

Warren-Alvarado-Oslo Public Schools Strategic Plan -- 2026-2031

BELIEF STATEMENT

WE BELIEVE IN :

- Hard Work - Pride in your work impacts the outcome
- Positive Relationships - Connections built on mutual respect is the foundation of all learning
- Participation - Providing opportunities promotes involvement
- Teamwork - A collaboration of staff, student body, and community help to create the best learning environment for all

MISSION STATEMENT

THE MISSION OF WARREN-ALVARADO-OSLO PUBLIC SCHOOL IS :

Creating a foundation for success by cultivating a passion for learning.

VISION STATEMENT

A premier district supported by invested communities committed to preparing all learners for the future.



Focus Area	GOALS	OBJECTIVES	ACTION PLAN CONSIDERATIONS	PERSON(S) RESPONSIBLE
Student Growth, Achievement, & Support	1 Meet the growth goals on the Comprehensive Achievement and Civic Readiness (CACR) goals and implement Multi-tiered System of Supports (MTSS) • All students ready for school • Close the achievement gap(s) between student groups • All students career and college ready by graduation • All Students Graduate • All Students are prepared to be lifelong learners	1a: We will evaluate the success and development of meeting the five goals of the CACR plan annually	1a: Develop membership to the CACR Committee. Add parents and community members · Newspaper · Social media · Website · JMC alert email · Share Admin. presentation and reports	1a: CACR Committee, Supt, HS & ELM Principals, and WAO staff
		1b: In the 26/27 school year, we will develop a plan and begin implementing a MTSS structure at both the High School and Elementary that meet the needs of all students	1b: This will be led and monitored for fidelity by the MTSS leadership team, Administration, and District Quality Education Team (QET)	1b: CACR Committee, Supt, HS & ELM Principals, and WAO staff
		1c: By the 28-29 school year, MTSS will be fully implemented PK- 12	1c: This will be led and monitored for fidelity by the MTSS leadership team, Administration, and District QET	1c: CACR Committee, Supt, HS & ELM Principals, and WAO staff
	2 Strengthen Career Readiness Through Partnerships	2a: In the 26/27 school year, we will begin engagement with the WAO community and businesses to learn about needs and opportunities that lead to developing partnerships	2a: Work with the HS student Council and HS principal to host two events in 26/27	2a: CACR Committee, Supt, HS & ELM Principals, and WAO staff
		2b: By the 27/28 school year, we will develop a Career Pathways Plan at the High School, that will include adding more College in the Schools (CIS) courses, and apprenticeship opportunities	2b: Work with HS student Council, PLC's, Building level QET, CACR Committee, and District QET	2b: CACR Committee, Supt, HS Principal, & HS School Counselor
		2c: By 2nd semester 2027, we will add at least one more Career Pathways and/or CIS course. By the beginning of 27/28 school year, the goal is to add one Career Pathways and/or CIS course every semester	2c: Work with HS student Council, PLC's, Building level QET, CACR Committee, and District QET	2c: CACR Committee, Supt, HS Principal, & HS School Counselor
	3 Expand Student Technology Pathways Through Digital Citizenship, Technical Skills, and Computer Science Education	3a: In the 26/27 school year, we will begin developing a plan for digital citizenship and the responsible and effective use of Artificial Intelligence in Teaching and learning. In 27/28 we will have a usage policy and framework for students and staff, including training and staff development	3a: Work with HS student Council, Elementary Student Leadership Team, PLC's, Building level QET, Tech Committee, and District QET to Align policy and framework with instructional integrity, academic honesty, and responsible innovation	3a: Policy Committee, Supt, HS & ELM Principal, Tech Dept, School Board, QET
		3b: In the 27/28 school year- Digital citizenship instruction will begin at the Elm & HS ○ Students demonstrate growth in: ○ File management ○ Technical terminology ○ Responsible device use ○ Basic troubleshooting skills	3b: Work in PLC's, Building level QET, Tech Committee, and District QET	3b: Supt, HS & ELM Principal, Tech Dept, School Board, QET

Staff Growth, Achievement, & Support	4 Provide all staff with timely and meaningful staff development	4a: Beginning in the 26/27 school year, all staff at WAO will have (14) early release Personal Learning Communities (PLC) days with a structured agenda and schedule. Quarterly schedules will implemented and goals and outcomes will be discussed with QET 4b: Beginning in the 26/27 school year, all staff at WAO will have staff development days with a structured agenda and schedule. Quarterly schedules will implemented and goals and outcomes will be discussed with QET	4a: Work with Admin Team and leadership teams 4b: Work with a staff development team, PLC's, Building level QET and district QET	4a: Supt, HS & ELM Principal, Tech Committee, School Board, QET 4b: Supt, HS & ELM Principal, Tech Committee, School Board, QET
	5 Cultivate a culture of mentorship and support for all staff	5a: Beginning in the 26/27 school year the district will develop/revise a mentorship plan for all staff 5b: Beginning in the 27/28 school year, the district will implement a mentorship plan for all staff	5a: Work with Quality Education Teams (QET) to determine staff needs early in the year 5b: Work with Quality Education Teams (QET) to determine staff needs early in the year	5a: Administration, school board, and all WAO Staff 5b: Administration, school board, and all WAO Staff
	6 Technology Integration	6a: Beginning in the 26/27 school year, the district will develop a plan to strengthen technology integration 6b: The goal is to provide 20 hours of technology integration Professional Development (PD) in total for the 26/27 and 27/28 school years	6a: Teaching responsible digital practices 6b: Staff development days/PLC	6a: Administration, school board, Tech Committee, and all WAO Staff 6b: Administration, school board, Tech Committee, and all WAO Staff

Community and Family Growth & Engagement	7 Branding, marketing, and representing our school in a positive way 8 Further build trust, foster engagement, and increase the avenues in which stakeholders can remain informed and involved	7a: We will continue our communication and marketing plan. "Why WAO Campaign" 8a: Engage with our community to effectively tell our story. We will continue to increase communication district-wide. The community will hear from additional staff, students, and programs 8b: In the 26/27 school year, we will host homeschool families and additional school tours	7a: Quarterly newsletters, mailings, social media, newspaper, presentations, and hosting events at WAO 8a: School sign, School dashboard, website, volunteer opportunities 8b: Shared time/collaboration & open enrollment opportunities	7a: Administration, School Board, and all WAO Staff 8a: Administration, School Board, and all WAO Staff 8b: Administration, School Board, and all WAO Staff
Finance and Facilities	9 Address district facility needs and upgrades 10 Continued financial security	9a: Develop and use a district Facilities Improvement Plan by the start of the 26/27 school year, to establish and maintain school district buildings and grounds 10a: During the 26/27 school year the district will develop and use a five-year budget projection model to further assist with financial planning/decisions	9a: Continuous improvement plan survey was sent out to all staff. Facilities committee will continue to monitor and make recommendations 10a: Continue utilizing a monthly budget comparison and five-year comparison budget to be used to guide financial decision for the district. Review administrative budgets monthly	9a: Facilities Committee, Supt, School Board 10a: Finance Committee, Supt, School Board