

Wellesley Public Schools



To: School Committee

From: Bella T. Wong

Date: August 25, 2011

Re: **System Goals, 2011-2012**

These values represent the essential and enduring commitments of the Wellesley Public Schools:

- Academic Excellence
- Cooperative and Caring Relationships
- Respect for Human Differences
- Commitment to Community

- I. ENSURE THAT ACADEMIC, SOCIAL, AND EMOTIONAL NEEDS OF STUDENTS ARE IDENTIFIED AND MATCHED WITH APPROPRIATE CURRICULA AND EXPERIENCES.

Ongoing Initiatives

- A. Develop and implement strategies to close the documented disparate achievement gaps for identified groups of students through the Action Plan for Equity and Excellence, including Response To Intervention.

The organizational structure of the Action Plan is as follows:

1. Document progress using the data available to us
2. Develop and implement common assessments
3. Develop tiered-intervention strategies
4. Review curriculum and instruction for relevancy
5. Monitor and support student engagement
6. Create culture to support appropriate and important intellectual risk taking
7. Technology plan to support instruction
8. Professional development
9. Planning time
10. Apply research
11. Monitor progress, adjust strategies, until success is achieved

- B. Continue K-12 Social Studies curriculum review

- C. Implement the recommendations of the K-12 Performing Arts curriculum review to update written curricula.

- D* Identify, assess and implement strategies and community resources to address factors, including those referenced in the recently enacted bullying prevention and intervention legislation, that negatively impact the physical and emotional health of students and impede their success in school.
- E. Implement and monitor general intervention and special education programs to create an effective continuum of services, Pre-K through age 22, to include transition to adult life programs. Assess the need for expanded support and training.
- F. Review our use and integration of technology into our instructional programs and support services, and assess its effectiveness to support learning. Continue to develop our technology program to support acquisition of essential skills appropriate for participation in a global society.

New Initiatives

- G. Define a vision for 21st Century Skills and develop a plan for implementation.
 - H Review self-assessment in preparation for on-site evaluation for the Coordinated Program Review, including special education, civil rights, and English as a Second Language programs, to be performed by the Department of Elementary and Secondary Education in the 2011-12 school year.
 - I Identify changes to curriculum and learning goals based on the new Massachusetts frameworks that incorporate the National Common Core Standards. Provide professional development required to implement the new standards.
 - J. Assess the Classical and Modern Languages program, District-wide, toward assuring student preparedness for the 21st century.
 - K. Review of organizational structures for oversight and management of the district's educational programs.
 - L. Research and assess technology to support data acquisition and analysis to inform instructional practices.
 - M. Assure there are ample opportunities for all students to participate in a variety of co-curricular activities and to encourage inclusion of diverse groups.
 - N. Review current homework practices and policies.
- II. ENSURE THAT FACULTY AND STAFF ARE OF HIGH QUALITY AND ARE ENABLED TO PERFORM AT THE HIGHEST PROFESSIONAL LEVEL.
- A.* Support the Superintendent's plan to spend time in schools with principals, teachers, support staff and students.

- B. Support principals and other administrators in their supervision and evaluation of professional staff. Support supervision and mentoring of new administrators and facilitate team building for administrative teams.
 - C. Support the recruitment of skillful, *Highly Qualified* teachers and administrators with an emphasis on increasing the diversity of staff.
 - D. Assess induction, mentoring and retention practices for new teachers and administrators.
 - E. Define a professional development program and plan that supports the curricular and instructional goals of the district. Support the faculty and administration in their participation in professional development activities to sustain a high level of instructional practice as well as to satisfy state and federal licensure requirements.
 - F. Review and assess implications of recently adopted regulations for educator evaluation for implementation.
- III. OBTAIN AND MANAGE THE RESOURCES WHICH MAINTAIN AND IMPROVE THE QUALITY OF THE EDUCATIONAL PROGRAM AND THE PHYSICAL CONDITION OF THE BUILDINGS AND GROUNDS.
- A.* Develop a budget that reflects the needs of students and review means of communication to the public on how our budget and programs support quality schooling.
 - B.* Support the work of the Permanent Building Committee (PBC), Central Office and High School administration for the FY12 opening of the new high school and FY14 completion of the high school site work.
 - C.* Support and sustain the integrity of the high school program throughout the duration of the new high school project.
 - D.* Work with and support the work of the PBC for completion of the Middle School renovation project to add classroom space.
 - E.* Complete a District-wide facilities study to assess school facilities and grounds, excluding that of the high school, for the purpose of determining adequacy of space and configurations to support the educational program. This study will inform the District's future long-term development and maintenance plan for its facilities.
 - F.* Review staffing and resource allocation to enhance management and communication related to district-wide operations.
 - G. Work with vendor to affect successful transition to a new food service delivery program.
 - H. Work in conjunction with Town auditor in its review of school accounts and review subsequent recommendations for implementation.

- I.* Work with the Ad Hoc Facilities Committee in its review of the organizational structure of our maintenance and custodial staffing to improve short and long-term efficiency and service.
- J.* Develop strategies and plans to affect an aggregate Town goal reduction in energy use by 20 percent and implement green initiatives.
- K. Review technology and staffing resources available to support educational programming for students and overall school operations.
Explore the need for increased staffing and technology to support educational programming, data collection and analysis (in light of increasing accountability requirements, recruiting, enrollments, changing student needs) to inform effective decision making and long range educational planning, including facilitating communications, and professional development.
- L. Review and update practices and protocols for school to home communications and exchange of information for consistency, effectiveness, efficiency and emergency notification.
- M. Evaluate elementary enrollment for possible redistricting.
- N*. Review School Committee policies for appropriate revisions.

**Joint School Committee/Superintendent Responsibility*

●Mandated by DESE

Approved by School Committee: August 30, 2011