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# Northwest Local School District

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**# GOBEYOND**  
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**STRATEGIC PLAN**



**NWLSD:**

*#GoBeyond to create a future not yet imagined*

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*NWLSD*  
**#GOBEYOND**

.....>> *To Educate Tomorrow's Leaders, Today*



# What Does It Mean to *Go Beyond?*

*It's more than just a statement. It's a commitment to move forward, to do our best, to give our best, to swing the pendulum, to change the narrative, to shoot for the moon, to do better than yesterday, to look ahead, to always do what's right and what's best for all.*

*It's our commitment to our stakeholders:*

*Parents. Students. Administrators. Teachers. Staff. Board Members. Community Members. We encourage our stakeholders to make that same commitment. Let's #GoBeyond together, to create a community and school district that is committed to making the NWLSD's Mission, Vision and Beliefs a reality.*

# NWLSD IS GOING BEYOND OUR STRATEGIC PLAN

To maximize District efforts, a strategic planning leadership team was convened to create a strategic plan. The strategic planning leadership team was composed of administrators, teachers, support staff and community members from the Northwest Local School District. The development of the strategic plan was guided by the following questions:

- How can we work together as a strategic planning leadership team to create a 3-5 year strategic plan for the District?
- What are the key components and goal areas that should be focused on within the district strategic plan that guide the District's Mission and Vision?
- How could we enhance our current goals/objective to plan for the future?



NWLSD:  
*#GoBeyond your wildest  
dreams*



**NWLSD:**  
*#GoBeyond to engage  
our stakeholders*

## **NWLSD IS GOING BEYOND OUR FOCUS GROUP**

The strategic planning team worked collaboratively to develop the vision statement, core beliefs and identified focus areas. This was accomplished during strategic planning sessions that occurred monthly beginning in November of 2018. Three separate groups of stakeholders came together for these monthly meetings which occurred both during the day and in the evening. In addition to the work that was done by the team, the following work was completed to help influence the outcome of the plan.

- Student voice sessions
- Community/District survey
- Board of Education interviews

Each year, the strategic plan will then be acted upon through the creation of specific action steps for each school year that will be monitored by the Northwest Local School's Board of Education.

# NWLSD IS GOING BEYOND OUR FINDINGS

## The Plan

The strategic planning leadership team determined the key focus areas that will be the foundation for continuous improvement of the teaching and learning in Northwest Local Schools. The implementation of the strategic plan must be ongoing and will take time to implement. These plans will need to be reviewed to include input from the school level for complete implementation.

## Findings

The strategic planning team reviewed the Mission and Vision for the District as well as working to define our District Beliefs. From this framework, five key goal areas that form the basis for the strategic plan were developed:

- Student Achievement
- Social-Emotional Development
- Diversity & Equity
- Financial Stability
- Culture of Trust



NWLSD:  
*#GoBeyond the limits  
and achieve*



NWLSD:  
*#GoBeyond in the  
classroom*

## NWLSD IS GOING BEYOND

### **Our Mission**

The Northwest Local School District will create a responsive learning community where all students are valued, challenged and guided along a pathway to success.

### **Our Vision**

Teaching and learning in the Northwest Local Schools will:

- Provide learning experiences that empower students to contribute to a future not yet imagined
- Inspire learners to adapt, be resilient, collaborate and problem solve
- Create a supportive social-emotional culture
- Provide a foundation to cultivate healthy relationships

### **Our Beliefs**

- We believe students and staff excel best when they feel welcomed in the building, safe in their classrooms and trustful of each other
- We believe all students and staff can learn and deserve opportunities to show and achieve success
- We believe valuing diversity and working to understand one another is vital and important
- We believe a high priority should be placed on providing holistic support to ensure success for all
- We believe building and maintaining collaborative relationships with community members is foundational to teaching and learning in NWLSD

# GOING BEYOND THE NUMBERS

## STUDENT ACHIEVEMENT

*We're going beyond to ensure that all of our students thrive: in life, in school and in the classroom. That's our top priority. Our District provides an education to approximately 9,000 students, and our administrators and teachers are going beyond to reach all of them. Our goal is to empower students to achieve success and exceed their ambitious expectations.*

### Strategic Objectives

- Create a learning experience that is rigorous and engaging for all students
- Raise academic achievement across State and District measures of success through a relentless focus on literacy (reading, writing, listening, speaking, thinking and viewing) across all subject areas
- Facilitate student ownership of learning through personalized and differentiated instruction



**NWLSD:**

*#GoBeyond to exceed  
ambitious expectations*



NWLSD:

*#GoBeyond to create an environment where every student thrives*

## GOING BEYOND TO SUPPORT SOCIAL-EMOTIONAL DEVELOPMENT

*We know that every child is different and that every student has different needs. That is why NWLSD is going beyond to reach them, ensuring that every child flourishes academically, physically, cognitively, socially and emotionally. The best educated child is one that thrives in their element. Our goal is to empower individuals to identify social-emotional needs and safely navigate their environments.*

### Strategic Objectives

- Individuals will be knowledgeable of characteristics which may lead to identification of social-emotional needs
- All stakeholders will have awareness and understanding of available resources and have a sense of empowerment to explore them
- Individuals will have access to wrap-around services to address social-emotional needs

# GOING BEYOND FOR ALL

## DIVERSITY AND EQUITY

*The NWLSD is made of many diverse groups. That's what makes our District special. We're committed to creating an environment that reflects the beautiful communities in which our families live. Our goal is to develop cultural competency that embraces diversity, ensures inclusivity and creates equitable opportunity for all.*

### Strategic Objectives

- To develop student and parent educational outreach opportunities to increase cultural awareness and participation of diverse students in all curricular and extracurricular activities
- To build a more diverse, equitable and inclusive learning environment that is accessible to all students
- To create a safe and inclusive environment that honors, embraces and celebrates the diversity of students in our schools and communities
- To increase the number of minority new hires by classification and retain current employees to make the staff representative of the student population



**NWLSD:**  
*#GoBeyond to create an  
equitable opportunity for  
all*



NWLSD:  
*#GoBeyond to create a  
stronger financial  
foundation*

# GOING BEYOND THE DOLLARS

## FINANCIAL STABILITY

*NWLSD recognizes that strong schools are built on a stable financial foundation. Having financial stability allows our District to continue offering strong academic programs. We're committed to that. Our goal is to create a stronger foundation of financial stability that ensures an optimal learning experience for all.*

### **Strategic Objectives**

- Encourage continuous two-way communication in our community on how our schools are funded, how funds are spent and what is needed to provide educational services
- Align District resources with instructional priorities
- Partner with the community to develop a transparent funding cycle

# GOING BEYOND TO COMMUNICATE CULTURE OF TRUST

*The Northwest Local School District understands the importance of building a strong relationship with our community. Our stakeholders are valuable and we know that strong community support is the backbone of our success. Our District is committed to working with our stakeholders to create a school system that meets our communities' needs. We're here to listen, to be open and to be transparent in our communication. Our goal is to establish a sustained commitment to people, initiatives and plans.*

## Strategic Objectives

- Identify and implement opportunities for stakeholders to be heard, involved and engaged
- Create a transparent communication plan
- Provide training and resources to cultivate healthy relationships



NWLSD:

*#GoBeyond to meet our  
communities' needs*

NWLSD: *Go ....*



#GOBEYOND

# NWLSD IS GOING BEYOND YOUR COMMITMENT

I,

(Insert Name)

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*commit to move forward, to do my best, to give my best, to swing the pendulum, to change the narrative, to shoot for the moon, to do better than yesterday, to look ahead, to always do what's right and what's best for all. I commit to #GoBeyond together, to ensure student achievement, social-emotional development, diversity and equity, financial stability and trust are encouraged and established in order to create a community and school district that is committed to making the NWLSD's Mission, Vision and Beliefs a reality.*



**NWLSD:**

*#GoBeyond to educate  
tomorrow's leaders,  
today.*