



Aims:

- Discuss and provide feedback on measurable goals aligned to strategic priorities



Time	Item	Lead
5 min	Review of Updates: <ul style="list-style-type: none"> • Review of 2022-2023 strategic planning framework 	RTI
35 min	Goals Discussions and Feedback: <ul style="list-style-type: none"> • Draft measures aligned to the update foundational documents and strategic priorities 	RTI and staff
5 min	Next steps to finalize goals	RTI

Vision: All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

Mission: Wake County Public School System will provide a relevant and engaging education and will graduate students who are collaborative, creative, effective communicators and critical thinkers.

Beliefs:

#1 Every student is uniquely capable and deserves to be challenged and engaged in relevant, rigorous, and meaningful learning each day

#2 Every student is expected to learn, grow, and succeed while we will eliminate the ability to predict achievement based on socioeconomic status, race, and ethnicity.

#3 Well-supported, highly effective, and dedicated principals, teachers, and staff are essential to success for all students.

#4 The Board of Education, superintendent, and all staff, while sustaining best practices, will promote and support a culture of continuous improvement, risk-taking, and innovation that results in a high-performing organization focused on student achievement, **well-being, and student agency.**

#5 The Board of Education, superintendent, and all staff value a diverse school community that is inviting, respectful, inclusive, flexible, and supportive.

#6 The Wake County residents value a strong public school system and will partner to provide the support and resources to fully realize our shared vision, accomplish the mission, and sustain our core beliefs.

#7 All students and staff deserve to work in optimal learning environments supported by sufficient resources, well-maintained facilities, and effective operational systems.

STRATEGIC PRIORITIES FOR STUDENT OUTCOMES

The most important priorities to achieve our mission and vision.

Vision: All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

Mission: Wake County Public School System will provide a relevant and engaging education and will graduate students who are collaborative, creative, effective communicators and critical thinkers.

Core Beliefs

The Four Cs

Critical Thinking/Problem Solving, Communication, Collaboration, Creativity, and Adaptability

Literacies | Knowledge and Skills

Excellence in content areas including Reading/Language Arts, Mathematics, Science, Social Studies, the Arts, Digital Literacy, Financial Literacy and other content areas.

Behavioral Health

Well-Being, Empathy, Respect, Work Ethic/Habits

VISION, MISSION AND CORE BELIEFS

Vision: All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

Mission: Wake County Public School System will provide a relevant and engaging education and will graduate students who are collaborative, creative, effective communicators and critical thinkers.

Core Beliefs

- Meaningful learning everyday
- Eliminated gaps
- Well-supported staff
- Improvement and innovation
- Diverse school community
- Partnership
- Learning environments

STRATEGIC PRIORITIES FOR STUDENT OUTCOMES

The most important strategic priority focus areas to achieve our mission and vision.

The Four Cs

**Literacies |
Knowledge and Skills**

Behavioral Health

**High-quality
instructional
core for all
content
areas**

**Equity-
focused
practices**

**High-quality
WCPSS staff**

**Family and
community
engagement**

**Effective
operations,
services, and
facilities**

ESSENTIAL PILLARS

GOAL-SETTING

Discussion

Goal Setting Discussion

STRATEGIC PRIORITIES FOR STUDENT OUTCOMES

The most important priorities to achieve our mission and vision.

The Four Cs

Long Term Goal
(what does success look like?)

Literacies | Knowledge and Skills

Long Term Goal
(what does success look like?)

Behavioral Health

Long Term Goal
(what does success look like?)

Principles to Guide Goal-Setting

- **Aligned to priorities.** Our targeted goal set should align to the three strategic priorities for student outcomes.
- **Disaggregation.** In alignment with Core Belief #2, our new goal(s) should measure whether all students across demographics are achieving in **The Four Cs, Knowledge and Skills** and **Behavioral Health**.
- **Qualitative.** We will balance quantitative goals (graduation rates, achievement results) with qualitative data (focus groups, surveys).
- **Grade-aligned.** The goal(s) should be tailored to grade span needs.
- **Ambitious but also achievable.** Goals should be ambitious but achievable.

Goal Setting Discussion

STRATEGIC PRIORITIES FOR STUDENT OUTCOMES

The Four Cs

Literacies |
Knowledge
and Skills

Behavioral
Health

Long Term Goal

(what does success
look like?)

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Considerations:

Next Steps on Goals

Example of Singular Goal: By 2027, WCPSS will annually graduate at least 95% of its students ready for productive citizenship as well as higher education or a career.

• **Design** a set of targeted goals aligned to the three strategic priorities to share with the Board in Fall 2022.

• **Begin** to align district and school action steps to the pillars in late Fall 2022.

• By 2027, x% of teachers will respond to a survey that strongly agree to select survey questions assessing students' critical thinking, problem solving, communication, collaboration, creativity, and adaptability.

• **Establish** a timeline to report on progress to the Board.

- *Qualitative: Focus groups of student will report on what makes schools safe and inclusive (or not).*

STRATEGIC PRIORITIES

The Four Cs

CATEGORIES

Communication

Collaboration

Creativity and Adaptability

Critical Thinking/Problem Solving

**Literacies |
Knowledge
and Skills**

ELA/ Math/ Science

Social Studies

The Arts

Digital Literacy

Financial Literacy

**Behavioral
Health**

Well-being

Empathy and Respect

Work Ethic/Habits

Drafted Goals - For Discussion

STRATEGIC PRIORITIES	Category	Proposed Long-term Goal Measures (<i>Quantitative</i>)	Digging Deeper (<i>Qualitative</i>)	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
The Four Cs	Communication	<ul style="list-style-type: none"> Annual Teacher Survey: Annual increase in the % of teachers reporting that students are proficient in 4C skills. 	Focus groups of teachers, students, and administrators	Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Collaboration	<ul style="list-style-type: none"> Creativity Catalogue: Annual growth of web-based repository of evidence of 4Cs populated by items submitted by schools (videos of performances, documents, photos, projects, etc.); would track growth in the number of artifacts submitted over time. 							
	Creativity and Adaptability								
	Critical Thinking/Problem Solving	<ul style="list-style-type: none"> Percentage of students who have digital portfolios to store and share their work products. 							

Drafted Goals - For Discussion

STRATEGIC PRIORITIES	Category	Proposed Long-term Goal Measures (<i>Quantitative</i>)	Digging Deeper	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
Literacies Knowledge and Skills	ELA/ Math/ Science	<ul style="list-style-type: none"> A 3% annual increase in the percentage of students proficient on EOGs/EOCs, <i>plus</i> a 5% annual increase for historically lower-performing subgroups (Black/African American, Hispanic/Latino, EL, SWD, ED). A 1% annual increase in the percentage of Juniors scoring at or above the college-ready benchmark on each ACT subtest, <i>plus</i> a 2% annual increase for historically lower-performing subgroups (Black/African American, Hispanic/Latino, EL, SWD, ED). 	Focus groups of teachers, students, and administrators	Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Social Studies	<ul style="list-style-type: none"> State Board of Elections data: Annual increase in the percentage of eligible students registered to vote. Annual Student Survey: Annual increase in the percentage of students reporting engagement in community-based projects. Creativity Catalogue: Increased submissions of artifacts, stories, evidences from events, performances, and shows across district and schools that reflect social studies curricula/standards. 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	The Arts	<ul style="list-style-type: none"> Creativity Catalogue: Increased submissions of artifacts, stories, evidences from events, performances, and shows across district and schools that reflect visual and performing arts curricula/standards. 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Digital Literacy	<ul style="list-style-type: none"> Annual Teacher Survey: Increase in the % of teachers reporting that students have various digital literacy skills 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Financial Literacy	<ul style="list-style-type: none"> Brief assessment built into C&E courses in high school? A different course? 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target

Drafted Goals - For Discussion

STRATEGIC PRIORITIES	Category	Proposed Long-term Goal Measures (<i>Quantitative</i>)	Digging Deeper	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
Behavioral Health	Well-being	<ul style="list-style-type: none"> Improved identification of students' needs demonstrated by consistent use of the Behavior Intervention Monitoring Assessment System (BIMAS) universal screener. Annual declines in the % of students who are chronically absent. Percentage of schools demonstrating an annual reduction in disproportionality in out-of-school suspensions. Annual Teacher and Student Surveys: % increase in safety and mental health reported by teachers and students. Annual improvements in selected data points from the Behavioral Health Needs Assessment. 	Focus groups of teachers, students, and administrators	Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Empathy and Respect	<ul style="list-style-type: none"> Annual Teacher and Student Surveys: % of respondents reporting high levels of empathy and respect among students/staff. 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target
	Work Ethic/Habits	<ul style="list-style-type: none"> Annual Teacher Survey: Increase in the % of teachers reporting that students demonstrate good work habits. 		Baseline (if available)	Target or Baseline	Target	Target	Target	Target

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Health

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Disaggregation

Reporting on all goals will be disaggregated by gender, race, ethnicity, socio-economic status, exceptionality, and grade level, whenever possible.

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Discussion Questions

- Taken together, **will positive change on these drafted measures over time mean we are accomplishing our goals for students?**
- What is missing?
- Are all measures necessary for a full picture of the three priorities?
- What feedback do you have?

Questions

