

Country School / Woodland School Improvement Plan, 2023-2024

Strategic Objective 1.1: *Expand and refine repertoires of instructional practices to promote individualized learning, student agency, real-world connections, project-based learning, service learning, outdoor learning, physical activity, arts integration, and technology integration*

Action Steps (add timeframe/ person responsible columns)	People/Teams Responsible	Timeline	Measurable Outcomes
Review the findings of the Literacy Review and develop an Action Plan to ensure best practice.	Elementary Principals, Elementary Literacy Curriculum Specialist, Elementary Educators	Literacy review in Fall 2023 Presentation of findings in Winter 2023/2024 Determination of next steps in Spring 2024	A subsequent action plan aligned with the district plan with timelines that consider the recommendations of the literacy review. By June 2026, at least 5% more high-needs students will improve literacy scores in STAR and MCAS to the meets expectations category
Continue to support PD for elementary educators in phonological awareness, phonics, decoding, comprehension, fluency, and vocabulary to ensure fidelity of the instruction for all students.	Elementary Principals, Elementary Literacy Curriculum Specialist, Elementary Instructional Coaches	Provision of sustained professional learning opportunities and coaching support over the school year to broaden instructional repertoires of educators who work with students who have significant reading challenges.	By June 2024, evaluation observation data will show that elementary classroom teachers are consistently implementing best practice in literacy instruction listed in the action step.
Provide input from K-5 schools to district efforts to examine Digital Literacy and Engineering curriculum, instruction, and programming K-5. Make recommendations for long-range planning.	Principals, Science & Social Studies Curriculum Specialists, Technology Integration Specialist	Recommendations complete and presented in Spring, 2024.	A subsequent action plan aligned with the district plan with timelines that consider the recommendations of the Engineering task force.

Expand usage of the Country and Woodland maker spaces.	Principals, Science & Social Studies Curriculum Specialist, Technology Integration Specialists	Development of after-school activities using maker spaces in 2023-2024	During the 2023-2024 school year 100% elementary students will access their schools maker space evident in scheduling.

Strategic Objective 1.3: Articulate and integrate content, practice, and SEL standards into all units and lessons			
Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
Continue to update the scope and sequence of curriculum in Math, Literacy, Science, and Social Studies. Articulate essential understandings, standards, and practices for each unit.	Principals, Curriculum Specialists	Elementary curriculum documents in literacy, math, science, social studies, and technology integration updated and published on the website in Fall 2023	During the 2023-2025 school years 100% of content-specific educators will demonstrate proficiency evident in classroom observations that teacher teams are following the scope and sequence together.



Strategic Objective 1.5: Enhance district and school support for teachers to improve their own instructional practice, including professional learning, coaching, and supervision and evaluation

Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
Implement changes to Weston’s educator evaluation system so that it reflects DESE priorities, promotes educator goal setting and completion, fosters a growth mindset, and provides teacher agency over their professional learning. Pilot these changes in 2023-2024.	Principals, Curriculum Specialists, Teachers	Pilot the changes in 2023-2024.	Implementation of the piloted educator evaluation with fidelity Positive educator feedback evident in survey data on the effectiveness of the changes to the supervision and evaluation system

Strategic Objective 1.6: Develop consistent systems and processes for data inquiry and analysis in order to take action for student achievement/growth and instructional improvement.

Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
Refine MTSS systems and structures (academic, social-emotional-behavior).	Principals, Curriculum Specialists, Instructional Coaches	ongoing	Use of LinkIt in elementary data team meetings. More choices and a broadening of supports and extensions during elementary flex block

Strategic Objective 2.1: Promote a culture of connection and belonging in each classroom and school through the arts, advisories, affinity groups, teams, learning partnerships, and other inclusionary practices.

Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
Continue Culturally Responsive Learning Professional Development (Year 4 of 4).	Elementary Principals, DEI Coordinator, Asst. Superintendent for Teaching & Learning	100% of teachers incorporate at least one of these strategies in either their professional practice or student learning goals, Fall 2023.	Culturally responsive teaching practices are regularly noted in classroom observations through formal and informal visits.

Strategic Objective 3.5: Establish and enhance inclusive, community-building school and district events for students, staff, and families

	People/Teams Responsible	Timeline	Measurable Outcomes
In partnership with the Weston High School students, invite student groups to participate in “High Five Fridays.”	<ul style="list-style-type: none"> Elementary Principals, High School Administration 	September - June	Community building events between the oldest and youngest students of Weston to support connections and sense of belonging.

Other Initiatives: Plan for sustaining and enhancing systems and structures in a fiscally responsible manner

Action Steps	People/Teams Responsible	Timeline	Measurable Outcomes
Begin the initial research and planning for new playground structures for both preschools and the CS/WS K-3 Playgrounds	School Principals, School Councils, School Committee	January-June	A proposed plan and budget by June 2024.