



**Woodside School District Strategic Plan 2022-2027**

*World-Class Public Education & Inclusive Community Connections*

# 2022-2027 Strategic Plan

**Board Update & Discussion  
Year Two Draft Action Plan**

Presented to WESD Board of Trustees  
by Steve Frank, WESD Superintendent

January 16, 2024 | Board Update  
Preview of Mid-Year Report

## Board update regarding progress toward Year 2 (2023-24) strategic plan implementation and annual goals.

1.	Review	Calendar of ongoing activities for Year 2 strategic plan implementation & action updates.
2.	Preview	Mid-Year report / tracking grid update with recent accomplishments & progress on Y2 action plan.
3.	Future Discussion	<p><b><u>Opportunity for more in-depth conversation at Board retreat on Jan. 22, do Trustees have:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> observations / questions / comments regarding <b>Y2 mid-year report?</b></li> <li><input type="checkbox"/> suggestions / adjustments to current <b>Y2 priorities to be completed by June?</b></li> <li><input type="checkbox"/> <b>ideas to consider for Y3 priorities</b> that we should begin thinking about / planning for now?</li> </ul>
4.	Next Steps	Continued discussion regarding strategic priorities and next steps to take place during Board retreat on January 22. Leadership will continue to advance Y2 strategic priorities to implement action plan.

# Year 2 | Strategic Plan Implementation Updates 2023-2024

<p><b>July 2023 – Summer Break</b></p> <table border="1"> <thead> <tr><th>M</th><th>T</th><th>W</th><th>R</th><th>F</th><th>Sa</th><th>Su</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> </tbody> </table>	M	T	W	R	F	Sa	Su						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	<p><b>Aug 2023</b></p> <table border="1"> <thead> <tr><th>M</th><th>T</th><th>W</th><th>R</th><th>F</th><th>Sa</th><th>Su</th></tr> </thead> <tbody> <tr><td>31</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </tbody> </table>	M	T	W	R	F	Sa	Su	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				<p><b>Sept 2023 = Preview Y2 Priorities</b></p> <table border="1"> <thead> <tr><th>M</th><th>T</th><th>W</th><th>R</th><th>F</th><th>Sa</th><th>Su</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </tbody> </table> <p>Sept 7 = B2SN &amp; Board Packet Due // Sept 25 PD Day</p>	M	T	W	R	F	Sa	Su					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
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**Interim Progress Reports posted in Board Packets prior to these meetings:**

**Sept 12** = Superintendent provided update on revised Y2 roadmap & Y2 priorities

**Oct 10** = Board reviewed draft format for Y2 tracking grid & action plan

**Jan 16** = Board update and preview of mid-year report with ongoing progress

**Jan 22** = Board retreat discussion (90 minutes) on strategic plan next steps, including opportunity to inform Y3 actions

**Feb 13** = Board review & comment on Y2 mid-year report check-in at public meeting

**May 14** = Board review and comment on year-end report & draft ideas for Y3 action



## Board update regarding progress toward Year 2 (2023-24) strategic plan implementation and annual goals.

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Whole Child Development

Academics & Student Offerings

Community Connections

Operational Excellence

Woodside School District Strategic Plan 2022-2027

World-Class Public Education & Inclusive Community Connections

# Y2 Mid-Year Report

significant recent progress, including:

- ✓ Bond measure placed on ballot
- ✓ Teachers complete first interim assessments & data analysis
- ✓ Absenteeism currently < 10%

for larger view, see PDF in Board packet

## WESD Strategic Plan Implementation | 2023-2024 Year Two Priorities for Implementation & Action

Strategic Plan 2027 Area of Focus / Goals	Strategic Plan Initiatives	Year 2 (Y2) Priorities for 2023-2024	Leadership Point Person	Priority Ranking (ABC)	Y2 Measurable Milestones to Complete by June 2024	Milestone Complete	Baseline Status Oct 2023	Baseline Status Notes Oct 2023	CURRENT STATUS: Mid-Year Report Jan 2024	RECENT PROGRESS NOTES: Key Accomplishments Fall 2023	
1. Whole Child Development	1.1 SEL Curriculum	1.1 (Y2) = Review SEL offerings and current research to enhance support for whole child development	Jenn	A = Current Roadmap Priority	Present summary report on findings from SEL implementation pilot program (grades 4-8) and draft SEL roadmap with vision for SEL at each grade that reflects our WESD values		Green	Implementation underway. Completed final draft of SEL roadmap & established 2023-24 goals for SEL committee	Green	Implementation continues. Completed final draft of SEL roadmap and identified curriculum and inventory across grade levels	
	1.1 SEL Curriculum	1.1 (Y2) = Design vertical articulation of SEL and inclusion programs for continuity of student learning	Jenn	A = Current Roadmap Priority	Present SEL roadmap and plan for implementation and vertical articulation of SEL curriculum for all grades; include scope / sequence / skills and instructional resources to be used		Green	in current pilot of new SEL curriculum underway in grades 6-8 ( <a href="#">link</a> )	Green	continue current pilot of new SEL curriculum underway in grades 6-8. In the process of exploring SEL curricula currently aligned to CASEL standards. Identifying gaps and areas of need in our current curriculum inventory	
	1.2 Student Citizenship	1.2 (Y2) = Pilot opportunities to improve and enhance whole child development	Patrick	A = Current Roadmap Priority	Continue to consistently collect, report, monitor, analyze and improve positive reinforcement / office-managed retreats		Yellow	collating and tracking data + green status to overall yellow being continued (ongoing work to build upon what we have started) - opportunities include in-depth analysis of referral data to identify patterns for prevention / reduction / intervention + articulate theory of change here	Green	collected and tracked data and presented to the behavior committee (Nov)	
	1.2 Student Citizenship	1.2 (Y2) = Reinforce WESD tenets while emphasizing responsibility, citizenship, community and school pride.	Patrick	A = Current Roadmap Priority	Articulate, post, share and promote a set of WESD tenets for consistency in classrooms and across the WESD campus to encourage and acknowledge positive behavior, increase individual responsibility, and instill a sense of school pride and spirit for the school community		Yellow	already have numerous foundational programs / phrases / key words / catch-phrases for WESD tenets and aspirational behavior. Opportunity to create one set of WESD tenets for consistent use across classrooms and divisions	Green	integrating WESD tenets and positive behavior language into daily practices and grade-level/wesd tenets (DC) to demonstrate the Woodside Way of respect, behavior during theatrical performances.	
	DOAL 2										
	2. Academics & Offerings	2.1 Collaborative Teaching Models	2.1 (Y2) = Evaluate curriculum and offerings for continued effectiveness, based on findings; research and recommend ways to enhance academics in areas of strategic focus (including math & foundational literacy)	Patrick	A = Current Roadmap Priority	Propose new phonics program by June 2024 for adoption with implementation rollout in 2024-2025 (including plans for specific applications like general ed, intervention, special education...)		Green	this is an important priority that is already underway	Green	Continue to explore and evaluate foundational literacy programs and offerings, including pilot testing of phonics programs from Foundations & Phonics
2. Academics & Offerings	2.1 Collaborative Teaching Models	2.1 (Y2) = Build upon & expand Design Thinking Program	Harlin	C = Ongoing Action Priority	Implement and complete a project at each grade level		Yellow	Met to enhance design projects that reflect grade level content or showcase areas of focus in progress with a newly designed report to support Woodside campus community	Green	Updated design projects implemented in grades 4-8. To be continued planning and implementation in process. All projects reflect grade level content and/or curriculum	
2. Academics & Offerings	2.1 Collaborative Teaching Models	2.1 (Y2) = Continue to enhance and evaluate effectiveness and impact of Upper School electives to support student development	Jenn	C = Ongoing Action Priority	Year-end Board report on elective implementation for 23-24, including program recommendations for 24-25		Green	Full implementation ongoing	Green	Full implementation of new elective school year + continuing to evaluate student feedback to identify areas to improve for next year	
2. Academics & Offerings	2.2 Best Practices for Teaching	2.2 (Y2) = Build upon and consistently use formative assessments and student performance data to identify opportunities that enhance learning and support all students	Steve	A = Current Roadmap Priority	Collect formative assessment data for 2023-24. Board report updates at three different times (Fall / Winter / Spring)		Green	Designed assessment calendar for 2023-24 + Reviewed 2023-24 student performance data (Set annual goals for next steps and action plan) + Started to explore assessment tools within system	Green	Completed first interim assessments (DC) and data analysis. Trained teachers on how to use the re-engagement lessons embedded in CASAP; teachers will be trained on hand scoring of performance tasks	
2. Academics & Offerings	2.2 Best Practices for Teaching	2.2 (Y2) = Implement culturally responsive teaching frameworks with vertical articulation across grades	Marta	B = Supporting Action Priority	Work with teachers to gather feedback on utilization of framework implementation & gather baseline data on culture and culture through use / customization of California Healthy Kids Survey with plans to monitor & track over time		Yellow	Completed Professional Development day deep 23 focused on this	Yellow	Continuing to follow assessment calendar with next round to be completed in January. Teachers are monitored in their assessment choices	
DOAL 3											
3. Community Connections	3.1 Community Connections	3.1 (Y2) = Partner with families and guardians to strategically address absenteeism	Steve	A = Current Roadmap Priority	Chronic absenteeism below 10%		Green	Letters are being updated by county courtesy to prepare for TI mailing	Green	Superintendent communicated to community that new letters would be forthcoming (Fall)	
3. Community Connections	3.1 Community Connections	3.1 (Y2) = Explore ways to broaden and deepen connections between families & WESD to enhance collaboration and support students	Steve	A = Current Roadmap Priority	100% of families responding to the survey on feelings including families & the School Community section of the annual school survey		Green	Back to School Events (coffee, ice cream social, BBQ)	Green	WESD Community Gratitude Event (Dec)	
3. Community Connections	3.2 Promote Benefits of WESD	3.2 (Y2) = Increase level of and enhance communication between WESD and families regarding ways in which WESD provides differentiation and choice for students	Steve	A = Current Roadmap Priority	Utilize board spotlights, superintendent communications, and hold site meetings to increase visibility of programs and offerings that showcase opportunities for enriched and student choice		Yellow	Planned design projects for middle school and lower grades	Yellow	Widely updates of Lower School and Middle School instructional program	
3. Community Connections	3.2 Promote Benefits of WESD	3.2 (Y2) = Invest in, position, and promote the attributes and advantages of a WESD education to attract, engage, and retain WESD community members to the strength of our schools.	Steve	A = Current Roadmap Priority	Work with PFA / Information / JCOP (Healthcare) and Marketing to create a WESD promotional materials (handbook) to communicate benefits and impact of a WESD education		Yellow	Continuing meetings with JCOP (including reps from District Board, PFA and WESD) to build upon initial work in this area from 2022-23 and produce offerings for future promotion	Green	Continually testing monthly tours of WESD for parents to prepare for public vote on a bond measure	
DOAL 4											
4. Operational Excellence	4.1 Enhance Infrastructure & Facilities	4.1 (Y2) = Complete community survey to inform bond measure prior to placing on ballot for vote	Steve	A = Current Roadmap Priority	Complete Woodside community survey / polling for input on bond measure and review results		Green	Consultants engaged and supporting distribution of mailer with WESD including additional surveys / feedback regarding bond measure in District communications	Green	Completed community forum with 30 district residents to provide information on proposed funding, upcoming bond measure + ongoing communication with residents	
4. Operational Excellence	4.1 Enhance Infrastructure & Facilities	4.1 (Y2) = Work with Bond committee & consultants to prepare and build support for public vote on bond measure	Steve	A = Current Roadmap Priority	Board to take action regarding decision and timing to place bond measure on ballot for public vote, which could be as soon as March 2024		Green	Revised consultants and moving quickly to prepare for Board decision regarding potential to place bond measure on ballot for public vote, which could be as soon as March 2024	Green	Continue to support Bond committee & consultants to prepare for public vote on a bond measure scheduled on March 5th ballot	
4. Operational Excellence	4.1 Enhance Infrastructure & Facilities	4.1 (Y2) = Continue to invest in ongoing improvements to campus and facilities not dependent on bond funding	Steve	B = Supporting Action Priority	Plan to upgrade and install additional camera's & install outdoor play spaces to be coordinated with other construction		Yellow	Planning has begun, however, construction on some areas will begin dependent on other campus work given need for heavy equipment and safety on campus	Yellow	Continuing to work on plan for campus improvements not dependent on bond measure funding, including improved security cameras on campus (potential funding could come from developer fees); report and presentation completed for Feb 13 board meeting	
4. Operational Excellence	4.2 Strengthen Reserves & Support for Future Investments	4.2 (Y2) = Continue to increase reserves per Board policies; track and communicate changes using Reserve Tracking Dashboard.	Wally	B = Supporting Action Priority	Continue to allocate \$400,000 annually as per current practice to ensure reserves for necessary maintenance, including future support for immediate and near-term repairs and long-term stewardship of campus		Green	Reserve allocations already incorporated into 2023-24 budget and tracking dashboard in use	Green	Continuing to increase reserve balances per Board policy and strategy for ongoing fiscal responsibility; reviewed reserve balances of 14.4% and 16.3% as fiscal year-end 2022 and 2023, respectively. Projected reserves of 17.8% budgeted for fiscal year-end 2024	

## Board update regarding progress toward Year 2 (2023-24) strategic plan implementation and annual goals.

1.	Review	Calendar of ongoing activities for Year 2 strategic plan implementation & action updates.
2.	Preview	Mid-Year report / tracking grid update with recent accomplishments & progress on Y2 action plan.
3.	Future Discussion	<p><b><u>Opportunity for more in-depth conversation at Board retreat on Jan. 22, do Trustees have:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> observations / questions / comments regarding <b>Y2 mid-year report?</b></li> <li><input type="checkbox"/> suggestions / adjustments to current <b>Y2 priorities to be completed by June?</b></li> <li><input type="checkbox"/> <b>ideas to consider for Y3 priorities</b> that we should begin thinking about / planning for now?</li> </ul>
4.	Next Steps	Continued discussion regarding strategic priorities and next steps to take place during Board retreat on January 22. Leadership will continue to advance Y2 strategic priorities to implement action plan.