West Shore ESD Strategic Plan
2016-2019

Mission: West Shore ESD’s mission is to provide leadership and support to local school districts.

Vision: West Shore ESD’s vision is success for all students.

Beliefs: At the West Shore Educational Service District, we believe in striving for our West Star. West Shore ESD will reach our West Star when every student in our service area experiences success. To reach our West Star, we believe that every aspect of our organization must focus on students, demonstrate servant leadership, and serve as a catalyst for collaborative communities. In reaching for our West Star:

● Student focus is demonstrated by:
  ○ Prioritizing services that meet students’ needs first
  ○ Enacting research based approaches to overcome barriers to student success
  ○ Encouraging innovation

● Servant Leadership is demonstrated by:
  ○ Practicing effective internal and external communications
  ○ Promoting teamwork throughout the organization
  ○ Fostering mutual respect with students, parents and community
  ○ Creating trust at all levels

● Collaborative Communities arise from:
  ○ Creating an environment that catalyzes collaborative efforts
  ○ Seeking synergy with educational and community partners
  ○ Recognizing the power of teamwork at all levels within and outside of the organization
Goal 1: **West Shore ESD will be student focused**

**Objective 1.1** Implement a process that ensures student focus drives decisions by March of 2017.

**Objective 1.2** By June 2017, a minimum of 50% of staff report that the ESD promotes, encourages and provides resources for innovative ideas.

**Objective 1.3** ESD priorities will be set in three year cycles using student data as a significant factor. Programs and services will be allocated based on gaps identified by annual comprehensive data analysis.

**Objective 1.4** Provide ongoing professional learning on student focus, with emphasis during 2018-2019.

Goal 2: **West Shore ESD will demonstrate Servant Leadership**

**Objective 2.1** Implement a two-way communication plan by January of 2017.

**Objective 2.2** Define standard practices for evaluating and implementing servant leadership by January of 2017.

**Objective 2.3** Provide ongoing professional learning on servant leadership, with emphasis during 2016-2017.

Goal 3: **West Shore ESD will serve as a catalyst for Collaborative Communities**

**Objective 3.1** Implement a defined decision making process by July of 2017.

**Objective 3.2** Define standard practices for evaluating and implementing collaborative opportunities by January 1, 2018.

**Objective 3.3** Increase community partnerships with public, private and nonprofit sectors annually.

**Objective 3.4** Provide ongoing professional learning on collaborative communities, with emphasis during 2017-2018.