

Strategic Plan

2023-2028



wcpss.net/strategic-plan

About WCPSS

160,809 students

Student Demographics

White	42.8%
Black	21.9%
Latinx/Hispanic	19.3%
Asian	11.6%
Two or More Races	4%
American Indian	0.2%
Pacific Islander	0.1%
FRL	35.1%
AIG	16.1%
LEP	10.2%
Special Education	10.9%

199 Schools

120 Elementary
38 Middle
31 High
10 Multi-Level

15th largest district in the country



10th largest employer in NC



20,260 employees
10,840 teachers



In Garner...

- **5,957 students** attend WCPSS.
- Approximately **800 residents** are **employed** by WCPSS.





Strategic Plan

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.

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.

Core 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 sustainable operational systems.



Our plan:

- Recommits to core academics, the Four Cs, family engagement and high-quality staff and
- Brings a new focus to equity, student well-being, and effective operations
- Sets goals around excellence and equity

STRATEGIC PRIORITIES

...represent the outcomes we aspire to for our students, staff, and community.

STUDENT KNOWLEDGE & SKILLS

Communication
Collaboration
Critical Thinking
Creativity

Literacies
Knowledge & Skills

STUDENT DISPOSITIONS & WELL-BEING

Behavioral
Health

OPERATIONAL EFFECTIVENESS

Effective Operations
Services
Facilities

ESSENTIAL PILLARS

...are the necessary conditions that will allow us to reach these outcomes.

High-quality instructional core for all content areas

Equity-focused practices

High-quality WCPSS staff

Family & community engagement





Strategic Plan

PRIORITY 1 STUDENT KNOWLEDGE AND SKILLS

The Four C's

Literacies | Knowledge and Skills

Students develop critical thinking, communication, collaboration, and creativity skills.

Students are challenged and engaged in relevant, rigorous, standards-aligned, and meaningful learning each day in

- Reading/Language Arts;
- Mathematics;
- Science;
- Social Studies;
- the Arts;
- Digital Literacy;
- Financial Literacy; and
- Other Content Areas.

GOAL 1: GRADUATION

By 2028, WCPSS will annually graduate **98%** of students prepared to reach their full potential and lead productive lives in a complex and changing world. By 2028, WCPSS will eliminate graduation rate disparities by race, ethnicity, gender, and socio-economic status.

GOAL 2: PROFICIENCY

By 2028, 90% of WCPSS students will meet or exceed grade level proficiency. By 2028, WCPSS will eliminate proficiency disparities by race, ethnicity, gender, and socio-economic status.

GOAL 3: GROWTH

By 2028, 90% of WCPSS schools will exceed the state-wide average for growth and 100% of student subgroups will exceed the state-wide average growth.



Strategic Plan

PRIORITY 2 STUDENT DISPOSITIONS AND WELL-BEING

Behavioral Health

Students and staff are empowered individually and collectively to develop and apply the knowledge, skills, and dispositions for overall well-being and resilience.

GOAL 4: ATTENDANCE

By 2028, WCPSS will ensure 95% of all students are in attendance at least 95% of their days in membership and will eliminate disparities by race, ethnicity, gender, and socio-economic status.

GOAL 5: STUDENT WELL-BEING

By 2028, 90% of WCPSS students will demonstrate the social-emotional competencies of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making and eliminate any disparities by race, ethnicity, gender, and socio-economic status.



Strategic Plan

PRIORITY 2 OPERATIONAL EFFECTIVENESS

Effective Operations,
Services, and Facilities

The district provides timely and consistent service for every student and an inviting, safe environment for teaching and learning at every school.

WCPSS operates efficiently, effectively and sustainably. All employees have the resources they need to do their best work and support student learning and growth.

GOAL 6: PARENT AND FAMILY EXPERIENCE

By 2028, 95% of families surveyed will indicate low barriers to engagement and positive school climate. By 2028, WCPSS will eliminate any disparities along lines of race, ethnicity, gender, and socio-economic status.

GOAL 7: EMPLOYEE EXPERIENCE

By 2028, X% of WCPSS employees will respond agree or strongly agree to select questions associated with employee satisfaction, engagement and wellness and will eliminate any disparities identified along lines of race, ethnicity, role, and gender in the percent of employees responding agree or strongly agree to the same questions.*

**Baseline data will be established for this goal from the employee engagement survey given to all staff.*



REFLECTION AND UNPACKING

What questions do you have?



REFLECTION AND UNPACKING

What connections do you see to your school community's needs and priorities?



Thank you!