

# WEBSTER ELEMENTARY SCHOOL

## OUR MISSION

To foster a passion  
for lifelong learning  
so all can achieve  
their personal best!

DISTRICT MISSION: Teaching All—Reaching All

DISTRICT VISION: To bring learning to life for everyone.

## 2016–2017 GOALS

- 95.8% of 3rd–5th grade students will be proficient or advanced in the area of reading, 95.3% in the area of math, and 98.7% in the area of science as measured by Iowa Assessments.
- 65.8% students will be engaged and 100% will be hopeful as measured by the Gallup Student Poll data administered in fall 2016.
- Employees will be engaged with a grand mean percentile rank of 99% as measured by the Gallup Staff/Employee Engagement Survey.
- Teachers will communicate effectively with parents to support student success as measured by the PTA parent survey, Webster parent surveys, and Webster communication data.
- 100% of classrooms will utilize Baldrige Framework for Performance Excellence to facilitate classroom learning systems via Continuous Classroom Improvement (CCI) steps 1–8 as measured by a score of proficient or advanced on Classroom Systems Check III.

## STRATEGIES

- Implementation of Professional Learning Communities
- Implementation of BAT problem-solving process
- Implementation of data-driven instructional practices
- Develop understanding and plan for the implementation of The Leader In Me
- Communicate effectively and consistently with parents about student progress
- Engage in positive communication with students
- Implementation of IPDP goal work and goal setting conversations to support teacher professional growth
- Improve teacher survey Gallup poll results through effective communication strategies from leadership
- Implementation of continual improvement practices

## GUIDING PRINCIPLES & PRACTICES

- Collaboration and realigning of PLC process
- Data-driven decision-making & support of PLCs
- Effective engagement and motivation strategies
- Cast the Leader In Me building-wide vision
- Bimonthly communication using newsletter platform
- Track positive communication with students
- Collaboration, building support, and peer reviews
- Rounding technique and stoplight report
- PDSA, Baldrige cycles of learning walks & walkthroughs



**URBANDALE**  
COMMUNITY SCHOOL DISTRICT

[UrbandaleSchools.com](http://UrbandaleSchools.com)