



Wellesley Public Schools (WPS)
SY20-21 District Goals - Approved (Approved 11/17/2020)

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)



Wellesley Public Schools (WPS)
 SY20-21 District Goals - Approved (Approved 11/17/2020)

Goal	Key Activities	Core Value(s) & Priority Area(s)	EOY Update
<p style="text-align: center;">Develop and implement DESE-Required School Reopening Plans for SY2020-21</p>	<ul style="list-style-type: none"> ● Through District Reopening Advisory Group and smaller working groups develop plans for: <ul style="list-style-type: none"> ○ Full Reopening ○ Hybrid Model ○ Fully Remote Model ● Develop a Fully Remote Model to be used in parallel with the other options 	<p>ALL</p>	<ul style="list-style-type: none"> ● Complete, with required plans submitted to DESE on 9/2/2020 ● Remote Learning School (RLS) launched at the start of the year with approx. 500 students and dedicated staff/principal. It is the 3rd largest school in WPS during SY 20-21.
<p style="text-align: center;">Establish a Memorandum of Agreement (MOA) with the Wellesley Educators Association (WEA) Regarding School Reopening Plans</p>	<ul style="list-style-type: none"> ● Establish District Bargaining Team ● Work with WEA to create an agreement on the major elements of school reopening ● Reach agreement prior to the first day of school for students (Sept. 16) 	<p>ALL</p>	<ul style="list-style-type: none"> ● The WPS and WEA collaborated throughout the school reopening planning process. ● Complete, with MOA ratified by the WEA membership on 9/12/2020 ● School opened successfully on 9/16/2020 ● Follow-up MOA approved to transition to full, in-person schedules in April.
<p style="text-align: center;">In response to the pandemic, provide a wide range of support and professional learning</p>	<ul style="list-style-type: none"> ● Plan and deliver a “First 10 Days” calendar of professional learning for all staff focused on: 1) health and safety, 2) social 	<p>ALL</p>	<ul style="list-style-type: none"> ● Complete. The opening 11 professional days included important health & safety training and updates, as well as district-wide



Wellesley Public Schools (WPS)
SY20-21 District Goals - Approved (Approved 11/17/2020)

<p>opportunities for teachers and administrators.</p>	<p>and emotional wellness, 3) hybrid and remote learning pedagogy, and 4) anti-racism development.</p> <ul style="list-style-type: none">● Utilize Wednesday afternoons for ongoing support and professional learning aligned with four PD priorities.● Partner with outside consultants who have deep expertise in the four PD priority areas. These partners will provide PD opportunities throughout the school year.● Convene a joint management and labor committee dedicated to gathering and showcasing the innovative teaching & learning practices WPS educators are using in the hybrid and full remote learning models.		<p>sessions focused on social and emotional wellness, culturally responsive lesson planning, development of racial identity, and the WPS Equity Toolkit.</p> <ul style="list-style-type: none">● Complete. The district PD calendar, aligned with the four PD areas, provides a sequence and cadence of ongoing support and differentiated professional learning opportunities for all staff.● Complete. WPS invited outside experts including Dr. Lisa Damour, Dr. Marc Brackett, Maria Trozzi and Kwame Sarfo-Mensah to lead district-wide, school-based and small group workshops and learning sessions; we also relied on the expertise from within the district, including our technology specialists and district leaders, to provide ongoing professional learning.● Complete. Student Services staff engaged in a 3-part professional learning series on the topic of <i>Resilience</i> provided by Dr. Michael Ungar.● Complete. The Joint Labor
--	--	--	--



Wellesley Public Schools (WPS)
 SY20-21 District Goals - Approved (Approved 11/17/2020)

			<p>Management Committee was established with 14 participants representing various departments and levels within the schools and met from October- December. A Padlet was created to showcase strategies that worked for teachers in classrooms in the following categories:</p> <ul style="list-style-type: none"> ○ Technology Integration, ○ Culturally Responsive Practices ○ SEL/Individual Student Support, ○ Health and Safety, ○ Products and Assessment ○ Wishlist.
<p>Develop a Viral Testing Program to be used in School Reopening Efforts</p>	<ul style="list-style-type: none"> ● Conduct baseline viral testing of all students and staff prior to the start of school ● Establish a viral testing surveillance program to include staff and (potentially) students to monitor the presence/transmission of the virus 	<p>N/A</p>	<ul style="list-style-type: none"> ● Baseline viral testing of all students and staff completed between Sept. 24-28th with approx. 4500 tests completed (More than 90 percent participation.) ● Weekly surveillance testing model launched in October to include all students at WMS/WHS along with all district staff. This model was expanded to include all students in Grades 3-5 beginning on 3/29/2021, with testing through the remaining weeks of the school year.



Wellesley Public Schools (WPS)
 SY20-21 District Goals - Approved (Approved 11/17/2020)

<p style="text-align: center;">Develop School Reopening Metrics and Data Dashboard</p>	<ul style="list-style-type: none"> ● Based on data released from the state, identify the metrics and thresholds appropriate to guide school reopening decisions ● Post data dashboard of metrics to inform staff and community of district status 	<p>N/A</p>	<ul style="list-style-type: none"> ● Original dashboard approved in MOA and updated weekly. ● Revised Metrics were approved by the Joint Labor Management Committee (JLMC) on 2/22/21 . Metrics are updated weekly and posted to the WPS website.
<p style="text-align: center;">Diversity, Equity, and Inclusion</p>	<ul style="list-style-type: none"> ● Achieve 100% completion for all WPS staff on required Equity Protocol Training ● Utilize Panorama Educator & Staff Survey data to implement racial equity recruitment/hiring/retention plan ● Set 3- to 5-year DE&I goals with assistance from WPS participation in DESE Culturally Responsive Practices Leadership Academy 	<p>DE&I</p>	<ul style="list-style-type: none"> ● As of 5/20/21, 85% of WPS staff have completed required Equity Protocol Training. ● WPS awarded \$55,000 Hate Crimes Prevent Grant from state to work on antibias curriculum to prevent hate crimes and other acts of prejudice and discrimination. ● DEI Office has completed equity strategy plan with commitments and corresponding goals and progress markers, as shared in Feb. to SC <ul style="list-style-type: none"> ○ Update on Equity Strategy coming June 8.
<p style="text-align: center;">Proceed with Critical School Facilities Projects</p>	<ul style="list-style-type: none"> ● Submit Town-Approved Preferred Building Option for the Hardy/Upham project to the MSBA in Fall 2020 and complete schematic design for submission in July 2021 ● Complete detailed design of Hunnewell project in preparation for the request of 	<p>21st T&L Operations</p>	<ul style="list-style-type: none"> ● Funding for the MSBS was approved in the fall and planning is underway for completion of the project this summer (2021). ● Detailed design for the Hunnewell project well underway and on track for Fall 2021 request for construction funds.



Wellesley Public Schools (WPS)
SY20-21 District Goals - Approved (Approved 11/17/2020)

	<p>construction funds in Fall 2021</p> <ul style="list-style-type: none">• Seek approval of funds for Middle School Building Systems project in Fall 2020 for work in Summer 2021		<ul style="list-style-type: none">• Funding for Middle School project approved by STM on 10/26/2021.
<p>Develop an FY22 Budget that meets School Committee goals and priorities.</p>	<ul style="list-style-type: none">• Collaborate with School Committee, Board of Selectmen, and Advisory to balance District needs with Town financial constraints	<p>ALL</p>	<ul style="list-style-type: none">• FY'22 Budget Voted by School Committee at 2.69% increase over FY'21