



All School Councils Joint Meeting

October 2, 2023



Introductions

- Shrewsbury School Committee
- District & School Leaders
- Our consultant from *Focused Schools*



Strategic Planning

- A new, five-year Shrewsbury Public Schools strategic plan for 2023-2027 was approved by the School Committee in April 2023
- This fall, specific measurable goals and action steps for this school year will be developed at the district and school levels

SHREWSBURY PUBLIC SCHOOLS

Strategic Plan 2023-2027

Our Commitments

Our Mission

The Shrewsbury Public Schools, in partnership with the community, will provide students with the skills and knowledge for the 21st century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.

Educational
Excellence

SHREWSBURY PUBLIC SCHOOLS PORTRAIT OF A GRADUATE



Optimization of
Resources

Enhanced
Well-Being
of All

Core Values

Respect &
Responsibility

Collaboration &
Communication

High Standards &
Expectations

Equity



Commitment to Educational Excellence

Strategic Priorities

1. Ensure high-quality teaching and learning
2. Close gaps
3. Advance career and technical education
4. Develop a district-wide data culture



Commitment to the Enhanced Well-Being of All

Strategic Priorities

1. Ensure a safe and inclusive culture
2. Promote student and staff wellness
3. Strengthen social and emotional learning programming and supports
4. Enhance behavioral supports and interventions
5. Evaluate and strengthen safety and security systems and protocols



Commitment to Optimization of Resources

Strategic Priorities

1. Partner with the community to maintain a strong financial foundation
2. Hire, support, and retain high-quality, diverse staff
3. Maximize family and community partnerships
4. Strategically and equitably allocate district resources
5. Improve facilities to address overcrowding and infrastructure needs



School Improvement Plans

- This fall, each school's School Council will develop a new School Improvement Plan (SIP) for the 2023-2024 school year
- SIPs will reflect school-level goals and actions that are aligned with the district's commitments and strategic priorities



School Improvement Plans

Presentation of SIPs to the School Committee:

- November 15: Sherwood & Oak
- November 29: Beal, Coolidge, Floral Street, Paton, & Spring Street
- December 6: Shrewsbury High School
- December 20: Parker Road Preschool



Building Systems

**You do not rise to the level of your goals.
You fall to the level of your systems.**

~ James Clear



Goals are our desired results.
Systems determine what results we get.





Limiting Priorities

**If everything is a priority,
nothing is a priority.**

~ Karen Martin



What We Do = Our Priorities

Action expresses priorities.

~ Charles Garfield



Creating Focus

People think focus means saying yes to the thing you've got to focus on.

But that's not what it means at all. It means saying no to the hundred other good ideas that there are.

You have to pick carefully.

~ Steve Jobs



SHREWSBURY
PUBLIC SCHOOLS



All School Councils Meeting

Shrewsbury Public Schools

October 2, 2023

6:45-8:00

Facilitated by: Ashley Santiago

Focused Schools



SHREWSBURY PUBLIC SCHOOLS

Strategic Plan 2023-2027

Our Commitments

Our Mission

The Shrewsbury Public Schools, in partnership with the community, will provide students with the skills and knowledge for the 21st century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.

Educational
Excellence

SHREWSBURY PUBLIC SCHOOLS PORTRAIT OF A GRADUATE



Optimization of
Resources

Enhanced
Well-Being
of All

Core Values

Respect &
Responsibility

Collaboration &
Communication

High Standards &
Expectations

Equity

Our Outcomes

- Revisit the WHAT
- Remember the WHY



- Recommend the HOW

Recommending the HOW: The Process



- ❑ Sit with your school team.
- ❑ Pick a timekeeper and facilitator. “Voluntell” the school admin. to serve as notetaker.
- ❑ Click on your school’s link (slide 20).
- ❑ Scan the SPS commitments and strategic priorities (4 minutes).
- ❑ Discuss and decide: What are the most **important and impactful action steps** for this school year? **Bold** your selections. Consider, also, any action steps that aren’t yet represented that may be specific to your school. Please add those steps as appropriate (30 minutes).
- ❑ Space is provided on the electronic document for *optional* notes / explanations.
- ❑ Write your team’s #1 priority action step for this school year on the chart paper (4 minutes).

Recommending the HOW: The Process

Click on your school's link.



[Parker Road Preschool](#)

Scan the SPS commitments and strategic priorities.

COMMITMENT TO EDUCATIONAL EXCELLENCE	
<p>Shrewsbury Public Schools provides all students access to exceptional educational experiences by leveraging staff development, high-quality materials and technology, data analysis, instructional strategies, and a comprehensive system of support to meet the needs of all learners. Through these efforts, all Shrewsbury Public Schools students will demonstrate academic growth and achievement.</p>	
Strategic Priorities	Proposed (Potential) Action Steps
<p>Ensure High-Quality Teaching and Learning: Provide all students access to high-quality learning experiences in every classroom every day by developing and committing to districtwide expectations for high-quality teaching.</p>	<ul style="list-style-type: none"> Define the Shrewsbury Public Schools' elements of high-quality teaching and learning so that educators consistently employ evidence-based practices (like universal design) that are relevant to all content areas and provide students access to excellent instruction centered on grade-level standards.

Bold your chosen action steps.

COMMITMENT TO OPTIMIZATION OF RESOURCES	
<p>Shrewsbury Public Schools maximizes student success by equitably allocating resources according to student need while maintaining a fiscally sound budget, building efficient and effective systems to align efforts, and strengthening partnerships with all stakeholders. This work guarantees that all students can access the programs and services offered throughout Shrewsbury Public Schools.</p>	
Strategic Priorities	Potential Action Steps
<p>Partner with the Community to Maintain a Strong Financial Foundation: Continue the financial stability that was established by the 2021 Operational Override.</p>	<ul style="list-style-type: none"> Maximize available fiscal resources to advance the district's strategic priorities, and continue to seek grants and philanthropic funding to provide opportunities for innovation and enrichment. Partner with the Select Board to develop a successor plan to the March 16, 2021 override statement to the residents of Shrewsbury.

Add action steps that aren't yet represented and are important to your school.

<p>Develop a Districtwide Data Culture: Continue to systematize and fully implement a cycle of inquiry to inform decision-making to ensure all students have access to the support and resources needed to accelerate their growth towards goals and outcomes.</p>	<ul style="list-style-type: none"> Define expectations for collecting, reviewing, and acting upon multiple sources of student data at the district, school, grade/content team, and classroom level, using the principles of "professional learning communities." Use multiple platforms to communicate our good news, important news, and bold next steps after each data cycle.
---	--

Recommending the HOW: The Tool



- [Parker Road Preschool](#)
- [Major Howard W. Beal School](#)
- [Calvin Coolidge School](#)
- [Floral Street School](#)
- [Walter J. Paton School](#)
- [Spring Street School](#)
- [Sherwood Middle School](#)
- [Oak Middle School](#)
- [Shrewsbury High School](#)

Focused Schools Next Steps



- ❑ Prioritize the priorities
- ❑ Create a DRAFT Final of district goals and action steps for the 2023-2024 school year
- ❑ Develop a tracking tool
- ❑ Meet with School Committee and district/school leaders on October 18th



SHREWSBURY
PUBLIC SCHOOLS

Thank You for Your Time and Support

Ashley Santiago
asantiago@focusedschools.com



Kerry Purcell
kpurcell@focusedschools.com