

# Winterset CSD



2025 IASB Student Success Summit

# Introductions

Justin Gross (Superintendent)

Jared McDonald (Board President)

Corey St. John (District Office)

Kendra Alexander (District Office/CFO)

Josh Sussman (JH Principal)

Arthur Davis (8th Grader)



# Agenda:

- Our Why
  - College, Career, Life Ready Graduates
- Superintendent's Role
- Board's Role
- District Office Admin Role
- Building Principal's Role
- Student Experiences
- Empowering Staff





# WINTERSET COMMUNITY SCHOOL DISTRICT STRATEGIC PLAN



## STRATEGIC PRIORITIES

- 1 Increase student opportunities that integrate Real World Focus and Application-based Learning to ensure all students are college, career and life ready.
- 2 Integrating 21st Century learning skills and student opportunities.
- 3 Expand opportunities for students to develop self-worth and connection to others.
- 4 Build strong, authentic relationships among students, staff and community members.

## PROFILE OF A GRADUATE



### MISSION

Our Core Purpose

We will empower a community of lifelong learners who strive for personal excellence through meaningful relationships and real world, authentic learning experiences.

### VISION

What We Commit To Create

We will strive for excellence, ensuring all students are college, career and life ready.



### CORE VALUES

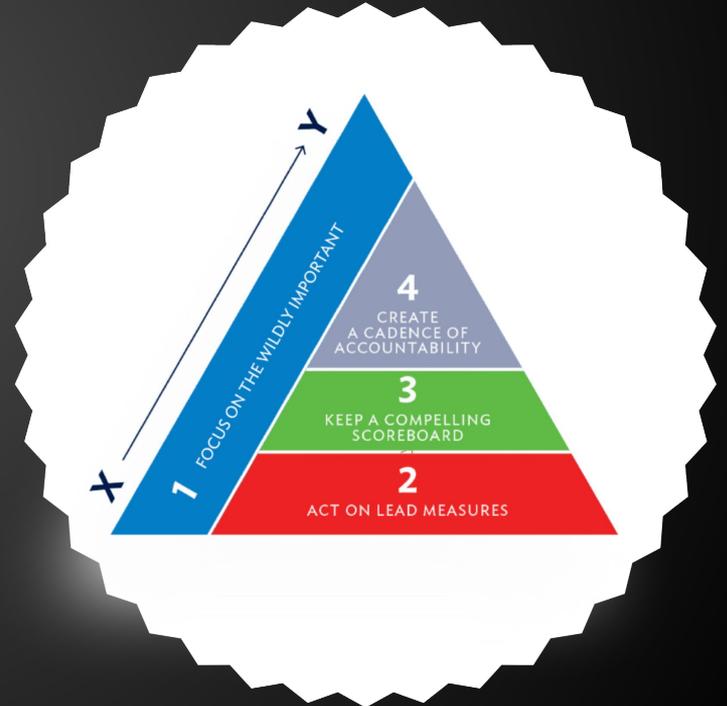
Drivers of Our Word & Actions

- Excellence: high expectations for all in everything we do
- Innovation: in our approach to problem solving and learning
- Pride: in self, others, school and community
- Relationships: amongst all stakeholders as foundational to our success
- Sense of Belonging: where all students, staff and community members feel valued and connected

# At Your Table...

Do you know your district's WHY, is it shared amongst all stakeholders?

How do you know you are winning?



# How Do You Know if You are Winning?

**W** **POSITIVE NOTE**  
**LEAGUE STANDINGS**  
WEEK 16

RANK		TEAM NAME	#	PHONE	LETTER	NOTE	EMAIL
1		CTE- DEPARTMENT	281	20	26	220	15
2		MATH DEPARTMENT	234	0	21	145	68
3		ELA DEPARTMENT	167	0	0	111	56
4		SCIENCE DEPARTMENT	79	3	3	24	49
5		HS ADMIN TEAM	76	18	0	53	5
6		SUPPORT SERVICES DEPARTMENT	69	30	0	0	39
7		SOCIAL STUDIES DEPARTMENT	37	3	1	26	7



# Systems:

- 4DX Framework
  - Playbook
  - Trello Board
- Weekly Admin Meeting Agendas
- Monthly 1:1 Meetings w/ Admin
- Weekly Board Updates
- Monthly Board Meeting
  - Admin Updates
  - Board Presentations



# Key District Initiatives Aligned to Strategic Priorities & POG Skills:

- Capturing Kids Hearts
- Professional Learning Communities
- Project Based Learning
- Personalized Professional Development Time
- Artificial Intelligence Task Force



# Staff Perspectives



# Superintendent's Role:

- Create Systems to support Strategic Priorities & POG skills
- Alignment of Recruit and Hiring Protocols
- Empower Those that You Serve to Lead
- Create a Cadence of Accountability
- Keep a Compelling Scoreboard
- Leverage Available Resources
  - Financial and Personnel (Ex. TLC)
- Communicate with External Audience



# Board of Education's Role:

- Set Policy & Allocate Resources
- Empower the Superintendent to Lead
- Keep a Focus on our Priorities
  - Board Agendas
  - Attend Future Focused Schools Conference
- Be Informed and Communicate to the larger Public
- Be Involved and Informed



# At your table...

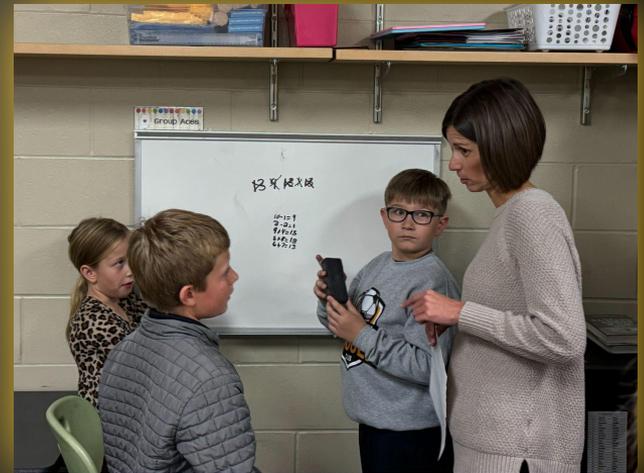
As a board/superintendent team

- ❖ How do you keep a focus on your "why?"
- ❖ How do you navigate the need to be informed/involved without micromanaging?



# District Office Administration Role

- Support and execute district strategic priorities/vision
- Align system & staff needs to district priorities
- Culture building



# District Office Administration Role



- Collaborate w/ building administration to aid in successfully achieving building W.I.G.'s
- Update/involve board periodically on key initiatives

# Building Principals Roles:

- Align Building Level Initiatives, Activities, and Goals with WCSD's Strategic Plan
- Communicate Strategic Implementation Plan



## STRATEGIC PLAN IMPLEMENTATION

24  
25

### STRATEGIC PRIORITIES

#1

R

Real World Focus & Application-Based Learning to Ensure All Students are College, Career, and Life Ready

#2

I

Integrating 21st Century Learning Skills and Student Opportunities

#3

S

Students Develop Self-Worth and Connection to Others

#4

E

Encourage Authentic Relationships Among Students, Staff, and Community Members



A Message From Principal Josh Sussman



Yearly Schedule Of Events To Achieve Goal

### WILDLY IMPORTANT GOAL: BECOME THE BEST JUNIOR HIGH IN IOWA






## 2024-25 JR. HIGH SCHOOL STRATEGIC PRIORITIES



Winterset Junior High School's strategic priorities act as our roadmap to success, guiding us in helping students become capable, lifelong learners. Our lead measures are thoughtful action steps within this framework, guiding our efforts and fostering accountability. Similarly, each goal's deliverables outline specific, tangible outcomes to achieve by May 2025. This reinforces our dedication to measurable success and continuous improvement in education excellence.

STRATEGIC PRIORITY 1	LEAD MEASURES	DELIVERABLES
<div style="font-size: 2em; font-weight: bold; color: black; text-align: center;">R</div> <p style="font-size: 0.7em; margin: 0;">Real-World Focus &amp; Application-Based Learning to Ensure All Students are College, Career, and Life Ready</p>	<p style="font-size: 0.7em; margin: 0;">1. Deliver professional learning on Ohio Standard PBL design elements and teaching practices</p> <p style="font-size: 0.7em; margin: 0;">2. Plan, design, and execute an Authentic Learning Showcase</p> <p style="font-size: 0.7em; margin: 0;">3. Plan, design, and execute Career Day Showcase</p> <p style="font-size: 0.7em; margin: 0;">4. Plan, design, and execute three employee webinars</p> <p style="font-size: 0.7em; margin: 0;">5. Plan, design, and execute two college campus visits for students</p>	<p style="font-size: 0.7em; margin: 0;">1. 100% of staff implements an authentic learning experience with Good Standard design elements</p> <p style="font-size: 0.7em; margin: 0;">2. Execution of Authentic Learning Showcase</p> <p style="font-size: 0.7em; margin: 0;">3. 100% of students engage in the Career Day Showcase</p> <p style="font-size: 0.7em; margin: 0;">4. 100% of students visit a 2 of 4 year college</p> <p style="font-size: 0.7em; margin: 0;">5. 100% of students engage in an employee web</p>
<div style="font-size: 2em; font-weight: bold; color: black; text-align: center;">I</div> <p style="font-size: 0.7em; margin: 0;">Integrating 21st Century Learning Skills &amp; Student Opportunities</p>	<p style="font-size: 0.7em; margin: 0;">1. Engage in professional learning focus on explicitly building and assessing 21st-century competencies during instruction</p> <p style="font-size: 0.7em; margin: 0;">2. Refine Key Performance Indicators and rubric aligned with each PDG competency</p> <p style="font-size: 0.7em; margin: 0;">3. Begin working on a portfolio system to capture and measure POG progress</p>	<p style="font-size: 0.7em; margin: 0;">1. Deliver instruction that explicitly communicates 21st-century skills and Graduate learning goals</p> <p style="font-size: 0.7em; margin: 0;">2. Develop a process to measure and communicate POG proficiency to students and families</p> <p style="font-size: 0.7em; margin: 0;">3. Defined structure for a portfolio system to capture and measure student progress aligned with WJHS Profile of a Graduate competencies</p>
<div style="font-size: 2em; font-weight: bold; color: black; text-align: center;">S</div> <p style="font-size: 0.7em; margin: 0;">Students Develop Self-Worth &amp; Connection to Others</p>	<p style="font-size: 0.7em; margin: 0;">1. Teach, model, and reinforce universal PACX behavior expectations</p> <p style="font-size: 0.7em; margin: 0;">2. Implement and track C&amp;I best practices</p> <p style="font-size: 0.7em; margin: 0;">3. Affirm students with Difference Maker Dollars</p> <p style="font-size: 0.7em; margin: 0;">4. Plan and execute three community service projects</p> <p style="font-size: 0.7em; margin: 0;">5. Empower students to take ownership and make decisions within the building</p>	<p style="font-size: 0.7em; margin: 0;">1. 90% of more of students report 10% or less of school days</p> <p style="font-size: 0.7em; margin: 0;">2. 80% of more of students earn a D- or higher in all classes</p> <p style="font-size: 0.7em; margin: 0;">3. \$1,000 Difference Maker Dollars distributed between August and May</p> <p style="font-size: 0.7em; margin: 0;">4. 100 or fewer disciplinary actions initiated in Info@C Campus between August 23 and May 27</p> <p style="font-size: 0.7em; margin: 0;">5. Students gain, own, and execute a minimum of 3 building-level events</p>
<div style="font-size: 2em; font-weight: bold; color: black; text-align: center;">E</div> <p style="font-size: 0.7em; margin: 0;">Encourage Authentic Relationships Among Students, Staff, &amp; Community Members</p>	<p style="font-size: 0.7em; margin: 0;">1. Engage in 5 weeks of passion activities during WJHS time during the 2425 SY</p> <p style="font-size: 0.7em; margin: 0;">2. Engage in 5 intentional student-student relationship building activities</p> <p style="font-size: 0.7em; margin: 0;">3. Engage in 5 family engagement activities</p>	<p style="font-size: 0.7em; margin: 0;">1. 90% of more of students can identify both an adult and peer advocate</p> <p style="font-size: 0.7em; margin: 0;">2. Improved C&amp;I Student, Staff, &amp; Family Survey Data</p> <p style="font-size: 0.7em; margin: 0;">3. Improved C&amp;I Student, Staff &amp; Family Survey Data</p>



# Building Principals Roles

- Establish Wildly Important Goals aligned to District's Strategic Priorities
- Employ the 4DX Framework to achieve WIGs
- Use a Compelling Scoreboard to track and communicate progress



Quarter 1				Quarter 2			
% of Students with 90% or Better Attendance	% of Students with a C- or Above in All Classes	% of Students with 0-2 Office Referrals	Total DMD Distributed	% of Students with 90% or Better Attendance	% of Students with a C- or Above in All Classes	% of Students with 0-2 Office Referrals	Total DMD Distributed
88.8%	83.5%	89.3%	7357	80.9%	83.1%	93.0%	5329
Quarter 3				Quarter 4			
% of Students with 90% or Better Attendance	% of Students with a C- or Above in All Classes	% of Students with 0-2 Office Referrals	Total DMD Distributed	% of Students with 90% or Better Attendance	% of Students with a C- or Above in All Classes	% of Students with 0-2 Office Referrals	Total DMD Distributed
84.9%	71.7%	93.8%	4763	97.7%	71.3%	89.3%	1515

# Building Principals Roles

- Provide Monthly Board Reports aligned to Strategic Priorities
- Engage with and Invite Board Members to Major Building Events
- Communicate the Execution of WCSD's Four Strategic Priorities at the Building Level to all stakeholders



# Student Success (Meet Arthur)

Profile of a Graduate from student perspective

- ❑ Purpose of school
- ❑ "Future ready" skills
- ❑ Perseverance



# Student Success Data Points (Deliverables)

- ❖ 96% of Junior High students completed b/w 1-5 hours of community service
- ❖ 95% participated in a career fair
- ❖ 95% engaged in a postsecondary college/career experience
- ❖ 75+% proficiency for ELA and Math

# At Your Table...

What do you see as the roles of the Supt, Board, District Admin, Building Admin in achieving your WHY?

Are these roles leading to better student experiences in your district?





# Our Why: Student Success...



# Launch...



What's your WHY?

Who's your WHO?

Who's who are YOU?

Thank  
You

