

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making

EASTHAMPTON PUBLIC SCHOOLS

2017-2019 STRATEGIC PLAN

Vision		
<p>Easthampton Public Schools is committed to providing students with a highly qualified staff, rich and rigorous learning experiences and state of the art resources in a welcoming, inclusive, and safe environment. Considered full partners in their education, our students will learn to communicate effectively using mathematical thinking, scientific inquiry, oral and written expression, and technology. Students will be prepared for success in college and careers as responsible, contributing members of a diverse global community. The engagement of families and members of the local community is considered critical to our success in supporting all students in achieving to their highest potential.</p>		
Theory of Action		
<p>If we cultivate a respectful, engaged learning community with equal access to learning opportunities and use data appropriately to make meaningful decisions, then we will improve student achievement and foster a positive, safe, and inclusive environment in which to learn and grow.</p>		
Strategic Objectives		
<p>Culture of Equity and Inclusion Promote an environment in which students are engaged and have equitable access to high quality curriculum and instruction that meets diverse needs and supports every student’s academic, social and emotional growth.</p>	<p>Professional Excellence Support a culture in which all employees feel valued as educators of our students and are supported to grow professionally.</p>	<p>Framework for Decision Making Articulate, align, and communicate a clear systemic and comprehensive framework for decision-making throughout the school system.</p>
Initiatives		
<ul style="list-style-type: none"> • Form stakeholder working groups for transforming school culture and climate and implement recommendations concerning diversity including those identified in the 10 Point Action Plan: School Culture and Climate • Improve inclusive practices districtwide, consistent with the <i>Educator Effectiveness Guidebook for Inclusive Practice</i>, in order to improve student learning • Expand training in Ross Greene’s <i>Collaborative and Proactive Solutions</i> model in the elementary schools in order to improve student engagement in learning • Create, and ensure fidelity to, a vertical curriculum map for social and emotional learning and bullying prevention curricula • Provide training for trauma- and poverty-informed education • Develop a consistent districtwide understanding of the Massachusetts Tiered System of Support with a focus on Tier 2 interventions 	<ul style="list-style-type: none"> • Enhance the district Induction and Mentorship Program • Improve hiring practices to ensure highly qualified and diverse staff who will contribute to the district’s culture and vision • Create a district framework for staff communication • Establish a shared understanding of professionalism • Support the development and sustainability of professional learning communities 	<ul style="list-style-type: none"> • Develop a resource allocation cycle • Develop a curriculum renewal plan • Develop a technology renewal plan • Develop a maintenance renewal plan • Develop a capital improvement plan • Review, revise and communicate protocols and procedures for student support services • Train all district staff on how to access and utilize procedures, protocols, forms and documents • Develop a systemic process for recording and accessing academic data • Revise the protocols for collecting, reporting, submitting, and analyzing disciplinary data • Analyze stakeholder survey data to inform strategic planning and instructional decision making