

# STRATEGIC PLAN 2021-2025 PILLARS

## OVERVIEW

### What we've done

In November 2019, Warsaw Community School and SmallBox convened a group of community leaders, school staff, and students to **celebrate** the work of the current strategic plan, highlight WCS's mission and vision, and begin to imagine the next five years through a series of group activities and conversations.

In February 2020, we released and promoted a community-wide **survey** to gather input and feedback about the current and future state of WCS from any who wished to participate.

In March 2020, we held two days of **focus groups** with students (elementary, middle, and high school), parents, teachers, alumni, employers, and nonprofit and government representatives. Participants were asked to dream about what they envision for Warsaw graduates – sharing their experiences, ideas, and wishes for the future.

In June 2020, we conducted three days of one-on-one community **interviews**, closing out six months of listening and research.

### What's next

We'll convene a large group of stakeholders (community leaders and school staff) to **collaboratively define strategies, actions, and key metrics** that will ensure each pillar of the strategic plan can be achieved and measured over the next five years. This will culminate in the release of a new strategic plan in November 2020.



NOV 2019

#### Where are we now?

Reflect on our previous accomplishments and discuss how these can inform our next strategic plan.

FEB - JUN 2020

#### What do we want for our students' futures?

Convene and converse with diverse stakeholders to design the future we desire for all of our students.

JUN 2020

#### What should we focus on?

Identify the most critical themes from our stakeholder input that will positively impact our students.

SEP 2020

#### How do we get there?

Collaboratively create strategies, actions, and metrics that will guide us toward our shared vision.

# Strategic Plan 2021-2025 Pillars: Why are we focusing on these four pillars?

Our mission is to inspire and equip **all** students to continuously **acquire** and **apply** knowledge and skills while pursuing their dreams and **enriching the lives of others**.

1

## Empathy

build and practice personal empathy

A student's capacity for empathy impacts their ability to understand others, to listen and assess multiple perspectives, and to build stronger ideas through collaboration.

Personal empathy is increasingly relevant: employers recognize the need for skilled person-to-person communication, parents and teachers prioritize development of the whole child, and society's anxiety toward device dependency has students and adults wishing for more connection.

Students recognize what results from a lack of empathy in themselves and others, and know that they are at their best when they deeply understand others inside their classrooms, community, and the larger world.

2

## Adaptability

equip students with adaptable life skills

The world we prepare our students for may change at a moment's notice – adaptability benefits our students personally and professionally by encouraging resilience as they surmount challenges we may not have expected even months ago. While goals and roles may change, we know that sustainable success will be achieved through a focus on problem-solving as individuals and teams.

3

## Inclusivity

develop inclusive learning environments

While “belonging” looks different for each student, all teachers and parents desire a place for each child — a dependable community of individuals that serve as a source of inspiration, accountability, mentorship, and more. Inclusion is a prerequisite to belonging and must be built intentionally across classrooms, communities, and the city.

Students want to connect with each other beyond their own school building, while community and civic organizations wish for increased student involvement.

4

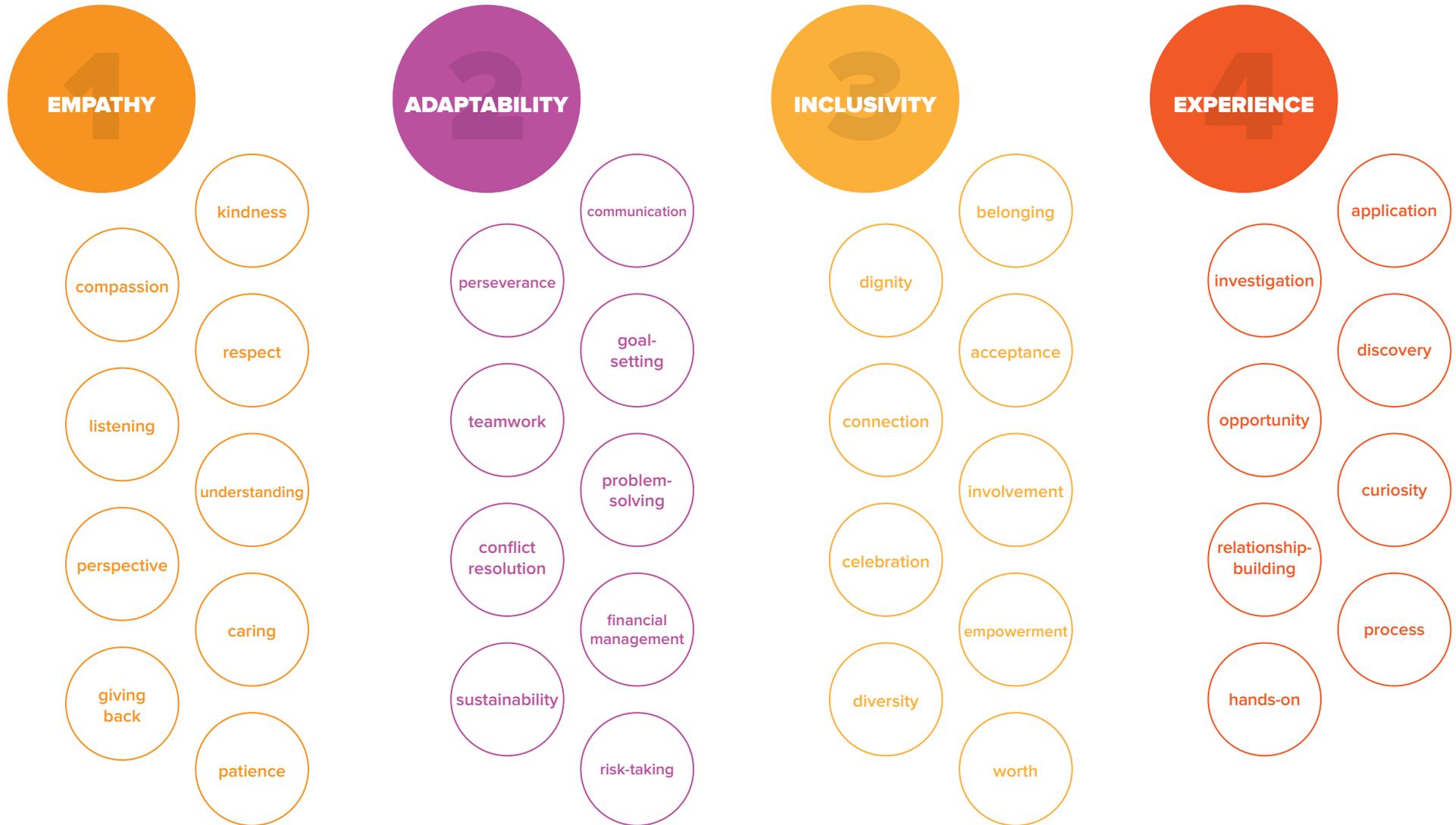
## Experience

connect students with real-world opportunities

Real-life experiences are paramount to students' understanding of how to navigate a global economy, build soft skills, and gain crucial workforce development exposure. While the classroom is still home base, real-life experiences outside the walls are valued by all.

Students are eager for hands-on learning and exposure to new cultures, resulting in growth not only as a future workforce contributor, but also as an active and compassionate neighbor.

# Strategic Plan 2021-2025 Pillars: What research themes informed each pillar?



“We need to go deeper into empathy—really listening.”  
—Middle School Student

“I want students to be good humans first.”  
—Elementary School Teacher

“We want to make our own mistakes.”  
—Elementary Student

“Good communication is such a differentiator.”  
—Employer

“Everyone wants to be a part of something; to belong.”  
—Nonprofit Leader

“I want more of a family atmosphere at school.”  
—High School Student

“We’ve got to create the capacity for creativity.”  
—Parent

“We want to experience the world.”  
—High School Student

STUDENT-CENTERED. MISSION-ALIGNED.

Our mission is to inspire and equip **all** students to continuously **acquire** and **apply** knowledge and skills while pursuing their dreams and **enriching the lives of others.**

#### 4. EXPERIENCE

**Connect students with real-world opportunities.**

Schools will provide hands-on learning experiences that have real-world implications—bringing experiences into the classroom and challenging students to go outside of their immediate comfort zones.

#### 3. INCLUSIVITY

**Develop inclusive learning environments.**

Schools will cultivate inclusive learning environments (through policies, programs, practices, and procedures) that welcome, celebrate, and empower *all* students.

#### 1. EMPATHY

**Build and practice personal empathy.**

Students will foster the ability to understand and share the feelings of another person.

#### 2. ADAPTABILITY

**Equip students with adaptable life skills.**

Students will develop a set of abilities that enable them to deal effectively with the demands and challenges of life.

