

## Whitehall City Schools' Strategic Plan Community Input Data Analysis

### Narrative Summary: Whitehall City Schools Strategic Plan Community Input Analysis

Whitehall City Schools, recognizing the dynamic landscape of education and the evolving needs of its diverse community, has facilitated numerous community events to collect data to assist in the creation of its next strategic plan. This data and input collection is designed to guide the district toward a future marked by academic excellence, innovation, and holistic student development. Below are the common themes from the community analysis.

**Visionary Leadership and Collaborative Planning:** The data analysis reflects visionary leadership, with key administrators and stakeholders collaboratively shaping the future trajectory of the school district. Grounded in a shared commitment to fostering an environment where every student can thrive, the community embraces a collaborative approach that values input from teachers, staff, students, parents, and the wider community.

**Student-Centric Approach:** Central to the community's feedback is a student-centric philosophy. The community desires an enriching educational experience that goes beyond conventional academic metrics. The analysis emphasizes the importance of nurturing well-rounded individuals equipped with the skills, knowledge, and resilience necessary for success in an ever-changing world.

**Academic Excellence and Achievement:** The analysis sets ambitious academic goals, focusing on improving graduation rates, and student achievement, and closing achievement gaps. There is a clear commitment to utilizing data-driven strategies to enhance teaching and learning outcomes, ensuring that each student reaches their full potential. Efforts to increase literacy and math scores showcase a dedication to foundational skills crucial for future success.

**Staff Retention and Professional Development:** Recognizing the pivotal role of educators in student success, the analysis places a strong emphasis on staff retention and professional development. The goal is to create an environment where teachers and staff feel valued, supported, and equipped with the latest tools and methodologies to deliver high-quality education.

**Community Engagement and Positive Perception:** The district understands the symbiotic relationship between the school and the community it serves. The analysis prioritizes community engagement, seeking to build positive relationships, celebrate achievements, and address concerns collaboratively. Creating a positive public perception is seen as integral to the overall success of the district.

**Innovation and Future Readiness:** In response to the rapidly evolving landscape of education, the analysis incorporates innovative approaches to teaching and learning. There is a focus on preparing students for a future that demands adaptability, critical thinking, and technological literacy. Efforts to provide post-secondary opportunities and career pathways demonstrate a commitment to preparing students for success beyond graduation.

**Continuous Improvement and Accountability:** The analysis shows clear evidence to embrace a culture of continuous improvement. Regular assessments, data reviews, and stakeholder feedback loops ensure that the district remains agile and responsive to the changing needs of its students and community. Accountability measures are embedded to track progress and adjust strategies accordingly.

In summary, this analysis reflects numerous ideas for a thoughtful and comprehensive approach to shaping the future of education in the district. Grounded in a commitment to student success, staff well-being, community engagement, and innovation, the analysis lays the foundation for a learning environment that empowers individuals and prepares them for a lifetime of achievement. As the district progresses through the implementation of this strategic plan, it is poised to become a model for excellence and a source of pride for the entire Whitehall community.

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### Question #1: What are four words that come to mind when you think of Whitehall?

- **Diverse: 99**
- **Community: 50**
- **Growing: 40**
- **Small: 38**
- **Family: 33**
- Opportunity: 18
- Potential: 18
- Innovation: 15
- Changing: 12
- Close-knit: 12
- Developing: 12
- Support: 12
- Welcoming: 12
- Students: 12
- Fun: 9
- Innovative: 9
- Tradition: 9
- Pride: 9
- Happy: 9
- Relationships: 6
- Grit: 6
- Urban: 6
- Rigorous: 6
- Strategic: 6
- Non-compliance: 6
- Goal-oriented: 6
- Etna: 6
- Entitlement: 6
- Poor: 6
- Involved: 6
- Progressive: 6
- Overlooked: 6
- Overloaded: 6
- Exhaustion: 6
- Crowded: 6
- Kindness: 6
- Hard-working: 6

This data set embodies the **community's** perspective, focusing on opportunity, diversity, and the welcoming nature of the school. It underscores the importance of security, support, and the potential for improvement. The term "cops" suggests a concern for safety, while "caring" and "affordable" indicate a community-centric approach to education.

The **student** data set captures a vibrant mix of experiences, emotions, and aspirations. From the fun and positive aspects of student life to the challenges of navigating a complex environment, terms like "athletics," "excellence," and "innovative" paint a diverse picture. The mention of social issues, such as "drug problems" and "gangs," reflects the multifaceted nature of student life.

**Teachers and staff** present a narrative rooted in history, growth, and the challenges faced by a diverse and close-knit community. The terms reveal a dedication to collaboration and improvement, with an acknowledgment of the complexities involved. The mention of a "Good Old Boys Club" hints at the nuanced dynamics within the school community.

This data set reflects the aspirations and values of **school administrators and principals**. The terms emphasize a commitment to innovation, inclusivity, and community. Themes of diversity, family, and opportunity underscore their vision. The urban setting suggests a focus on strategic and rigorous approaches to education.

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### Question #2: What are the values of the Whitehall community

- **Family: 48**
- **Opportunity: 26**
- **Pride: 20**
- **Community: 19**
- **Diversity: 16**
- Growth: 15
- Close-knit: 14
- Safety: 13
- Supportive: 11
- Hard work: 10
- Education: 9
- Inclusion: 9
- Changing: 7
- Survival: 7
- Innovative: 7
- Tradition: 7
- Work: 6
- Small: 6
- Communication: 6
- Understanding: 5
- Respect: 5
- Loyalty: 5
- Adapting: 5
- Flexibility: 5
- Growing: 5
- Students: 5
- Unity: 5
- New: 5
- Achievement: 4
- Family-centered: 4
- Togetherness: 4
- Presenting as a united front: 4
- Stick together: 4
- Pivot: 4
- Sense of belonging and feeling welcomed somewhere: 4
- Creative: 4
- Intelligent: 4
- Affordable: 4
- Values: 4
- Caring: 4
- Successful: 4
- Welcoming: 3
- Transparency: 3
- Resilient educators and students: 3
- Increasing disabilities: 3
- Learning: 3
- Evolving: 3
- New leadership: 3
- Village mentality: 3
- Whitehall proud: 3

The **community** values revolves around the significance of family, safety, and education. Celebrating the importance of family and creating a safe, welcoming environment is central to their identity. Opportunities for growth and unity are key themes, reflecting a commitment to providing a supportive atmosphere. The community is portrayed as open-minded, willing to learn, and dedicated to raising future generations. There is a strong emphasis on creating a sustainable and equitable environment, with a focus on mental health, education, and community involvement. The importance of providing opportunities for learning and progress is evident throughout the narrative.

The **student** perspective revolves around core values such as trust, respect, and teamwork. Students express a commitment to academic integrity, dreaming big, and being bold. The narrative underscores the importance of education and safety, with a strong desire to create an inclusive environment. The RAMS Way represents a shared identity and pride among students. The narrative captures the essence of a caring and supportive community, highlighting the determination to overcome challenges, embrace diversity, and foster positive change. The students emphasize the importance of opportunities for growth and success, reflecting a forward-focused mindset.

**Teachers and staff** in the community exhibit a collective determination to achieve increasing literacy and student success. The community is described as close-knit, adaptable, and presenting a united front, reflecting a shared commitment to overcoming challenges. Flexibility and loyalty play crucial roles, ensuring the ability to swiftly adapt to changes while maintaining a sense of belonging. Family-centered values are prominent, emphasizing the importance of working together, learning, and supporting one another. The narrative highlights a dynamic community that is evolving, with new leadership, embracing culture, and being supportive of each other.

The **administrators and principals** emphasize core values that define their educational philosophy. Hard work, acceptance, and loyalty are foundational principles, reflecting a commitment to fostering a dedicated and inclusive community. Opportunities for growth and equity are key focal points, underlining the importance of providing a supportive environment. Tradition and a trusting relationship between the school and families are integral, with a strong emphasis on understanding family dynamics and maintaining transparency. The administrators view themselves as resilient educators, dedicated to the success of both students and their families.

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### QUESTION #3: What skills do you want to see all WCS students graduate with?

1. **Critical thinking** - 160
2. **Problem-solving** - 143
3. **Accountability** - 132
4. **Emotional regulation** - 116
5. **Empathy** - 112
6. Communication - 104
7. Collaboration - 100
8. Growth mindset - 96
9. Adaptability - 92
10. Leadership - 89
11. Persistence - 87
12. Grit - 83
13. Financial literacy - 78
14. Self-awareness - 76
15. Flexibility - 74
16. Positive attitude - 71
17. Social skills - 69
18. Innovation - 66
19. Initiative - 64
20. Self-direction - 61
21. Diversity and inclusion - 58
22. Real-world effectiveness - 55
23. Information literacy - 52
24. Openness and perspective - 50
25. Sense of belonging - 47
26. Inquisitiveness - 45
27. Good judgment - 42
28. Community engagement - 39
29. Global awareness - 36
30. Creativity - 34
31. Self-confidence - 32
32. Entrepreneurial drive - 29
33. School safety - 26
34. Civic literacy - 24
35. Mindfulness - 22
36. Opportunity recognition - 20
37. Bias awareness - 18
38. In-depth information literacy - 16
39. Design thinking - 14
40. Reflective practices - 12

**Community members** offered a unique perspective on the skills they value in students. Good judgment, inquisitiveness, and effective communication were frequently mentioned. The community stressed the significance of skills like humility, empathy, and a positive attitude. There was a notable focus on preparing students for real-world challenges, with an emphasis on financial literacy, entrepreneurship, and a global awareness perspective. The responses indicated a strong desire for students to possess a well-rounded skill set that extends beyond the academic realm.

**Students** shared their perspectives on the skills they believe are important for their success. The responses reflected a mix of academic and personal development skills. Students emphasized problem-solving, emotional regulation, and teamwork. The importance of communication, positivity, and a growth mindset was evident. Notably, students highlighted practical skills like driver's education and real-world knowledge, indicating a desire for relevant and applicable learning experiences.

**Teachers and staff** provided valuable insights into the skills they believe are essential for student success. The focus appears to be on foundational skills such as information literacy, financial literacy, self-awareness, and reflective practice. Teachers highlighted the importance of leadership, initiative, and self-directed learning. The responses underscored the educators' emphasis on a well-rounded set of skills that go beyond academic achievements.

**Principals and administrators** contributed a comprehensive view of the skills they consider crucial for students. The emphasis is on developing a strong foundation in information and financial literacy. Leadership and self-directed learning also stood out as vital skills. The responses suggested a focus on instilling qualities like empathy, accountability, and global awareness. The administrators' perspective aligns with preparing students for real-world effectiveness and fostering a sense of responsibility and community engagement.

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### Question #4: What do you see as the key strength of WCS?

1. **Diversity: 77**
2. **Relationships: 56**
3. **Community: 53**
4. **Teachers: 49**
5. **Resources: 47**
6. Staff: 43
7. Support: 41
8. Dedication: 38
9. Opportunity: 35
10. Students: 30
11. Flexibility: 28
12. Hard-working: 27
13. Commitment: 26
14. Innovation: 23
15. Small: 23
16. Adapting: 22
17. Leadership: 22
18. Caring: 20
19. Growth: 20
20. Education: 19
21. Safety: 18
22. Pride: 17
23. Unity: 16
24. Family: 15
25. Change: 14
26. Passionate: 14
27. Understanding: 14
28. Persistence: 13
29. Closeness: 12
30. Inclusiveness: 12
31. Involvement: 12
32. Adaptability: 11
33. Embracing: 11
34. Purpose: 11
35. Driven: 11
36. Success: 10
37. Resilience: 10
38. Safety: 9
39. Empathy: 8
40. Presentable: 8
41. Positive: 8
42. Collaboration: 8
43. Inclusive: 8
44. Acceptance: 7
45. Partnerships: 7
46. Superintendent Wells: 7
47. Potential: 7
48. Critical thinking: 7
49. City: 7
50. Forward leaning: 7
51. Effort: 7
52. United: 7

**Community** members focus on aspects such as family and community engagement, collaboration, and the size of the community. Themes of improvement, unity, and a strong sense of community pride are highlighted. There's an emphasis on teamwork, resilience, and a shared commitment to making a difference.

**Students** highlight the importance of relationships, opportunities, and exposure to diverse communities. They appreciate sports, cultural differences, and programs that enhance their educational experience. Emotional support, critical thinking skills, and the adaptability to change are key aspects mentioned by students. The positive impact of school principles is also acknowledged.

**Teachers and staff** provide insights into a curriculum rich in resources aligned to research, with a particular mention of Superintendent Wells. They acknowledge a diverse student body and express a need for adaptability and innovation. Themes of growth, support, and dedication among very committed teachers are prevalent. A small community, innovation, and adapting to change are common themes.

**Administrators and principals** emphasize the importance of diversity, relationships, and a strong commitment to students. They express a sense of pride in fostering a diverse community and highlight the value of teamwork and strong relationships. The commitment to community, trust from the community, and a focus on people and partnerships with the community are recurring themes.

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### Question #5: What do you see as WCS area(s) of improvement?

1. **Consistency** - 65
2. **Accountability** - 64
3. **Behavior** - 63
4. **Communication** - 52
5. **Support** - 49
6. Diversity - 45
7. Literacy - 38
8. Community - 35
9. More staff - 33
10. Teacher retention - 32
11. Student Behavior - 32
12. Achievement - 29
13. Class size - 28
14. Resources - 28
15. Education - 27
16. Leadership - 26
17. Learning culture - 25
18. Professional learning - 25
19. Opportunities - 24
20. Student engagement - 24
21. Career development and readiness - 23
22. Relationships - 23
23. Staff retention - 22
24. Funding - 21
25. Autonomy - 21
26. Inclusion - 21
27. Consistent expectations - 20
28. Technology - 20
29. Parent involvement - 20
30. Hiring practices - 19

The **community** emphasizes the significance of "Parent Involvement," "Education," and "Literacy" in creating a positive educational environment. Concerns about "School Safety," "Student Behavior," and calls for "More Funding" reveal the community's commitment to fostering a safe, accountable, and well-resourced educational community. There's also a strong desire for open-mindedness, anti-bullying efforts, and diverse teaching staff.

**Students** highlight immediate concerns such as "Cafeteria Food," "Bullying," and the need for "Motivation." Their responses reflect a desire for improved facilities like better "Bathrooms" and a new "Weight Room." There's a strong emphasis on additional funding for "Sports," "Extracurricular Activities," and creating a more inclusive environment. Students also express interest in more "AP Classes," improved "Technology," and addressing issues like drug use and mental health awareness in the community.

**Teachers and staff** express a collective desire for accountability among all stakeholders and emphasize the importance of "Teacher Retention" and accountability measures. The themes of "Embracing Diversity," "Space," and "Teacher Diversity" indicate a commitment to creating inclusive and diverse educational environments. Teachers also stress the importance of compliance, opportunities for growth, and collaboration during professional development.

**Administrators and principals** consistently highlight concerns related to the "Belief Gap" and the need for addressing this gap in beliefs and values. The repeated emphasis on "Achievement" underscores a commitment to improving academic outcomes. The call for "Diverse Staffing" indicates a dedication to fostering inclusivity within the workforce. Other key themes include "Trust," "Fairness," "Employee Retention," and the need for "Consistency" in direction and identity, stability, relationships, and maintaining high expectations.

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### Question #6 - What are the most important things the Whitehall City School District can do for the youth in this community?

1. **Accountability:** The term "accountability" is frequently mentioned, emphasizing the need to hold both students and families accountable for their actions and involvement in the educational process.
2. **Preparation for the Future:** There is a strong focus on preparing students for the next phase of their lives, whether it be post-high school education, entering the workforce, or pursuing other opportunities.
3. **Life Skills and Critical Thinking:** The importance of teaching life skills is highlighted, including financial literacy, communication skills, and responsibility. There is a consistent call to teach critical thinking skills to help students analyze information and make informed decisions.
4. **Community Involvement:** Building a coherent community involving parents, guardians, and other community members is emphasized. Collaboration and engagement with the community are seen as essential for creating a supportive learning environment.
5. **Social-Emotional Learning:** Emotional regulation, respectful behavior, and kindness are mentioned as crucial components of education. The need for social-emotional support and learning is highlighted, with a focus on mental health services and trauma care.
6. **High Expectations:** High expectations for students, both academically and socially, are consistently advocated. Clear and defined expectations, along with accountability, are considered essential for student success.
7. **Safety and Support:** Providing a safe and supportive environment is a recurring theme, encompassing physical safety, emotional well-being, and support for families. Smaller class sizes, additional support staff, and intervention spots are suggested to ensure personalized attention.
8. **Community Engagement:** Engaging families through various means, including education sessions, community events, and partnerships, is seen as vital. There's a call for increased collaboration with local organizations and businesses to provide more opportunities for students.
9. **Innovation and Flexibility:** Innovating the learning process, accommodating different learning styles, and incorporating technology are mentioned. Flexibility in scheduling and educational approaches is recommended to meet the diverse needs of students.
10. **Diversity and Inclusivity:** The importance of diverse curricula, extracurricular activities, and inclusive practices is highlighted. Cultural competency, open-mindedness, and acceptance are emphasized.
11. **Career Readiness and Opportunities:** Career readiness, exposure to diverse career options, and internship opportunities are suggested to better prepare students for the workforce. Providing STEM opportunities and support for trade schools are also mentioned.

The **community** emphasizes college readiness, a diverse curriculum, and increased class options in middle school. They stress the importance of preparing students to be productive adults, career readiness, and continued teacher education. The community advocates for parent involvement, outreach, and supporting multiple activities. Safety, care, and offering a safe space are also key themes. The community calls for more arts and crafts, support for strong readers, and free resources for after-school activities. They encourage innovations in learning, personal growth, and challenges to improve, with a focus on engaging families and creating equal opportunities.

**Students** emphasize the significance of attendance, community, and understanding in their educational experience. They value extracurricular events, clubs, and activities, expressing a desire for more community events and collaboration with external organizations. Students appreciate a safe space and seek support in areas where they may be struggling. They emphasize the importance of following the school's values, such as "the Rams way," and desire more engagement through events, clubs, and partnerships with local businesses.

The **teachers and staff** emphasize the importance of holding students accountable, fostering flexibility, and providing opportunities for post-high school education. They aim to prepare students for the next phase of their lives by teaching valuable life skills, critical thinking, and promoting a growth mindset. The staff is dedicated to creating a coherent community by involving parents, modeling emotional regulation, and setting clear expectations for students. The focus is on building positive relationships, promoting literacy, and instilling a sense of pride. The educators also stress the need for collaboration, engagement, and support to create a safe and enriching learning environment.

**Administrators and principals** are committed to promoting critical thinking skills, community service, and the value of local communities. They aim to cultivate soft skills, provide an excellent education, and hold students to high expectations. Workforce development, scholarship opportunities, and adult readiness skills are highlighted to prepare students for success beyond high school. The administrators advocate for innovation, creativity, and inspiring students to achieve their dreams. The importance of transportation, collaborative experiences, and smaller class sizes is also recognized.

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### Question #7: What do you envision as the key priorities for the WCS strategic plan?

1. **Fidelity of Implementation and Consistency:** Administrators and principals emphasize the importance of fidelity in implementing programs and maintaining consistency across all facets of education. This includes a focus on academic achievement, behavioral improvement, and a clear vision for the district.
2. **Social and Emotional Well-being:** Addressing the social and emotional needs of students stands out as a top priority. This involves implementing strategies to enhance overall student well-being and ensuring that support extends beyond academic performance.
3. **Equity, Diversity, and Inclusion:** Teachers and staff underline the significance of equity, diversity, and inclusion in education. This includes implementing diversity education, fostering an inclusive mindset, and making equity a guiding principle in decision-making processes.
4. **Teacher Support and Retention:** Teacher improvement, smaller class sizes, and adequate support emerge as crucial priorities. It is vital to retain and support teachers, offering reasonable pay for aides, celebrating successes, and ensuring ongoing professional development.
5. **Parent and Community Engagement:** Engaging parents and the broader community is a shared priority. Efforts include fostering parent involvement, celebrating small successes, and conducting outreach to enhance collaboration between schools and the community.
6. **Literacy, Early Intervention, and Technology Integration:** A focus on literacy, especially in the early years, is paramount. Implementing new technologies, aligning instruction, and intervening early to support both teachers and students are integral components of the strategic plan.
7. **Career Preparation and Job Opportunities:** Preparing students for future careers and providing diverse job opportunities are key priorities. This involves offering innovative educational methods, creating pathways for real-world readiness, and exposing students to various post-secondary options.
8. **Community Engagement and Support:** Community members express the importance of enrollment, entrepreneurship, and overall community engagement. This includes plans for increasing student population, investing in trauma support, and acknowledging the collaborative efforts needed for community growth.
9. **Student Well-being and Involvement:** Students stress the significance of attendance, mutual understanding, and respect within the school environment. They also advocate for healthier lunches, exposure to various career paths, and support for families in need.

**Community** members focus on enrollment, enlistment, entrepreneurship, and employment opportunities. They highlight the importance of literacy, embracing new technologies, and preparing students for employment readiness. Civic literacy and the creation of more job opportunities are also central themes. The community underscores the importance of expanding business and job opportunities. This involves providing support for students who have experienced trauma, investing in school resources, and offering incentives to retain teachers. The community emphasizes the need for a collaborative approach to growth and development.

**Students** prioritize attendance, mutual understanding, and respect within the school environment. They advocate for healthier lunches, exposure to various career paths, and support for families in need. Additionally, they emphasize the significance of community involvement and support for student well-being. Students express the importance of preparing for the future job market, gaining essential life skills, and being informed about post-secondary options. They advocate for exposure to different career paths, relevant classes beyond the core curriculum, and a curriculum that prepares them for the workforce. Students stress the need for family engagement, community involvement, and closing educational gaps. They call for initiatives that support families directly, providing opportunities for student involvement in outside activities, and connecting curriculum to real-life situations.

**Teachers and staff** advocate for improvement and support mechanisms. Priorities include smaller class sizes, comprehensive support for teachers and new staff, and a commitment to keeping equity at the forefront of decisions. Retaining quality teachers through effective recruitment strategies is also highlighted. The need for active community engagement is emphasized, encouraging outreach to engage more of the community. Priorities include knowing Whitehall City Schools' vision and mission, creating parent interest groups, and establishing clear communication channels between parents and teachers. Teachers and staff call for innovation and adaptability in teaching and learning. This involves aligning instruction, seeking teacher feedback on curriculum choices, and providing diverse pathways for students' interests. The importance of integrating STEM curriculum and opportunities is highlighted.

**Administrators and principals** stress the importance of fidelity in implementing programs and maintaining consistency. This includes a strong focus on academic achievement, gap closing, and a clear vision for the district. Emphasis is also placed on behavior improvement, compromise, and addressing attendance issues to increase student academic outcomes. Recognizing the crucial role of social and emotional support, administrators prioritize strategies to meet the social and emotional needs of students. This involves fostering an environment that supports academic excellence while attending to the mental



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well-being of students. The leadership underscores the need for a clear vision and direction for the district. This includes closing gaps in academic achievement, promoting college and career readiness, and implementing innovative solutions to address barriers that hinder student success.

### Question #8: How would you measure the success of the Whitehall City School District?

1. **Academic Achievement and Post-Graduation Success:** Across the board, there is a shared emphasis on academic achievement as a pivotal measure of success. The administration underscores the importance of student achievement, as evidenced by school report card data, while also stressing the need for students to transition seamlessly into post-secondary education or the workforce. Teachers and staff align with this vision, focusing on increased attendance, academic growth, and decreased behavioral issues as indicators of success. For the community, academic achievement is intricately linked to entrepreneurial opportunities and literacy improvement, preparing students for gainful employment after high school or college. From the students' standpoint, success is envisioned through grades, passing rates, and acceptance into colleges or the workforce.
2. **Retention and Collaboration:** Teacher and staff responses consistently echo the significance of staff retention as a critical factor for overall success. They call for innovative hiring and retention plans, emphasizing the need to keep educators long-term, ensuring stability and consistency within the district. Collaboration among staff members is seen as essential for achieving academic and behavioral goals. Administrators stress the importance of ongoing professional development and collaborative efforts to enhance overall staff effectiveness. From the community perspective, staff retention and satisfaction contribute to the district's positive reputation, attracting individuals who want to be part of a successful and thriving educational community.
3. **Community Engagement and Opportunities:** Community involvement is a recurring theme across the data sets, with a shared desire for active participation and

The **community's** vision of success centers on broader indicators like graduation rates, staff retention, and gainful employment opportunities. The desire for positive public perception and community engagement is evident, emphasizing the importance of the district's reputation. Their involvement extends to celebrating student achievements and fostering a safe, supportive learning environment.

**Students'** perspectives on success are closely tied to their own experiences and future aspirations. They prioritize tangible outcomes such as course passing rates, attendance, grades, and graduation rates. Additionally, there's a focus on creating a safe and positive school community, indicating an understanding that success involves both academic and personal development.

For **teachers and staff**, success extends beyond traditional academic metrics. They prioritize improved attendance, decreased behavioral incidents, and collaborative efforts to create a conducive learning atmosphere. The emphasis on staff retention, innovative hiring practices, and community involvement highlights their recognition of the interconnectedness between a positive work environment and student achievement.

**Administrators and principals** are chiefly concerned with measurable outcomes, such as employment or post-secondary education percentages, graduation rates, student achievement, and school report card data. The focus on closing achievement gaps and providing post-secondary opportunities underscores their commitment to holistic student success. Additionally, staff retention emerges as critical for sustaining a positive learning environment.

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engagement. The community seeks opportunities for students after graduation, including gainful employment, apprenticeships, or college placements. There's a call for aligning educational goals with community expectations, ensuring that students are well-prepared for real-world challenges. Additionally, the community underscores the importance of a positive reputation for the district, linking it directly to success.

4. **Holistic Development and Well-Rounded Individuals:** An overarching theme is the emphasis on holistic development and preparing students to be well-rounded individuals. Administrators focus on the social and emotional needs of students, aligning education with life skills and real-world success. Teachers and staff express the importance of students leaving as lifelong learners and being prepared for various life pathways. The community values the development of soft skills, increased social-emotional learning, and students becoming productive members of society.

### Questions 1/2

- Making our communities and school more welcoming - entertainment vs engagement
- How can parents be more involved in decision making (ie BLT)
- Reaching out to strengthen SEL with other community partners (wrap around)

### Questions 3 & 4

- Community and students don't know enough of what we do, how can we communicate better
- How can we make communication more personable? Share our stories about the great things
- Vertical collaboration and understanding the impact for the future grades
- Skills are for all grade levels, not just high school

### Questions 5 & 6

- Consistently address the belief gap
- Hiring a diverse staff
- Workforce development
- Community service and the value of local community

### Questions 7 & 8

- Consistency
- Community Service
- Increase social media footprint & staff engagement to tell the stories
- Parent advocacy to tell the good stories
- Communicate between administration to provide consistency
- Standardization of the way we do things
- What does support really mean?

## **Whitehall City Schools' Strategic Plan Community Input Data Analysis**

- Continuation work of the Culture and Climate Committee