

To the community of the School District of West Salem,

The School District of West Salem is updating its Strategic Plan, and your participation matters. Our strategic plan gives us clarity that helps us better serve our students, staff, and families. We have made great strides with our 2022-2026 Strategic Plan, and now we look to our next five-year plan to focus our improvement efforts and reach new heights of excellence. Your voice matters!

We are committed to having a strong school community voice in this planning process. The Board has chosen to work with Excel Leadership to help facilitate listening sessions with school staff, students, and the community. That is why we are writing to invite you to participate. We have intentionally designed three ways to participate in the strategic planning process:

1. Attend an In-Person Community Visioning Session. We hope you will join us for a 60-minute visioning session to share your feedback. You will be asked a few simple questions about our strengths, opportunities for improvement, and your vision for the district's future. No advance preparation or RSVP is needed. This input will help us create a shared vision for all students in our community.

- **September 22:** West Salem Elementary School (5:00 PM & 7:00 PM)
- **September 23:** West Salem Middle School (5:00 PM)
- **September 23:** West Salem High School (7:00 PM)
- **September 24:** West Salem District Office / Heider Meeting Room (12:00 PM)

2. Complete the Strategic Plan Survey. In the latter half of October, we will share a link and QR code to access the Strategic Plan Survey via email and on our district website. This survey is another great way to make sure your voice is heard. We will analyze the survey results in November, giving the committee time to begin reviewing the feedback in November and December.

3. Apply for the Strategic Planning Committee. We are forming a committee comprised of staff, parents, community members, administrators, and Board members to analyze input and make key recommendations to the Board of Education for the 2027–2031 Strategic Plan.

- **Time Commitment:** The committee will meet once or twice per month from November through April. Meetings will be held in the evening and last about two hours.
- **Selection Process:** Please see the attached application if you are interested in serving. Please submit applications by **October 9, 2026**; Excel Leadership will review and select candidates. We will notify you in advance if you are selected.

However you choose to participate in this important process, your thoughts, time, and insights are deeply appreciated. A clear, dynamic strategic plan is essential; it serves as our roadmap, guiding our decisions, aligning our resources, and ensuring every effort supports our students' growth and success.

If you have questions, please reach out to me directly or submit one through the Strategic Plan section of our district website.

Thank you for your continued partnership and for supporting the School District of West Salem!



Ryan G. Rieber
Superintendent