

STRATEGIC PLAN 2022-2027

*Preparing all students to be College,
Career, and Life Ready!*

Core Values

At WO, we believe in:

1. Equity of access in a diverse and inclusive environment.
2. A foundation of relationship building that puts kids first in decision making.
3. A breadth of offerings that gives all students an opportunity to find their passion.
4. Multi-tiered and differentiated offerings that meet the needs of all children.
5. Our schools as the center of the West Ottawa community.

Teaching & Learning Vision:

West Ottawa – A global leader in engaging, inclusive, and innovative education.

Organization Vision:

The West Ottawa district is the best place to work and live in Michigan.

GOAL AREAS



Equity of Access, Diversity & Inclusion



Engagement



Innovation



Facilities



Financial Sustainability

STRATEGIC ACTIONS

Recruit and retain highly qualified, ethnically diverse faculty and staff

Review, retain & develop culturally and generationally relevant curriculum, materials and courses

Develop accelerated learning program at each elementary building

Implement Panther Pathways at all elementary buildings

Provide before and after school child care at each elementary building, and after school activity transportation at each MS and HS.

Hire EL teachers to bring EL student teacher ratio to 1:32

Reduce class size maximums to PK-3 (23), Grades 4-12 (28)

Review, retain & develop breadth of curriculum, clubs and activities to ensure college, career and life ready offerings

Develop spaces and curriculum for outdoor and experiential / participatory learning

Breadth of offerings for music and art, explore Zero hour and creative scheduling to support programming, including adaptive music and art

Develop a Dual Immersion Spanish Language program to open no later than Fall of 2024

Implement Mind / Brain research-based pedagogy

Develop and implement Global Initiatives programming

Develop and grow community partnerships in STEM, the arts, and athletics

Hire Strength and Fitness director, create written nutrition and fitness plans for athletes and P.E. classes

Build a multi-use Community Center with a natatorium, fitness center, track, PT space, and community meeting area

Replace and update furniture in all classroom spaces to be flexible, and adaptable

Upgrade building operations at each building to include AC, high efficiency HVAC filtering, and green / sustainable operations

Maintain a general fund balance of 18 percent minimum, reinvesting surplus in strategic action areas

Build a financial structure to fund all strategic action items

Survey and study to bring a tax reduction capital bond to voters to support strategic actions / goals

MEASUREMENT

• CV1, GA1, SA1 – Increase of ten percent in faculty and staff of color by 2027

• CV1, GA1, SA2 – Updated and reviewed curriculum guides and library collections – audited yearly

• CV1, GA1, SA3 – Fully functioning accelerated learning programs at all elementary schools by Fall 2022

• CV1-3, GA1, SA4 – Phase 1 PP in 2021-2022, Phase 2 PP by 2022-2023

• CV1, 4 & 5, GA1, SA5 – Fully functioning and staffed Latchkey.

• CV1, GA1, SA6 – EL Student Teacher ratio 1:32

• CV1 & 4, GA2, SA1 – Class size goal achieved by 2026-2027 school year

• CV1 & 3, GA2, SA2 – Yearly curriculum audit, yearly student and parent survey

• CV3 & 4, GA2, SA3 – Outdoor learning spaces phased in each year, all in place by 2026-2027

• CV1, 3 & 4, GA2, SA3 – Review and presentation of scheduling options for visual and performing arts, including adaptive music and art.

• CV3 & 4, GA3, SA1 – Eight staff per year to CCTL through 2027, Train the Trainer model

• CV1 & 3, GA3, SA2 – GI program phased in – Elem. And Middle Partnerships Winter 2022, Spain exchange by 2023, France exchange by 2024, GI Curriculum Review 2023

• CV1, 3 & 5, GA3, SA3 – 10% growth in dual enrollment and career path enrollment by 2027

• CV1, 2 & 5, GA3, SA4 – Nutrition and Fitness director in place by Fall 2022

• CV1-4, GA2, SA2 – Functioning Dual Language Immersion program by Fall 2024

• CV1, 3 & 5, GA4, SA1 - Community Center opens Fall 2025

• CV1 & 2, GA4, SA2 - All classroom furniture updated / replaced by Fall 2024

• CV1 & 5, GA4, SA3 - AC / operations updates by Fall 2024, HVAC and other updates audited yearly thru 2027

• CV1-5, GA5, SA1 – Yearly audit

• CV1-5, GA5, SA2 – Financial framework in place and published Fall 2024

• CV1-5, GA5, SA3 – Successful bond issue in November 2023 or May 2024