Strategic Priorities & Goals for 2022

Draft for School Committee Review
December 6, 2017

Vision animates, inspires, and transforms purpose into action.

~ Warren Bennis

Mission & Core Values:
Who we are

Vision:
Where we are going

Strategy & Goals:
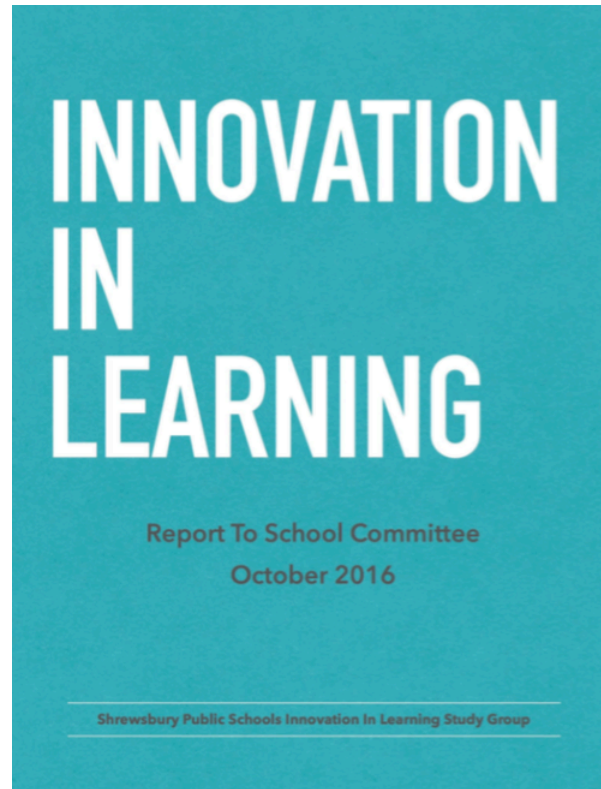*How to get there*

Mission & Core Values:
Who we are

_____

Vision:
Where we are going

_____

Strategy & Goals:
Strategic Priorities & Goals for 2022

Building a Shared Vision

Building a Shared Vision

Graphic by Alexandra Lekas, SHS Class of 2018

Building a Shared Vision

- April 2017: Perspectives from business & industry: panel discussion

- June 2017: Perspectives from college admissions officers: panel discussion

- Summer 2017: School Leadership Team strategic planning

Building a Shared Vision

- September 2017: School Committee workshop with Leadership Team

- October 2017: Joint meeting of all School Councils with School Committee

- November 2017: Public forum on strategic planning

Building a Shared Vision

thoughtexchange

Thoughtexchange online survey given to parents, community members, and staff by school

10 Exchanges	**1248** Participants	**2750** Thoughts	**31965** Ratings

+ **Q1** What are some things you appreciate about our school and school district?

+ **Q2** What are some things you think our school and school district should improve upon?

+ **Q3** What are the most important things our school and school district should focus on over the next five years to benefit our students?

Building a Shared Vision

thoughtexchange

Thoughtexchange online survey given to students in grades 5 through 12

3 Exchanges   **3324** Participants   **12587** Thoughts   **127620** Ratings

+ **Q1** What are some things you appreciate about our school and school district?

+ **Q2** What are some things you think our school and school district should improve upon?

+ **Q3** What are some specific things that could be done in future years to make school better for you and for other students?

Building a Shared Vision

- December 2017: District Leadership Team reviewed and critiqued initial draft of strategic priorities and goals

- December 2017: School Leadership Team reviewed and critiqued updated draft of strategic priorities and goals

- December 2017: Presentation of recommended strategic priorities and goals to the School Committee

Leadership is the capacity to translate vision into reality.

~ Warren Bennis

Strategic Priorities

Space & Resources to Support Effective Learning

Learning Environments Where Everyone's Success Matters

Empowered Learners

Enhanced Well-being of All

Connected Learning for a Complex World

Strategic Priority:
Space and resources to support effective learning

2022 Strategic Goals

- Address stressed enrollment capacity by increasing physical space and making programmatic adaptations:

  - Assess Preschool through Grade 12 facility needs, including completion of a space and enrollment capacity study to facilitate planning

  - Partner with the community to build a new Beal School to address Kindergarten through Grade Four space needs and to provide access to a full-day program with no tuition to all kindergarten students

  - Relieve overcrowded conditions wherever necessary by providing additional space and/or revising use of existing space, especially at Shrewsbury High School

Strategic Priority:
Space and resources to support effective learning

2022 Strategic Goals

- Secure the necessary resources for a high quality educational program:

  o Address growing enrollment with adequate staffing to maintain appropriate class sizes according to School Committee guidelines

  o Ensure that students have access to personnel, technology, and instructional materials to achieve expected levels of learning

  o Provide effective professional learning opportunities for staff to build teaching and leadership capacity

Strategic Priority:
Learning environments where everyone's success matters

2022 Strategic Goals

- Create a common understanding of the benefits of inclusive schools and develop a shared, systematic approach to ensure that everyone has equitable access and opportunity for successful learning

- Ensure that all staff actively participate in professional development focused on inclusive and culturally proficient practices that improve learning and school cultures

- Analyze data related to academic performance and other indicators of success to identify existing gaps among populations; determine and implement action steps for improvement; and demonstrate success at closing these gaps

Strategic Priority:
Enhanced well-being of all

2022 Strategic Goals

- Create a common understanding of the benefits of the skills, habits, and mindsets of social and emotional learning and develop a shared, systematic approach to explicitly teach, integrate, and assess these competencies

- Ensure that all staff actively participate in professional development focused on the skills, habits, and mindsets of social and emotional learning that improve students' learning, resilience, and focus

- Investigate, recommend, and plan for potential changes to school start times to better align with adolescent health needs for adequate sleep

- Improve support systems and resources to enhance the well-being of students and staff

Strategic Priority:
Connected learning for a complex world

2022 Strategic Goals

- Integrate project-based learning experiences that require students at all grade levels to create complex, high-quality work for an authentic audience, with an emphasis on critical thinking, communication, creativity, and collaboration

- Review and adapt curriculum and instructional approaches to help students gain the knowledge and skills necessary to become ethical, empathetic, informed, and financially self-sufficient citizens who make thoughtful decisions and contribute positively to their community

- Review and adapt feedback and homework systems in order to implement effective, research-based practices that enhance learning and build stronger partnerships with students and families

- Build community partnerships with businesses, institutions, and individuals in order to increase access to experiential learning and career awareness and to enhance learning in the STEAM fields (science, technology, engineering, the arts, and mathematics)

Next Steps

- Feedback from School Committee

- Posted for final public and staff review and feedback

- School Committee vote to adopt on December 20

- Publicize and use in district and school planning and communications

- Create specific District Goals and School Improvement Plans to benchmark progress towards strategic goals

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Strategic Priorities
2018-2022

Space & Resources to Support Effective Learning

Learning Environments Where Everyone's Success Matters

Empowered Learners

Enhanced Well-being of All

Connected Learning for a Complex World