

# WBSD | Forward: 2021-2023

## Learning

**Belief:** The Woodhaven-Brownstown School District strives to provide a learning environment in which the Board of Education, administrators, teachers, students, parents, and community members collaborate to support and enhance the education of all students in preparation for an ever-changing future.

**Goal 1:** Provide every student with the essential skills aligned to a core curriculum and develop programs beyond the core that make the WBSD a Destination for Excellence.

**Objective 1:** Ensure a guaranteed and viable curriculum, aligned K-12.

**Objective 2:** Build capacity in all professional staff to aid in a multi-tiered system of support framework and supportive strategies and apply it to all students across the content areas.

**Goal 2:** Implement and support high-quality, student-centered, instruction in every classroom through an instructional model where-in students are able to meet their academic and personal potential.

**Objective 1:** Implement a relentless approach to student-centered academic growth and social-emotional well-being.

**Objective 2:** Expand use of data-driven decisions to support differentiated learning as part of a multi-tiered system of support.

**Objective 3:** Utilize our technology resources to provide an integrated system of technology and instruction that is aligned to support and optimize student learning.

**Goal 3:** Develop a comprehensive system of support to address the academic and social needs of all learners that reduces the impact of high-risk factors and provides resources to meet the needs of all students.

**Objective 1:** Build capacity in all professional staff in focusing on the whole-student; academic and social-emotional.

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## Culture

**Belief:** All individuals are valued in an environment that ensures physical and emotional safety, security, and growth for all. The Woodhaven-Brownstown School District values student academic growth, and social-emotional well-being for all, within a diverse and inclusive learning environment.

**Goal 1:** The Woodhaven-Brownstown School District will create an environment that provides physical safety, while encouraging emotional safety and growth, for all.

**Objective 1:** All buildings will develop meaningful and impactful social justice committees composed of teachers, students, staff, parents, and community members. Committees will create initiatives and activities that will develop a common language and set of expectations and outcomes for a more inclusive environment, district-wide.

**Objective 2:** Building teams will work closely with administration, counselors, and teachers to ensure methods to help develop a needs-based physical and social-emotional health program.

**Objective 3:** Reflect the value and worth of each member of our school community and place an emphasis on staff specific methods for collaboration and self-care.

**Goal 2:** Create a culture where the expectation of excellence is modeled through the lens of growth mindset, self-worth, and empathy.

**Objective 1:** District leadership models expectations of excellence and a growth mindset.

**Objective 2:** Faculty provided with meaningful, specific, and actionable feedback to ensure ongoing and continuous improvement and growth.

**Objective 3:** Student improvement and growth related to social-emotional health and ownership in their learning and improvement.

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## Human Resources

**Belief:** The Woodhaven-Brownstown School District attracts, retains, and develops the highest quality workforce in support of all students.

**Goal 1:** The WBSD will utilize an employee recruitment process to attract a high quality and diverse workforce.

**Objective 1:** Develop an employee recruitment program

**Objective 2:** Continue to implement strategies to recruit a diverse workforce

**Goal 2:** The WBSD will develop a comprehensive employee engagement program that values employees.

**Objective 1:** Consistently implement an employee onboarding process that is inclusive of all WBSD hires.

**Objective 2:** Ensure access to a variety of programs that support the needs of all employees.

**Goal 3:** The WBSD will grow and develop a culturally responsive workforce.

**Objective 1:** Provide access to high quality and relevant professional learning for all staff.

**Objective 2:** Provide all new hires with a comprehensive mentoring program.

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## Facilities & Operations

**Belief:** The Woodhaven-Brownstown School District develops, enhances, and maintains state-of-the-art facilities that are safe, secure, and accessible to all.

**Goal 1:** The facilities of the WBSD shall be exceptionally maintained, sufficient to meet the evolving needs of our students, staff, and community, and done so in a fiscally responsible manner.

**Objective 1:** Maintain high-quality facilities at all locations within the organization.

**Objective 2:** Provide adequate space to meet enrollment needs while allowing for flexibility for projected needs.

**Objective 3:** Demonstrate excellent stewardship of public resources through responsible budgeting, the use of all available resources, and doing so with trust and transparency.

**Goal 2:** Innovative technology, in support of learning and achievement, will be accessible to all students and staff throughout the WBSD learning community.

**Objective 1:** Provide and maintain leading-edge technology for all.

**Objective 2:** Develop spaces to meet student needs and provide professional learning on integrating technology to optimize performance in the classroom and beyond.

**Goal 3:** Buildings and programs of the WBSD will be accessible, safe, and secure to all members of the WBSD community.

**Objective 1:** Ensure physical buildings and programs within the WBSD will be accessible to all.

**Objective 2:** Safety and security within the WBSD will be continuously evaluated and updated based on best practices and in collaboration with local police and fire departments.