

Wellesley Public Schools 2015-16 District Goals

Strategic Plan Strategy I: Every Child, Every Day

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
1) Narrow achievement gaps among diverse student populations, grade levels and subject areas	Focus on math and ELA at grade 7.	Performance of high risk students on district-wide common assessments will result in student growth of at least 5 percentage points in grades 3-8.
	Review last year's D/F data for WMS & WHS Review teacher recommendations and student course requests for diverse student populations at WMS and WHS.	Reduced numbers of Ds & Fs in high risk groups at middle school and high school More diverse course enrollments - WHS & WMS
2) Launch a review of current social/emotional supports for students PK-12	Assemble a PK-12 committee to evaluate our existing supports Review like district supports Review <i>Metrowest Adolescent Health Survey</i> Data.	Compile baseline data on current supports and make recommendations for future programming

Strategic Plan Strategy II: Invest in our Educators

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
1) Increase number of differentiated instruction course offerings to meet the needs of both PreK-5 and secondary level teachers	Work closely with Prof.Dev. Coordinator to direct appropriate PD opportunities for staff around differentiation.	District-wide Professional Development Day will have one strand dedicated to educators sharing best practices around differentiation with each other. <i>continued . . .</i>

Wellesley Public Schools 2015-16 District Goals

Strategic Plan Strategy II: Invest in our Educators (. . . continued)

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
		Creation or modification of at least 2 professional development courses offered through WellesleyPD
<p>2) <i>Teacher Evaluation:</i> Continue to Implement the WPS Teacher Evaluation System.</p>	<p>Implement new Educator Evaluation system with 100% of instructional staff.</p> <p>Convert to <i>Teachpoint</i>, a new online teacher evaluation software package.</p> <p>Provide PD and practice on new system for 100% of instructional staff.</p> <p>Pilot district determined measures (DDM) for all educators. The Working Group will review annually the effectiveness of the DDM as submitted by the evaluator and educator.</p>	<p>100% of staff will be on the evaluation cycle in school year 2015-2016</p> <p>All educators and administrators will be trained on <i>Teachpoint</i>.</p> <p>All educators will pilot DDMS for SY15-16 and re-evaluate the effectiveness of DDMs by the end of the year.</p>
<p>3) <i>Teacher Assistants:</i> Enhance service to students through well trained Teaching Assistants and Paraprofessionals.</p>	<p>Launch a Design Team to develop a common Teaching Assistant & Paraprofessional job responsibilities manual and evaluation tool.</p>	<p>All Teaching Assistants and Paraprofessionals will receive a manual defining their roles and responsibilities. They will be evaluated in school year 2015-2016 utilizing the new tool designed to improve practice.</p>
<p>4) <i>WTA - Unit A & Unit B Negotiations</i></p>	<p>Work with the WTA to utilize interest based bargaining techniques to negotiate the union contracts.</p>	<p>Successfully negotiate the Wellesley Teacher Associations' Unit A and Unit B contract utilizing interest Based bargaining techniques.</p>

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Strategic Plan Strategy III: World Class Learning

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
<p>1) Implement Elementary School World Language Pilot</p>	<p>Two World Language teachers hired and working at Hardy and Sprague</p> <p>Planning for implementation of World Language at the remaining five elementary schools during SY16- 17.</p> <p>Working with World Language consultant Helena Curtain.</p> <p>Collect parent and teacher survey feedback.</p>	<p>Completion of content enriched K-2 curriculum.</p> <p>Plan for writing content enriched K-5 curriculum.</p>
<p>2) Expand and improve elementary and secondary STEAM (Science, Technology, Engineering, Art & Math) offerings</p>	<p>Continued rollout of curriculum units in Life Science in grades K-3 and 5 aligned to the new MA Science Standards</p> <p>Implement revised light and science explorations units in grade 5</p> <p>Begin planning for rollout of updated units in Earth and Space Science grades K-5 and grade 4 Life Science</p> <p>Continue Middle school summer science and computer science program</p> <p>Collect survey information from teachers and parents</p>	<p>Enrollments in courses at high school.</p> <p>Track academic performance of students who were enrolled in summer science and computer science programs.</p> <p>Pilot robotics unit at Bates</p> <p>Increased number of sections in Computer Science at WHS</p>

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Wellesley Public Schools 2015-16 District Goals

Strategic Plan Strategy III: World Class Learning (. . .continued)

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
<p>3) Review curriculum in PreK-12 mathematics and PreK-12 visual arts</p> <p>Year 1 of a three year review of mathematics</p> <p>Year 2 of a three year review of visual arts</p>	<p>Form a math review committee</p> <p>Implement a revised visual arts curriculum in grades 3, 5, 6, 7, and 9-12.</p>	<p>Math review committee will make preliminary recommendations regarding new or revised curriculum PK-12.</p> <p>Visual arts curriculum is implemented successfully at these grades.</p>
<p>4) Develop 5 year tech plan</p>	<p>Get SAC together to create vision and mission, student experience, staff experience</p> <p>Define sections/chapters of plan</p> <p>Build the nuts and bolts section of the plan aligned with state requirements</p>	<p>Tech Plan approved by school committee and submitted to state</p>
<p>5) 1:1 program WMS</p>	<p>Implement iPad program in grade 7 and pilot at grade 8</p>	<p>66% complete- Grade 6-7 are complete with Students and teachers having iPad, being trained, wireless APS, Apple TVs and projectors in every grade 6-7 core classroom, doubled bandwidth on internet connections, established purchase, lease, and user agreements for programs. Grade 8 scheduled for FY17 completion.</p>

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Strategic Plan Strategy IV: Resources

<i>Goal Description</i>	<i>Key Activities</i>	<i>Outcome Measures</i>
1) Approval of Feasibility and Schematic Design for HHU	Development work through SFC Town & School Briefings Town Meeting Presentations	Approval at 2016 Town Meeting
2) MASC Policy Review	Complete review with SC Incorporate any community feedback	Approval by the School Committee
3) District Progress Report Proposal	Supt. SAC completes development process Community/staff input	Proposal to School Committee for consideration
4) Elimination of Fees for Academic Programs / Courses	Recommend the elimination of fees for Fine Arts classes and Performing Arts programs through the FY17 Budget process	Successful adoption of an FY17 Budget within Guideline
5) Implementation of Audit Report Recommendations	Develop forms and processes to address the specific accounting areas requiring improvement Communicate processes to all school staff Meet with student class officers and advisors to specifically address processes and procedures related to the management of Student Activities funds	Annual audit conducted by the Town supports that accounting controls have been implemented Audit does not identify any findings of concern
6) Athletic Program Review	Meet with the Athletic Review Committee Complete Survey Instrument and Conduct Survey Compile Results and Conduct Focus Groups to Discuss Use Feedback to Develop a SWOT Analysis Report Findings and Recommendations	The Superintendent presents the report from the Athletic Review Committee to the School Committee and the findings and recommendations are accepted for implementation.