



WILLIAMSTOWN
Independent Schools

STRATEGIC PLAN

2018-2023

Quick Facts 2017-2018

School Enrollment

Williamstown Elementary.....	375
Williamstown Jr. High	215
Williamstown Sr. High	225
Head Start/Preschool.....	114

Student Demographics

White.....	93%
Hispanic.....	3%
Two or More Races.....	2%
African American.....	1%
Asian.....	1%
Free/Reduced Lunch.....	61%
Special Education	13%
Gifted Education.....	29%
Kindergarten Readiness.....	69%
Attendance Rate.....	96%

Staff

Certified.....	68
Classified.....	60
Operating Budget.....	11,638,257

Revenue Sources

Local.....	15%
State.....	70%
Federal.....	15%

Dear Williamstown Family,

This strategic plan is designed to provide a strategic direction on the future of our schools to ensure the best education for our students. It was developed using information gathered at community events and in partnership with staff in the Williamstown Independent School District.

Our district's legacy spans over 125 year of educating students and is committed to maintaining the Tradition of Excellence that was set forth by many before us.

Our core purpose is to Prepare Students for Productive Citizenship. This means providing students with opportunities to obtain knowledge and skills that allow them to be ready for college, career, military, and life options after high school.

The Williamstown Independent School District uses its small size to individualize attention and engage students in the learning process. A variety of techniques are utilized for educating students with the ultimate goal being to empower students to use their knowledge and skills to better the world around them. Thus, our mission of Engaging, Educating and Empowering All Students.

We are proud of the work our students are doing and the accomplishments that have been made thus far. The Williamstown School District has achieved accreditation from AdvancEd sealing us as a quality school district.

Working together as students, staff, parents, friends, and community, our students will achieve great things!

Misty Middleton, Superintendent

Vision/Mission:

Preparing Students for Productive Citizenship

by

Engaging, Educating and Empowering ALL Students

**Foundations for
Success:**

Learning Experiences

Safety/Culture/Climate

**Student Access to
Technology and Programs**

High Quality Staff

**Family and Community
Partnerships**



Goal 1

Provide Learning Experiences that Meet the Needs of Each Student and Prepare Him or Her for Productive Citizenship

- **Objective 1:** Ensure an aligned curriculum is implemented with fidelity and monitored consistently.
 - Vertically align curriculum across grade and content levels.
 - Maintain the curriculum coach position to work with teachers
 - Create standards monitoring tool and use for all classes
 - Utilize professional learning community/late start Monday to focus on curriculum alignment
- **Objective 2:** Ensure use of the Williamstown Independent Schools Instructional Focus for lesson planning and implementation of lessons.
 - Provide professional development for new teachers on the Instructional Focus
 - Gather and analyze walkthrough data and provide feedback to staff
 - Purchase plan book lesson planning in schools
- **Objective 3:** Implement life skills programs that can be effectively integrated into the school day.
 - Provide classroom guidance lessons
 - Incorporate Lessons to match the graduate profile
- **Objective 4:** 100% of students will graduate high school with a plan for the future.
 - Continue senior exit projects
 - Choose, implement, and monitor individual learning plans
 - Create an academic advisor position
 - Provide experiences for students to explore career options

Goal 2

Provide a Safe Environment, an Inspiring Climate, and a Positive Culture

- **Objective 1:** Implement Positive Behavior Intervention and Supports (PBIS) with full fidelity
 - Provide annual professional development on HEAT expectations
 - Hold regular monthly meetings at the school level and bi-annually at the district level
 - District PBIS coach ensures fidelity using checklist
 - Schools implement regular PBIS rewards/celebrations
 - Reduce behavior referrals

- **Objective 2:** Research the feasibility of a School Resource Officer (SRO) to be dedicated to the schools.
 - Visit districts with an SRO
 - Meet with local sheriff's office
 - Determine costs related to an SRO
 - Research funding options (grants)

- **Objective 3:** Monitor current security measures to ensure safety of students and staff
 - Examine current cameras, keys, locks to determine if upgrades are needed
 - Examine traffic flow
 - Continue annual meeting with local first responders
 - Maintain safe grounds
 - Promote STOP Tip Safety Line use

- **Objective 4:** Improve staff morale so they are focused on meeting the needs of students.
 - Salary increase to be competitive with surrounding school districts
 - Continue staff gatherings
 - Listening tours/surveys

Goal 3

Provide Access to Technology and Other Programs

technical knowledge and instructional strategies to enhance student achievement

- Increase Google Classroom certified staff
- Staff training on any new equipment that may be purchased
- **Objective 2:** Provide more pathways for students
 - Survey students to determine interests
 - Implement new pathway in the 19-20 school year
 - Work with Gateway to meet student needs and increase the number of students attending by 25%.
- **Objective 3:** Develop a technology plan in collaboration with various stakeholders
 - Create a technology committee to meet each semester
 - Work towards a 1:1 environment
 - Ensure funding is available for instructional needs using technology
- **Objective 4:** Provide structures to maximize student progress in Reading and Math.
 - Ensure Response to Intervention (RTI) processes are updated and followed
 - Provide RTI staff is utilized to work with students who are behind
 - Develop a K-12 systems of academic and behavioral interventions
 - Research feasible programs to be utilized for RTI
- **Objective 5:** Carry out a thorough review of athletic and extracurricular programs
 - Identify needs of programs
 - Prioritize needs
 - Implement new programs as needed
 - Create an athletic handbook

Goal 4

Provide a Culture to Attract and Retain Quality Staff

- **Objective 1:** Provide incentives for teachers to obtain their National Board Certification
 - Time off to complete requirements
 - Compensation after completion

- **Objective 2:** Increase Public Relations and Marketing of our District
 - Attend a minimum of 2 career fairs to consistently advertise our schools
 - Create a Demon Digest published annually

- **Objective 3:** Continue to explore opportunities for improvements to the salary schedules to remain competitive.
 - Complete a salary study every three years
 - Goal will be to increase a minimum of 1% when the budget allows
 - Be comparable with surrounding school districts

- **Objective 4:** The district will utilize a Professional Learning Community (PLC) process
 - Teachers will meet regularly to review student work
 - Design a process for staff to maximize time in PLC's
 - Act on the data and discussion in the PLC

- **Objective 5:** Maintain individualized professional growth and leadership opportunities for certified staff
 - Allow flexibility for personal choice on 6 hours of required Professional Development chosen from a district recommended list
 - Survey staff on professional development Needs
 - Set aside general fund dollars for professional development

Goal 5

Provide Opportunities to Connect with Families and the Community to Grow their Involvement in Enhancing Student Achievement

- **Objective 1:** Develop family friendly events that provide meaningful, collaborative partnerships between schools and families
 - Annually provide Back to School Events and Open House before school starts
 - Host 1 community event each year
 - Family reading nights
 - Science, Technology, Engineering and Math (STEM) Nights

- **Objective 2:** Increase community partners in order to provide a variety of experiences and opportunities
 - Explore apprenticeships for students by collaborating with businesses
 - Explore Co-Op opportunities for students by collaborating with businesses

- **Objective 3:** Increase positive parent communication
 - Staff will send out positive notes to students with a goal of reaching all students in each school
 - Superintendent will submit quarterly Letters to the Editor in the newspaper
 - Schools will utilize social media and other technological devices to provide information and good news items. A goal would be to post daily with the minimum being 3 times weekly.

- **Objective 4:** Provide Awareness to Parents with Children Ages Birth to 3 on the Importance of Early Childhood Development in efforts to have their children enter Head Start/Preschool and be ready to begin Kindergarten.
 - Host an annual baby expo
 - Provide newsletters to families
 - Hold monthly events on a “hot topic”
 - Promote Head Start

Contact Information

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