholders.
- Indicator 2: All operational directors will develop baseline data by the end of the 2024-2025 school year.

Goal 2: District facilities and infrastructure are maintained or enhanced.

Objective 1: Implement master facility plan goals and an annual capital improvement plan.

- Indicator 1: All projects are reviewed annually and planned in accordance with applicable priorities.
- Indicator 2: A capital improvement plan is created based on a priority system and is in accordance with fiscal constraints.
- Indicator 3: Work collaboratively with design partners to investigate energy savings options in our school buildings.

Goal 3: District facility physical safety and cybersecurity measures are maintained or enhanced.

Objective 1: Implement physical safety standard operating procedures.

- Indicator 1: All students and employees have been properly trained on standard operating/emergency procedures district-wide.
- Indicator 2: A building/district school safety committee will review feedback, appropriate sources, and other applicable data.

Objective 2: Implement district technology emergency response plan.

- Indicator 1: The cybersecurity infrastructure team will develop, operationalize, and measure a plan for implementation district-wide.

Portrait of a Graduate

Waukee Community School District is committed to providing all of its students with the knowledge, experiences, and opportunities necessary for them to succeed in school, in the workforce, and in life.

Academics

Waukee graduates will be prepared with the content knowledge and skills necessary for their future success. They must be provided a variety of rigorous curricular options that apply to their interests, skills, and aspirations.

Inquiry

Waukee graduates will be prepared with the fundamental skills and knowledge of inquiry to be information literate. This is a prerequisite for success in all subjects of the curriculum and prepares students for work and further education. The purpose of inquiry is to encourage high levels of critical thinking so that processes and resources are appropriate, conclusions are based on supporting evidence, problems are solved, and decisions are made that will extend learning for a lifetime.

Wellness

Waukee graduates will be prepared with essential health and wellness skills, with opportunities to continue extending these skills beyond graduation. More and more youth are coming to school with conditions that are negatively impacting their lives. No longer can health and wellness be considered an “if we have time, we’ll get to it” part of a school day. Data shows students are increasingly anxious, lacking self-confidence, and suffering from a litany of social, emotional, and physical health concerns.

Future-Ready Skills

Waukee graduates will be prepared to navigate a complex, ever-changing global society and economy. The following skills will be demanded by employers across industries and sectors:

- Critical Thinking – The ability to reason and analyze information to come up with new solutions to a problem. It's one skill that can't be automated.
- Creativity – With the constant influx of new products and services, employers need creative minds that can apply these new tools to their product and industry.
- Collaboration – The ability to work with others is a timeless skill, but as processes move faster and become more complex, the ability to understand others, be sensitive to their needs and find a way to work together will be more important than ever.
- Communication – Communicating clearly in multiple modes is a much desired skill across industries.
- Technology/Media Literacy – Being able to understand how to work with the most up-to-date tools is a crucial skill in the constantly changing workplace. As automated services become more prevalent, the ability to speak the language of these tools becomes a necessity for all employees.
- Leadership – The ability to interact with employees, clients, and other stakeholders and unite them behind a single purpose is an age-old skill that shows no signs of losing importance.

Connection

Waukee graduates will be prepared to successfully build positive personal and professional connections in their lives because they have experienced those connections as a student. The foundation for these connections is understanding the synergy between the heart and the mind, which all Waukee students will explore through their K-12 experiences.

Plan Beyond High School

Waukee students will be prepared to succeed beyond high school. The portrait of the graduate results in a student's ability to articulate and execute a plan that results in continuous personal growth and civic contribution.