School District of Osceola

Strategic Plan 2025-2028

2025-2026

The community, in conjunction with the School District of Osceola and Teamworks, created the foundational strategic plan that guided our work through the 2024-25 school year. As intended, we are now updating the plan to reflect our continued progress and future aspirations.

2025-2028 Strategic Road Map

Our Mission

"Why We Exist"

To provide a premier education by inspiring students, empowering staff, and positively impacting our community.

Our Vision

"What we commit to create"

The School District of Osceola will instill a passion for learning and develop responsible, productive citizens by partnering with students, families, staff, and the community.

Pillars to Excellence

1. **Learning and Growth**
2. **Health and Safety**
3. **Communication and Engagement**
4. **Finance and Operations**

Core Values

"What drives our acts and words"

- ★ **Excellence:** Ensuring high levels of academic achievement and social/emotional development for all.
- ★ **Innovation:** Willingness to try something new.
- ★ **Adaptability**: Adjusting to the needs of students, families, staff, community and the environment.
- ★ **Compassion**: Doing what it takes to care for others.
- ★ **Equity**: Serving the needs of all.
- ★ **Safety**: Doing what is in the best interest of others.
- ★ **Collaboration:** Working well with others.

School District of Osceola
Strategic Plan
2025-2028

Pillars to Excellence

This Strategic Plan is designed with a solid foundation and sturdy pillars that hold everything in place.

At the foundation are our shared values: Excellence, Innovation, Adaptability, Compassion, Equity, Safety, and Collaboration. They are the bedrock that steadies us and guides every choice we make.



From this foundation rise four strong pillars. They support the daily work of our district.

This structure, the foundation and pillars together, shows how our efforts are connected and how, piece by piece, we are building something lasting for Osceola.

At the very top rests our shared purpose, the roof over it all: our pursuit of excellence, always.

Pillars to Excellence

Learning and Growth

2025-26 Focuses

- Academic Growth and Achievement
- Instructional Excellence
- Student Supports and Opportunities
- Staff Development and Alignment

Priority Action Items

High School

- Artificial Intelligence Professional Development
- Alignment and Documentation of Curriculum and Materials
- ACT and Practice Pre-ACT/ACT Data

Middle School

- Artificial Intelligence Professional Development
- Alignment and Documentation of Curriculum and Materials
- NWEA MAP and Forward Data

Elementary and Intermediate Schools

- Artificial Intelligence Professional Development
- Alignment and Documentation of Curriculum and Materials
- NWEA MAP, AimswebPLUS and Forward Data

District/Board

- Ensure instructional excellence and student achievement through aligned curriculum, innovative teaching, and data-informed practices.

Measurable Goals

High School

- By June 2026, 100% of staff complete AI Professional Development.
- By June 2026, complete documentation of all instructional materials across all content areas, posted to the shared platform.
- Begin a comprehensive state standards review and update process in fall of 2025 with the goal of 100% of content areas reviewed and updated by Spring 2027.
- By Spring 2026, 100% of high school teachers in core content areas will review Pre-ACT and ACT practice test data and use that data to adjust their instruction as they prepare students for spring assessments.

Middle School

- By June 2026, 100% of staff complete AI Professional development.
- By June 2026, complete documentation of all instructional materials across all content areas, posted to the shared platform.
- Begin a comprehensive curriculum review and update process in fall of 2025 with the goal of 100% of content areas reviewed and updated by Spring 2027.

Elementary and Intermediate Schools

- By June 2026, 100% of staff complete AI Professional development.
- By June 2026, complete documentation of all instructional materials across all content areas, posted to the shared platform.
- Begin a comprehensive curriculum review and update process in fall of 2025 with the goal of 100% of content areas reviewed and updated by Spring 2027.

District/Board

- By Spring 2027, ensure 100% of content areas have completed a curriculum review and standards alignment.
- By June 2026, 100% of district staff will have completed AI professional development.
- Each grade level will show annual improvement on core academic metrics (ACT, Pre-ACT, Forward, Aims) with a target of 2-5% annual growth in students reaching proficiency.

Pillars to Excellence

Health and Safety

2025-26 Focuses

- Safety and Security
- Belonging and Respect
- Well-Being and Mental Health

Priority Action Items

High School

- School Resource Officer Integration
- SEL Screeener-student follow up

Middle School

- School Resource Officer Integration
- SEL Screener
- PRIDE awards ratio increase
- Discipline disparity discussions

Elementary and Intermediate Schools

- School Resource Officer Integration
- Security long-range planning at OES

District/Board

- School Resource Officer
- Facilities Planning

Measurable Goals

High School

- By Spring 2026, fully integrate the School Resource Officer (SRO) program at the high school and implement an annual staff survey to gather reflective feedback and input for future planning.
- By November 2025, administer the SEL screener to freshmen students, with 100% of students flagged for elevated needs receiving at least two follow-up check-ins from a school counselor before year-end.

Middle School

- By Spring 2026, complete the introduction of the SRO program, with staff and students participating in at least one structured engagement activities (e.g., classroom visits, assemblies, safety lessons) and feedback collected for refinement.
- By Spring 2026, increase the ratio of PRIDE awards to corrective Stop and Think tickets from last year's ratio of 3.9 to 1.
- By Spring 2026, ensure 100% of staff participate in professional development on discipline data and disparity patterns, with the goal of building shared understanding and developing actionable problem-solving strategies to implement fall of 2026.

Elementary and Intermediate Schools

- By Spring 2026, introduce the SRO program through age-appropriate classroom connections and family communications, with staff participating in one feedback session to identify opportunities and challenges for future planning.
- By Spring 2026, conduct safety audits at both buildings and present recommendations for improvements to the board.
- By Spring 2026, conduct two arrival and dismissal safety reviews per year (fall & spring) and implement at least one improvement action each time based on observations/feedback.

District/Board

- Fully integrate the SRO program districtwide by Spring 2026, with an annual report to the Board on engagement activities, survey results, and improvements.
- By May 2026, complete safety audits in every building and present a summary of findings and improvement actions to the Board.

Pillars to Excellence

Communication and Engagement

2025-26 Focuses

- Family and Community Engagement
- Collaborative Partnerships
- District Pride and Visibility

Priority Action Items

High School

- Parent Connections

Middle School

- Parent Connections
- OMS Chieftan Pride Showcase of Excellence

Elementary and Intermediate Schools

- Parent Connections
- Provide clear, consistent communication with families and staff to support collaboration and engagement.

District/Board

- Branding Guide
- Community Connections
- Advocacy

Measurable Goals

High School

- By June 2026, implement the additional 4 hours of Parent Connection time, piloting at least one new innovative approach to engage families in meaningful ways.

Middle School

- By June 2026, implement the additional 4 hours of Parent Connection time, piloting at least one new innovative approach to engage families in meaningful ways.

Elementary and Intermediate Schools

- By June 2026, implement the additional 4 hours of Parent Connection time, piloting at least one new innovative approach to engage families in meaningful ways.

District/Board

- By spring 2026, launch and maintain a consistent district branding guide and visual identity across all platforms.
- Host community forums as needed to strengthen transparency, gather input, and build shared understanding of district priorities and long-range plans.
- Board/District Leadership will participate in at least two advocacy actions per year.

Pillars to Excellence

Finance and Operations

2025-26 Focuses

- Facilities that Support Learning
- Transparent and Responsible Finances
- Efficient and Reliable Operations

Priority Action Items

High School

- Athletic and Club Budgets

Middle School

- Building Leadership Team

Elementary and Intermediate Schools

- Classroom environments meeting the needs of all students 4K-4 (flexible seating, age appropriate furniture and resources, etc).

District/Board

- District policy review and update
- Long-range planning
- Annual budget

Measurable Goals

High School

- By January 2026, complete a review of athletic and club budgets, ensuring the process is clearly documented and understood by staff so reporting is consistent and effective.

Middle School

- By the end of the school 2025-2026 school year, the building leadership team will meet at least 6 times to enhance communication, collaboration, and planning for building operations.

Elementary and Intermediate Schools

- By Spring 2027, increase the percentage of classrooms equipped with flexible furniture and learning spaces to meet the needs and appropriate development of all learners from 60% to 100%.

District/Board

- By Spring 2026, complete a comprehensive long-range financial and facilities plan that projects enrollment, staffing, maintenance, and capital needs.
- By June 2026, establish a five-year policy review cycle to ensure all district policies are current, compliant, and aligned with the district's mission, vision, and legal requirements.