



# Strategic Plan

## VISION 2020

### OUR 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.

### OUR 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.

### OUR GOAL

By 2020, WCPSS will annually graduate at least 95% of its students ready for productive citizenship as well as higher education or a career.



### WE BELIEVE

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

1

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.

2

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

3

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.

4

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

5

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.

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# Objectives and Strategies

## OBJECTIVES

## STRATEGIES

### Learning and Teaching

To provide educators and students with the opportunity to participate in a relevant, rigorous, innovative and comprehensive learning environment.



Cultivate environments of inquiry that enhance the unique skills and abilities of educators and students through collaboration, creativity, communication and critical thinking.

Ensure standards that provide infrastructure that supports innovative learning regardless of location or age of facility.

Provide dynamic and wide-ranging curriculum that ensures access to coursework reflecting the diversity of the school community and changing demands of career and college.

Redesign and create systems and structures that empower students and teachers to take responsibility for continuous growth through resilience and self-awareness.

Develop and implement a differentiated model to allocate and align resources to schools based on need and performance.

Design progressive learning environments that strategically integrate digital resources and emerging technologies.

### Achievement

To increase proficiency and growth rates across all groups and eliminate predictability of achievement



Improve access to high quality curriculum and instruction. (Provide all students with a rigorous, high quality curriculum taught by effective teachers in a safe and nurturing learning environment.)

Provide differentiated, effective, job embedded professional development to build our capacity to teach all students.

Develop and expand extended learning opportunities to include early learning, nontraditional learning, summer and intercession learning and alternatives to suspension to reduce learning loss and address diverse learning needs.

Provide wrap around support to meet the needs of the whole child. (Counseling, social work, mental health, mentoring, nursing, etc.)

Implement multi-tiered systems of support for academics and behavior with fidelity.

Increase access to college and career readiness counseling and resources.

## OBJECTIVES

## STRATEGIES

### Balanced Assessment

To develop and implement a balanced assessment system that accurately reflects students' knowledge of core curriculum standards as well as the ability to collaborate, be creative, communicate and think critically.



Define and Communicate Standards for Collaboration, Creativity, Communication, and Critical Thinking.

Create a balanced K-12 district assessment framework to include measurement of the 4Cs.

K-12 Digital Portfolio Solution

### Human Capital

To identify, recruit, develop and retain highly effective talent.



Identify human capital best practices from school districts and private organizations in order to transition WCPSS to a human-capital focused organization.

Continuously attract and acquire talent throughout the organization to impact learning and teaching.

Develop career pathways that will support personnel at all levels of the organization to enhance and build the skills necessary for professional growth, leadership opportunities, or career advancement.

Enhance the process by which employees are recognized and rewarded for continued exemplary and innovative performance.

Through ongoing review and analysis, both internally and externally, develop and maintain a competitive salary structure that supports the district's mission to attract, recruit, and retain our employees.

### Community Engagement

To foster shared responsibility for student success by building trust, collaboration, and engagement among staff, families and community partners.



Increase community volunteers from areas such as business, faith-based and civic groups to be trained to match school needs.

Strengthen parent engagement and related programs by offering them in multiple languages, venues and channels.

Require School Improvement Plans to include a community engagement component supporting student achievement.

Strengthen customer service, especially in areas with a high volume of parent calls and visits.

Formal rollout of strategic plan to schools with sustained emphasis throughout the year.

## Resources

For more detail about the Strategic Plan and other related resources, please go to  
**[www.wcpss.net/strategic-plan](http://www.wcpss.net/strategic-plan)**