

Wellesley Public Schools

Wellesley, Massachusetts



Strategic Planning 2013

School Committee Update

May 2, 2013

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

Strategic Planning Process



- Process
 - Development of a 3-5 year vision for the Wellesley Public Schools
 - Inclusive of educators, community, educational experts and private industry leaders
 - In conjunction with enhanced Enrollment Projections Study, Financial Modeling and Facilities Master Plan Development

Strategic Planning Advisory Committee



- David Lussier, Superintendent WPS
- Diane Campbell, School Committee Chair
- Linda Chow, WPS Parent, WEF Vice President
- Deeth Ellis, WHS Head Librarian
- Stephen Goodwin, Sprague Principal
- Heather Haskell, Hunnewell Educator
- Peter Holland, FMS Consultant, Former Belmont Superintendent
- Mark Ito, WMS Principal
- K.C. Kato, School Committee Vice Chair
- Jim Miller, WPS Parent, Business Executive
- Jonathan Simon, WHS Educator, WTA President
- Donna Stoddard, WPS Parent, Babson Professor
- Terri Tsagaris, BOS Chair

Core Questions to Answer



What should our students know and be able to do?

What type of instruction will best develop these competencies?

How will we know if we are successful?

Community Listening Forums, Focus Groups, Interviews



Breakdown of Participants

- Teachers and Staff (60)
- Students and Alumni (24)
- Parents and Community Members (170)
- Private Industry Executives (46)
- Higher Education (17)

Community Listening Forums, Focus Groups, Interviews



Key Findings

Strengths:

- High-quality teachers and administrators
- High expectations for students
- Student writing skills
- Special education programs
- Support for social and emotional learning
- Community support

Community Listening Forums, Focus Groups, Interviews



Key Findings

Weaknesses:

- Math and Science curricula
- World languages at the secondary level only
- Lack of programs/supports to meet the needs of all learners
- Funding and facilities inequities
- Lack of collaboration time for teachers
- Turnover of administrators

Community Listening Forums, Focus Groups, Interviews



Key Findings

Opportunities:

- External partnerships (higher education, private sector)
- Leverage in-house talent
- Opportunities for learning outside of school
- Broaden funding sources
- Technology tools/integration to support differentiated learning

Community Listening Forums, Focus Groups, Interviews



Key Findings

Threats:

- Funding constraints
- District not calibrated to growing STEM requirements
- High-pressure / high-expectation environment
- Volume of external mandates
- Managing parental influence

Community and Staff Survey 1,559* Survey Respondents



	Responses* (#)
Elementary Parent	701
Middle School Parent	377
High School Parent	411
WPS Faculty or Staff	260
Alumni	146
Grandparent	17
Resident w/o child in School	128
Student	9
Other	105
Total Answered Question	1,513
Skipped	46

* Multiple responses allowed.

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Q3: Please Rate the Wellesley Public Schools (1 Low-5 High)



	Elementary	MS	HS	WPS	Alumni	Resident w/o	All
Responses	701	377	411	260	146	128	1559
Academics	4.11 ⁽³⁾	4.26 ⁽¹⁾	4.40 ⁽¹⁾	4.71 ⁽¹⁾	4.64 ⁽¹⁾	4.64 ⁽¹⁾	4.33 ⁽¹⁾
Teachers	4.24 ⁽¹⁾	4.15 ⁽²⁾	4.08	4.70 ⁽²⁾	4.45 ⁽²⁾	4.42 ⁽³⁾	4.30 ⁽²⁾
Communications	4.11 ⁽³⁾	4.11 ⁽³⁾	4.05	4.10	3.99	3.63	4.04
Safety & Sec	3.87	3.97	4.04	3.51	4.17	4.09	3.89
Support for Educators	4.04	4.12	4.19 ⁽²⁾	3.78	4.12	4.30	4.03
Facilities	3.29	3.53	4.00	3.54	3.88	3.83	3.58
Technology	3.78	3.82	3.99	4.16	4.06	4.28	3.94
Use of Financial Resources	3.39	3.49	3.58	3.69	3.50	3.58	3.52
Global Education	3.34	3.38	3.39	3.52	3.44 ⁽¹⁸⁾	3.69	3.40
STEM	3.09 ⁽¹⁸⁾	3.23 ⁽¹⁸⁾	3.27 ⁽¹⁸⁾	3.63	3.58	3.71	3.28 ⁽¹⁸⁾
Reading & Writing	4.13 ⁽²⁾	4.04	4.11	4.47	4.44 ⁽³⁾	4.47	4.21 ⁽³⁾
Prep for College	3.97	4.00	4.14 ⁽³⁾	4.50 ⁽³⁾	4.38	4.54 ⁽²⁾	4.20
Meeting needs of all	3.54	3.44	3.47	3.82	3.73	3.73	3.59
Experiential learning	3.46	3.30	3.30	3.41	3.44 ⁽¹⁸⁾	3.49	3.38
Soc and emotional learning	3.78	3.53	3.47	3.78	3.53	3.67	3.68
Options/choices	3.49	3.62	3.71	3.70	3.84	3.81	3.62
Manage pressures	3.58	3.46	3.38	3.52	3.50	3.29 ⁽¹⁸⁾	3.49
Civic Responsibility	3.51	3.45	3.53	3.38 ⁽¹⁸⁾	3.51	3.40	3.47

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Q4: Select the 3 Most Important Skills

ALL groups selected same top 3

Critical thinking, Writing, and Problem Solving



	Elementary	MS	HS	WPS	Alumni	Resident w/o	All
Responses	701	377	411	260	146	128	1559
Collaboration	31.2%	24.0%	19.1%	46.1%	37.2%	25.4%	30.2%
Oral Communications	22.6%	22.6%	19.4%	15.6%	20.7%	17.5%	20.2%
Critical Thinking	63.8%	61.2%	65.3%	62.1%	57.2%	65.1%	64.2%
Writing	51.8%	56.9%	64.5%	47.3%	57.9%	61.9%	55.1%
Global Awareness	14.0%	14.3%	13.6%	12.5%	13.1%	22.2%	14.7%
Problem Solving	69.3%	62.5%	57.8%	70.7%	57.2%	63.5%	64.9%
Decision Making	16.6%	19.9%	17.6%	10.9%	17.9%	16.7%	16.0%
Use of Technology	9.1%	10.8%	8.7%	7.0%	9.0%	8.7%	8.8%
Executive Functioning Skills	33.6%	42.3%	42.9%	37.5%	43.3%	31.0%	36.6%

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Q5: Select the 3 Most Important

ALL groups selected **Curiosity** as one of their top 3

	Elementary	MS	HS	WPS	Alumni	Resident w/o	All
Responses	701	377	411	260	146	128	1559
Curiosity	56.7%	53.4%	57.0%	54.7%	64.8%	58.7%	56.9%
Resiliency	49.1%	46.4%	52.2%	57.9%	40.7%	42.9%	49.3%
Creativity	48.1%	49.1%	44.8%	47.6%	50.3%	54.0%	48.6%
Tenacity	49.1%	45.8%	45.0%	55.1%	35.9%	48.4%	48.3%
Grit/Determination	22.6%	22.6%	22.1%	17.7%	28.3%	26.2%	22.6%
Initiative	45.5%	49.1%	46.5%	37.4%	46.2%	50.0%	45.7%
Advocacy skills	32.6%	39.4%	34.6%	34.6%	37.9%	31.0%	32.5%

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Q6 & 7: Areas of/Priorities for Growth and Improvement



1. STEM

	Q6	Q7
Science	80	139
STEM	44	62
Math	113	174
Technology	25	110
Total	262	485

Q6 & 7: Areas of/Priorities for Growth and Improvement:



2. Supporting All Students

	Q6	Q7
Differentiation	119	163
Different Learning Experiences	89	209
Social & Emotional Learning/ Nurturing Diversity	58	76
Total	266	448

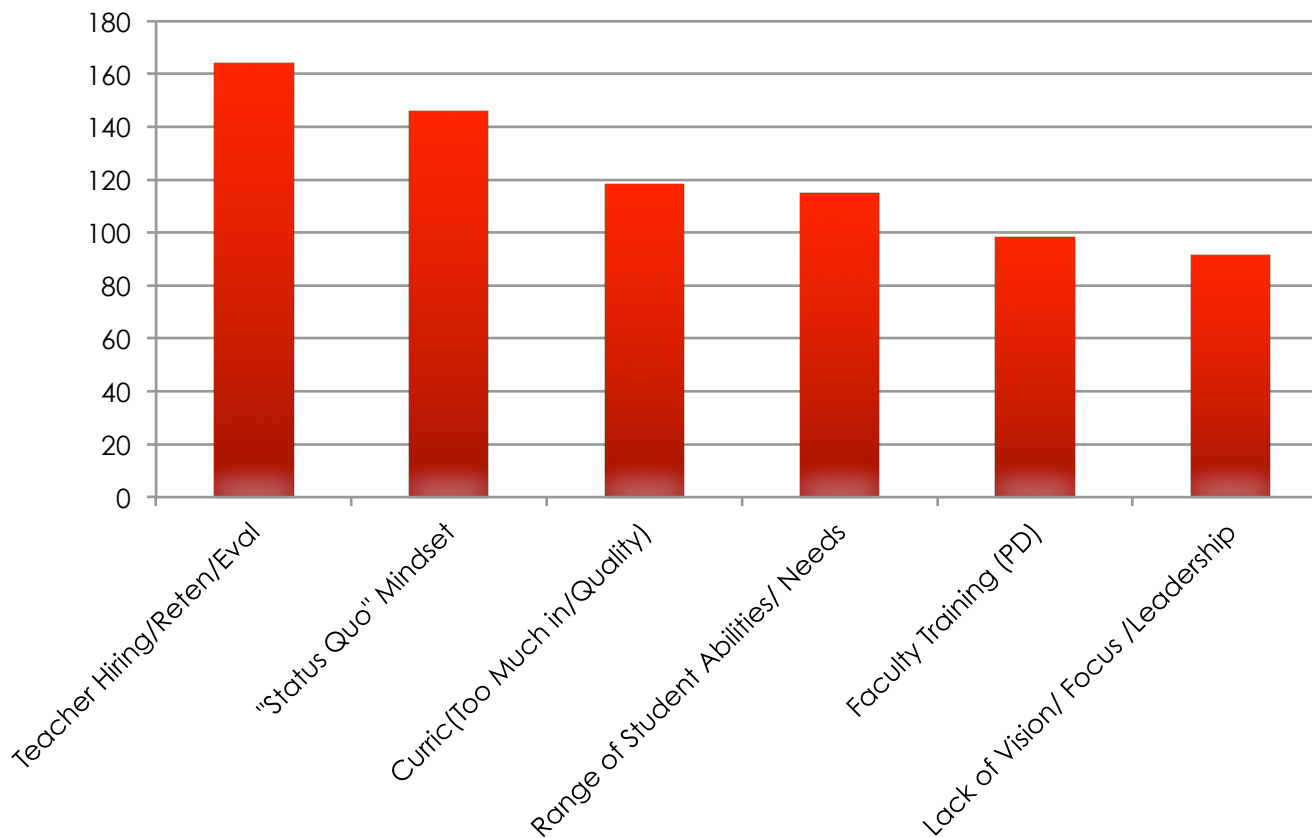
Q6 & 7: Areas of/Priorities for Growth and Improvement



3. Teachers

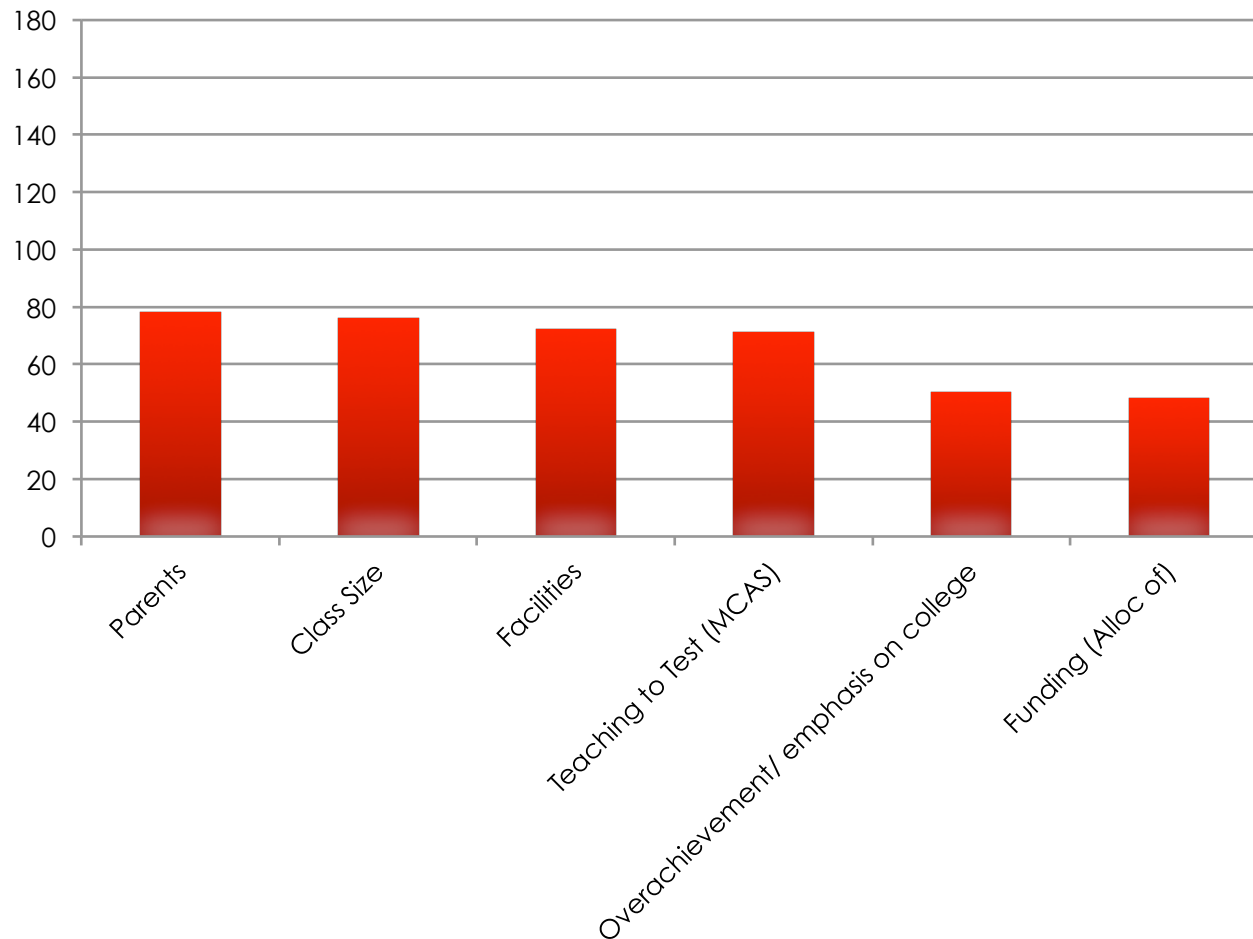
	Q6	Q7
Hiring/Evaluation	66	130
Prof Develop	47	90
Consistency across schools/ grade levels	30	50
Total	143	270

Q8: Challenges/Barriers in Implementing Growth and Improvement



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Q8: Challenges/Barriers in Implementing Growth and Improvement



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Q9: What would you NOT want changed?



Top 5 Responses	
Teacher Quality	236
Current Curriculum	218
Academic Excellence	150
Art/Music/PE/Sports	140
Neighborhood Schools	132
Total	876

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Vision Selections



- Community is re-energized around goal of taking our education system to next level of rigor and relevance needed to ensure students are equipped to be **critical thinkers** and **active citizens** in demanding **global economy**.
- We will deepen and enhance our **educational excellence** by providing **best in class teacher support**, effectively adapting **learning tools and technology**, and by focusing on core skills such as **written and verbal communications** and **critical thinking** that prepare our students for success throughout their lives.
- As students gain a **quality education** through **innovative** approaches and the support of faculty, parents and the greater community, they will develop into **life-long learners** who are **successful, responsible and respectful citizens** able to **collaborate** with all people.
- [WPS will] prepare students **academically, emotionally and socially** for the **fast changing world** that they will be facing.



Next Steps

- Updating community on progress
- Vision and strategy development (May 2013)
- Draft strategy document shared / begin process of staff and community vetting additional input sought (June-October 2013)
- Strategic Plan finalized (November-December 2013)