



# Wethersfield Public Schools Strategic Plan 2018 - 2024

## Goal 1: Student Achievement

### Strategy:

Continuously restructure curriculum and instruction to provide students with a continuum of increasingly challenging opportunities to demonstrate and understand the desired behaviors such as: academic success, social and emotional intelligence, collaborative problem-solving, civic awareness and contributions, and critical thinking.

**Action 1** – Continue to infuse authentic learning approaches in curriculum and instruction that emphasize and/or are aligned with topics such as:

- Applying 21st Century problem-solving skills
- Engaging in authentic project-based learning opportunities
- Demonstrating skills necessary to be active in a strong democratic society
- Engaging in debating and improving social justice issues in the local community and globally
- Explore college and career opportunities such as college visits, job shadowing, and other career explorations and awareness activities
- Personalized learning and differentiated learning approaches

**Action 1.1** – Develop teacher leaders to facilitate personalized learning that results in strengthened curriculum and instruction to be delivered in new and innovative ways. Personalized learning results in individual students discovering their preferred methods of learning and the demonstration of their knowledge in a variety of authentic ways aligned to a 21st Century approach.

**Action 1.2** – Use on-line blended learning to increase opportunities for students to explore electives/topics and college-level courses not currently available due to limited resources. Use blended learning to support authentic learning approaches listed in Action 1.

**Action 1.3** – Provide ongoing professional development opportunities and embedded coaching for teachers to improve their awareness and use of high leverage strategies in support of different student learning styles and individual needs e.g., English language learners, special education, students needing additional support and personalized learning approaches.



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**Action 2** – Increase the instruction and assessment of skills such as: interpersonal skills, 21st Century skills, social and emotional learning, citizenship skills, and digital citizenship. These skills should be continuously woven into all content area instruction.

**Action 2.1** – Provide professional development and embedded coaching to support educators and all staff in the instruction, modeling and assessment of important skills such as:

- o Interpersonal skills such as: listening, collaborating, appreciating diversity, building relationships
- o 21st Century skills such as: innovation, critical thinking, grit, perseverance
- o Social emotional intelligence such as: self-awareness, self-management, social awareness, relationship skills, problem solving and responsible decision making
- o Citizenship skills such as: civil discourse, integrative thinking, reflective thinking, and empathy
- o Digital citizenship skills such as: self-image, safety, information literacy, relationships, communication, creative credit and copyright and cyber bullying

**Action 3** – Provide students and families with broader measures of student achievement, such as: demonstration of social and emotional intelligence, digital citizenship, empathy, debate and how well they collaborate on teams to solve authentic problems, and leadership.

**Action 3.1** – Research and implement alternative ways for teachers, students, and schools to provide broad learner profiles to parents/guardians on a regular basis in addition to content area knowledge and skills as communicated on the progress reports/report cards.

**Action 3.2** – Use research and data (both local and state) to support learning including:

- o Support of students' ongoing achievement and to develop their specific learner profile
- o Support of educators' ongoing learning
- o Support of programmatic and school level improvement

**Action 4** – Implement a multi-tiered school wide model, in each school, that seeks to improve student behavior and academic learning by emphasizing prevention and constructive responses to problems and thus creates a positive and safe school wide culture and climate for students and staff.

**Action 4.1** – Continue to improve social emotional learning opportunities for all students and provide additional evidence based support for those students who need tier two and three supports.

**Action 4.2** – Continue to improve learning in mathematics and reading for all students and provide additional evidence based support for those students who need tier two and three supports.

**Action 4.3** – Continue to improve coordinated safety and security procedures by collaborating with local agencies.



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**Action 5** – Incorporate educational equity practices into policies, procedures and classroom practices to ensure that all students receive what they need to succeed.

**Action 5.1** – Provide opportunities for educators to learn and implement evidence based strategies for Culturally Responsive Teaching.

**Action 6** – Provide opportunities for educators and students to learn and implement practices that promote safe schools and safe and engaging school climates. Engage community stakeholders and parents in discussions around the same topics. Topics may include:

- Drug and alcohol prevention
- Mental health topics such as suicide prevention and anxiety
- LGBTQ+
- Bullying
- Poverty and food insecurity
- Digital citizenship

**Action 7** – Provide students with opportunities to uncover their specific career interests and passions, learning styles, aptitudes and abilities prior to graduation.

**Action 7.1** – Continue to research and define a model that addresses the following questions:

- o How do our schools increase career awareness and exploration prior to graduation?
- o How do we engage the community/business in education in a mutually beneficial partnership?

**Action 8** – Continue to develop administrators and teacher leaders to better enable them to help teachers and all staff become more self-reflective about where and how they can make instructional improvements to support students.

**Action 8.1** – Provide learning opportunities for administrators and teacher leaders to grow their craft and improve coaching opportunities for staff and students.

**Action 8.2** – Train staff on the functions that promote highly effective teams.

**Action 8.3** – Provide opportunities for educators to collaborate with and coach one another toward making desired classroom improvements, improve their personal practice and improve school and district programs in all content areas.



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## Goal 2: Civic and Family Engagement

### Strategy:

Make the walls of the schools more permeable; provide opportunities for students to learn *outside* and community members to learn *inside*.

**Action 1** – Help students to engage the local community and global community in designing service learning projects that utilize students’ problem-solving skills and grow their interpersonal skills including compassion, empathy and acceptance for others.

**Action 2** – Engage students in learning opportunities that strengthen their civic skills necessary for a strong and active democratic process in Wethersfield and beyond.

**Action 3** – Use social media and small group learning opportunities for family and community learning on topics such as:

- Sharing the vision, mission, and goals of the school(s) and district
- How to support learning at home
- Social emotional learning and mental health topics
- College selection and application process and/or post-secondary pathway options
- Culturally responsive teaching and learning
- Early childhood development and learning strategies as well as supporting the transition to kindergarten
- Digital citizenship

**Action 4** – Partner with town and community organizations to strengthen educational opportunities for student and families. For example:

- Shared services with town departments
- Park & Recreation, Social and Youth Services, and other town departments
- Wethersfield Early Childhood Collaborative (WECC), YMCA, Chamber of Commerce, Keane Foundation, Hunger Action Team (HAT), and other organizations



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## Goal 3: Management, Operations, and Finance

### Strategies:

- Continually evaluate ongoing expenses relative to their ability to promote student achievement.
- Ensure a safe and supportive physical environment that promotes effective teaching and learning.

**Action 1** – Secure funding sources that make the district less dependent on local taxes.

**Action 1.1** – Support the start up of a local foundation dedicated to advancing Wethersfield’s vision and mission for education.

**Action 1.2** – Review the policies and procedures around the donation of outside products and services to the schools to provide greater flexibility where possible.

**Action 2** – Conduct a facilities audit and make recommendations for 21st Century learning spaces.

**Action 2.1** – Outline specific infrastructure priorities and develop long-range plans to renovate or build new schools and explore redistricting.

**Action 2.2** – Continue to audit infrastructure and procedures to ensure safe and supportive learning environments.

### Plan Management

Ensure ongoing review, development and measurement of the plan’s goals, strategies and actions

**Action** – Create a Governance Committee to set procedures, monitor implementation, and measure progress of the plan.

- Prioritize all strategies and actions relative to budget and impact.
- Conduct quarterly reviews to measure progress and recommend adjustments.
- Communicate goals and ongoing progress with district and community stakeholders and provide opportunities for discussion.
  - o Gather and assess input from staff, students and parents
  - o Gather and assess input from community stakeholders