

## **Strategic Plan Update**

**April 22,2013**

### **Goal I: Curriculum, Instruction, and Assessment**

- Indicator I-A Curriculum:** Curriculum Council has been in the process of reviewing and establishing a process for updating and revising curriculum in accordance with the MA State Frameworks. It has been established by the Council that the staff is in need of professional development to ensure that our written curriculum reflects the taught curriculum in our classrooms. Professional development funds will be used for the purpose of writing and mapping curriculum units this summer with the intent of posting curriculum documents on our websites by the end of the next school year.
- Indicator I-B Instruction:** The implementation of the new evaluation model has provided a focus for administrators and teacher leaders to review effective classroom practices. This will be an ongoing process as we refine our ability to establish enhanced professional learning communities.
- Indicator I-C Assessment:** The practice of reviewing and sharing information gained through MCAS testing has continued to be an effective means of evaluating past practices and informing current practices that target individual and grade level performance standards. Data teams are in the process of determining a direction for each site moving forward with regard to the establishment of measurement tools that will target student achievement and provide instructional guidance.

**Indicator I-D Evaluation:** Through the work of the Evaluation Committee we have begun the implementation of specific components of the new MA Model Evaluation System in preparation for our required adoption for the 2013-14 school year.

**Indicator I-E Data-Informed Decision Making:**

The Data Warehouse has been used in evaluating student and grade-level MCAS performances. Information gained has been shared across grade levels throughout the district and has resulted in instructional focus for staff with regard to identified areas of weakness. The next area of development will include the identification and/or development of district determined measures of student achievement. This is a state initiative that is connected to the new evaluation model.

**Goal II: Management and Operations**

**Indicator II-A: Environmental:**

The state-required Medical Emergency Response Plan was completed and submitted in the Fall of 2012 and will be reviewed and updated annually. The plan is posted in all of our buildings and on our website.

The cafeteria staff has been re-organized establishing a Director of Food Services position to oversee all aspects of the operation.

Open Circle, Advisor-Advisee, and the Social Thinking curriculums are continuing to address current issues of concern.

Parent-Student Handbooks are available on our websites and will be reviewed at the School Committee's June meeting.

**Indicator II-B: Human Resources Management and Development:**

**Procedures for the posting, recruitment, and hiring of staff are now formalized to ensure the protocols for notification of all applicants is consistent, interview teams established, determination of finalists recommended to the superintendent for review and decisions made in the best interest of our schools and students.**

**Professional development opportunities for staff have increased significantly. The new evaluation model will provide greater focus for administrators and teachers in the next school year.**

**Personnel folders are being reviewed to ensure that all contain essential information and summative evaluations.**

**Indicator II-C: Scheduling and Management Information Systems:**

**Our new guidance counselor at the JSHS has worked effectively with the Principal, Department Heads, and the Superintendent in the development of the 2013-14 schedule.**

**Administrative Meeting minutes consistently have reflected a focus on the improvement of curriculum, instruction, and assessment strategies.**

**Indicator II-D: Laws, Ethics, Policies:**

**The Policy Sub-Committee has continued to review, update, and revise our Policy Manual. The goal continues to be the development of a manual that reflects current MASC policies of concern to our district. A completed and updated policy manual will be placed on our website.**

**Indicator II-E: Fiscal Systems:**

**The goal of developing an operational budget that is responsive to the needs of students and teachers and reflects the available resources of the district is in the process of completion.**

**Goal III: Family and Community Engagement:**

**Indicator III-A: Engagement:**

**The district has actively reached out to our parents as a means of providing open discussion with regard to relevant events at our schools and throughout our district. Parent organizations have continued to be a resource for parents and a link between our schools and homes. Parent and student surveys will continue to be a source to ensure informed decision-making.**

**Indicator III-B: Sharing Responsibility:**

**Continuous collaboration with families to support student learning has become a standard operational procedure within our district.**

**Indicator III-C: Communication:**

**Effective means of communication between the school and home has evolved with the current emphasis on social media. Our schools are able to establish multiple modes of communicating information to families in an attempt to ensure that information is received in a timely manner.**

**Goal IV: Professional Culture:**

**Indicator IV-A: Commitment to High Standards:**

**The system of oversight and coordination for the Pre-K through 12 curriculum development has been established through the creation of internal positions at each site that will lead the initiative.**

**Indicator IV-B: Cultural Proficiency:**

**In the 2013-14 school year a major professional development initiative will be centered around the DESE's RETELL (Rethinking Equity and Teaching for English Language Learners) initiative. All teachers will need to complete the SEI (Sheltered English Immersion) Competency Certification in order to maintain their status as a certified teacher.**