



Wellesley Public Schools (WPS)
SY19-20 District Goals - Approved (9/17/19)

Mission:

The Wellesley Public Schools (WPS) exist to provide a high quality, comprehensive educational experience that supports each student's academic, social, and emotional development and prepares them to be global citizens who are college, career, and life ready.

Vision:

WPS aspires to be a world-class school system that develops the heads, hearts, and hands of its students and inspires them to be the critical thinkers, problem-solvers, artists and innovators who make contributions to their communities, our nation, and the world.

Core Values:

Academic Excellence (AE)
Commitment to Community (CC)
Respect for Human Differences (RHD)
Cooperative & Caring Relationships (CR)

Priorities:

Social and Emotional Learning (SEL)
Tiered Systems of Support (TSS)
21st Century Teaching & Learning (21st T & L)
Diversity, Equity, & Inclusion (DE&I)



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Goal	Key Activities	Core Value(s) & Priority Area(s)	EOY Update
<p style="text-align: center;">Complete New WPS Strategic Plan</p>	<ul style="list-style-type: none"> ● Use approved priority areas to develop projected work plans, budget implications, and timelines ● Embed first year requests in FY2021 Budget ● Submit to the School Committee. 	<p>ALL</p>	<ul style="list-style-type: none"> ● Ongoing work ● Budget requests anticipated in FY22 proposal
<p style="text-align: center;">Expand 21st Century Learning Opportunities</p>	<ul style="list-style-type: none"> ● Continue to support the PreK-12 implementation of project-based learning through our partnership with PBLWorks. ● Develop a vision for PreK-12 STEAM that includes explicit guidance around computer science. 	<p>21st T&L</p>	<ul style="list-style-type: none"> ● Ongoing → PBL supports to date include: two level-based PBL cohort meetings, two weeks of PBLWorks coaching visits, one day of PBL Leadership training, one day of PBL support for non-classroom teachers, and three PBL Steering Committee meetings. Approximately 200 educators are engaged in this work. ● Ongoing → PreK-12 STEAM has met five times; draft vision complete; multiple WEF grants submitted that focus on STEAM, Makerspaces, and Computer Science ● <i>WEF grants related to STEAM were funded; SY 20-21 implementation will be informed and/or adjusted based on district's reopening & recovery approach</i>



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<p style="text-align: center;">Narrow Achievement Gaps</p>	<ul style="list-style-type: none"> ● Continue to analyze the achievement and growth gaps that exist across levels and disciplines through a range of structures and activities (e.g. Math Achievement Gap Task Force, learning walks, SSPs) ● Remain focused on tiered supports and general education accommodations using the DCAP in order to ensure opportunities for struggling learners. 	<p>ALL</p>	<ul style="list-style-type: none"> ● Ongoing → Math Achievement/Opportunity Gap Task Force has met five times; Task Force has facilitated Math Learning Walks in six schools (visiting 54 classrooms); two additional Learning Walks remain - <i>these will be planned for SY20-21; district findings to be reported by end of SY20-21.</i> ● Ongoing → WPS team attended two-day MTSS conference hosted by DESE to deepen their learning around a comprehensive model of tiered supports ● Ongoing → Creation of Disproportionality Leadership Team to address disproportionate number of students of color on IEPs
<p style="text-align: center;">Deepen Approach to Social and Emotional Learning (SEL)</p>	<ul style="list-style-type: none"> ● Hold quarterly PreK-12 SEL/Challenge Success meetings ● Strengthen communication of our SEL/Challenge Success work through three e-newsletters (Fall, Winter, Spring) ● Explore the possibility of utilizing the Challenge Success framework PreK-12 ● Utilize SEL data to inform work (e.g. MWAHS, VOCAL) and share findings with SC (January 2020) ● Report student growth and 	<p>SEL</p>	<ul style="list-style-type: none"> ● Ongoing → SEL/Challenge Success Leadership team has met four times ● Ongoing → <i>three</i> Challenge Success e-newsletter have been sent to WPS community (November, February & <i>April</i>) ● Ongoing → Leadership Team considering Challenge Success in Grades PreK-5 ● Complete & will continue → MWAHS & VOCAL data shared with all stakeholders; will continue to inform strategic planning



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	<p>development in SEL through the PreK-5 standards-based report card (SBRC)</p>		<ul style="list-style-type: none"> ● Complete → PreK-5 SBRCs were sent out to families; SEL standards established
<p>Continue Diversity, Equity, and Inclusion Work</p>	<ul style="list-style-type: none"> ● Hire and onboard of new DE&I director ● Continue to move the DE&I Leadership Council priority areas (e.g. hiring, retention, professional development, school culture, curriculum) ● Utilize the WPS Curriculum Checklist: <i>Seven Forms of Bias in Instructional Materials</i> 	<p>DE&I</p>	<ul style="list-style-type: none"> ● Completed and ongoing; update provided to SC on 1/23/2020 ● DE&I mission statement established ● Completed → 21-Day Racial Equity Challenge ● Ongoing → Website and Twitter feed; Guidelines for Remote Learning, Hiring ● Completed → Feb. District PD Day with DEI focus ● Ongoing → March 2020 DESE Grant Award for Diversifying Staffing/Culturally Responsive Practices ● Ongoing → Beginning stages of implementation of Equity Facilitators for SY20-21 ● Ongoing → Developing Equity ToolKit, Professional Learning Sequence for Equity for Edu/Admin ● Ongoing → Planning for use of WEF Grant funds award to center on Professional Learning Sequence for Equity
<p>Continued Improvements in the Business Office</p>	<ul style="list-style-type: none"> ● Begin to rollout an online purchasing process. ● Document Business Office 	<p>Operations</p>	<ul style="list-style-type: none"> ● Completed → roll out to Central Office Staff and PAWS ● Ongoing → rollo out to other



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	<p>Procedures</p> <ul style="list-style-type: none"> ● Complete Federal Grant Procedure Manual (working with Town Audit Committee) 		<p>locations, MUNIS video series being developed for training purposes</p> <ul style="list-style-type: none"> ● Ongoing → Business Office Documentation: 9 Instructional Presentations drafted; over 50 Procedures drafted. ● Ongoing → Federal Grant Manual is drafted and shared with the Town Audit Committee ● Ongoing → Registered for a Conference with MASBO to meet with lawyers to learn about updates to federal laws/regulations; will update manual with these updates before finalizing, delayed due to COVID-19. Expected in July.
<p>Implement PreK-5 Standards-Based Report Card (SBRC).</p>	<ul style="list-style-type: none"> ● Provide comprehensive training on the SBRC and on standards-based teaching for all PreK-5 educators. (SY19-20) ● Offer introductory SBRC sessions for parents (Fall 2019) ● Solicit educator and parent feedback through a survey (February 2020) 	<p style="text-align: center;">21st T&L</p>	<ul style="list-style-type: none"> ● Ongoing → 12 two-hour sessions of K-5 SBRC professional development have taken place; 6 additional two-hour sessions remain (March - June) ● Completed → two K-5 SBRC sessions were held (October 15th & 17th) ● Completed → parent feedback solicited in February through online survey; currently analyzing data ● <i>For SY20-21 SBRC implementation will stay consistent with SY19-20; teacher & parent feedback will be considered at key points in the</i>



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			<i>year - fall, winter & spring</i>
Proceed with the next phases of the HHU building projects.	<ul style="list-style-type: none"> ● Seek Design Funds for Early Hunnewell at Fall STM ● Complete feasibility of Hardy/Upham projects 	21st T&L Operations	<ul style="list-style-type: none"> ● Hunnewell Design Funds approved ● On track to complete H/U Feasibility work
Review of Student Services Department.	<ul style="list-style-type: none"> ● Conduct a strengths and needs analysis. ● Recommend next steps for beginning implementation in SY21-22. 	TSS	<ul style="list-style-type: none"> ● Ongoing → class, program, staff observations; documents review; many early successes & ongoing development of recommendations
Develop an FY21 Budget that meets School Committee goals and priorities.	<ul style="list-style-type: none"> ● Collaborate with School Committee and Board of Selectmen to manage, monitor and refine effective funding strategies for Special Education. ● Develop an FY20 Adjusted Budget. 	ALL	<ul style="list-style-type: none"> ● Completed → FY20 Adjusted Budget ● Completed → FY21 Budget pending Town Meeting Approval
Superintendent Only Professional Practice Goal			
Work to Support Key Staff Transitions	<ul style="list-style-type: none"> ● Onboarding and support of new Director of Student Services, Sprague Principal, and Director of Diversity, Equity, & Inclusion 	ALL	<ul style="list-style-type: none"> ● Very effective entry of these key staff members