

Weston Public Schools

District Plan Overview

2018-2021

Mission

To educate, equip, and inspire all students to achieve their full potential and enrich their communities.

Vision

Weston Public Schools and the wider community are committed to excellence in learning for all students.

Students will imagine, reflect, and innovate within a safe learning environment that develops their academic, social, and emotional growth and well-being.

We will build the critical thinking and collaboration skills necessary to participate positively in a complex and constantly changing, culturally diverse world.

Core Values

The Weston Public School District is committed to:

- The individualized development of each student's academic potential
- The development of the whole child, including extra-curricular pursuits, emotional intelligence and resilience, and physical well-being
- The development of strong citizens who can engage with others in a mutually respectful manner

Theory of Action

If we...

- *Strengthen educational practices to promote intellectual stretch and engaged learning, and*
- *Foster students' well being to develop their resiliency and curiosity, and*
- *Champion a school community committed to cultural competency, trust, and mutual respect*

Then we will...

- *Provide excellence in learning for every student, supporting academic, social, and emotional growth and preparing students to participate positively as citizens of the world.*

Strategic Objectives

<p>1. Strengthen educational practices in order to promote intellectual stretch, engaged learning, equitable access, and excellence for every student, every day.</p>	<p>2. Foster students' well-being in order to develop their emotional resiliency and intellectual curiosity.</p>	<p>3. Champion a school community committed to cultural competency, trust, and mutual respect in order to prepare students to be citizens of the world.</p>
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Strategic Initiatives

<p>1.1 Expand student-centered, experiential, authentic learning opportunities for students that require real world application, intellectual curiosity, collaboration, perseverance, and critical thinking.</p>	<p>2.1 Assess and modify existing school-based continuum of practices to support emotional intelligence and resilience. For example: including Open Circle, Responsive Classroom, mindfulness.</p>	<p>3.1 Embed anti-bias practices within curricula, PK-12. For example: providing ongoing cultural competency training for faculty and staff.</p>
<p>1.2 Provide professional learning opportunities to improve instructional practices in addressing student interest, engagement, and learning styles. For example: focusing on data collection and analysis, differentiation, growth mindset, cultural competence, highly effective teaching.</p>	<p>2.2 Create a district-wide continuum of practices to support emotional intelligence and resilience. For example: focusing on cultural competence; Challenge Success; Responsive To Intervention (RTI) for Social Emotional Learning (SEL).</p>	<p>3.2 Further enhance school safety processes and protocols. For example: assessing, modifying, aligning current continuum of safety practices; connecting district and school crisis teams with town-wide crisis team.</p>
<p>1.3 Create a district continuum of curricula and assessments that are vertically and horizontally aligned to standards. For example: reviewing and modifying curriculum and assessments; establishing data teams; creating a process for monitoring individual growth PK-12.</p>	<p>2.3 Offer professional learning for faculty, staff and families aligned to the continuum. For example: focusing on cultural competence; social/emotional learning; mindfulness; Open Circle; Responsive Classroom; Challenge Success.</p>	<p>3.3 Establish partnerships to promote development of a welcoming community. For example: offering community classes about cultural sensitivity and racial discrimination; providing varied opportunities for parents and faculty to meet and interact; creating a multicultural committee to plan opportunities for school and broader community to learn, celebrate, and grow.</p>
<p>1.4 Close the achievement and opportunity gaps at all grade levels and in all subjects. For example: reviewing and modifying existing programming and practices; providing a continuum of targeted interventions; collecting and analyzing data.</p>		<p>3.4 Recruit and retain diverse faculty, reflective of school community</p>
		<p>3.5 Enhance communication for all stakeholders. For example, establishing and enacting multiple protocols.</p>

1. Strengthen Educational Practices

Outcome 1A. Instructional Coaching

Increase educator support to enhance teacher effectiveness, provide consistency of instruction, and foster intellectual stretch for all students.

- Create Instructional Coach positions for PK-8 buildings, one per building, PK-8.

Outcome 1B. Curriculum Implementation and Alignment

Increase elementary students' reading and writing achievement through research-based literacy instruction.

- Implement Foundations (K-2) and Teachers College Writing Program for teachers of writing and writing support (K-5).

Realign all curriculum standards to the current Massachusetts Frameworks, including the most recent and forthcoming changes (e.g., digital literacy, science, history/social studies).

Refine and implement common assessments in all content areas.

Outcome 1C. Data into Practice

Close the identified achievement gaps (i.e., Students with disabilities and African-American/Black students) witnessed in standardized tests, common assessments, and participation/enrollment rates.

- Establish formal data teams across the district with specific attention to closing the achievement gaps identified (i.e., Students with disabilities and African-American/Black Students).

Outcome 1D. Authentic Learning

Increase the number and variety of opportunities for all students to engage in authentic, experiential learning.

Increase communication of school-based, content-based, and district-based student experiences to a wider audience.

2. Foster Students' Well-Being

Outcome 2A. Professional Development

Provide a variety of ongoing opportunities for faculty and families to continue to learn about and implement research-based social emotional learning practices to enhance skill building.

Outcome 2B. Measuring Student Well-being

Decrease student-reported level of stress, lack of sleep, and risky behaviors of our secondary students.

- Administer Weston's Student Life Survey; SBIRT; and other surveys to provide comparative data for analysis and action.

3. Champion a School Community Committed to Cultural Competency, Trust, and Mutual Respect

Outcome 3A. Anti-Bias Professional Development

Provide a variety of ongoing opportunities for faculty and families to learn about cultural competency.

Increase the number of developmentally appropriate lessons regarding cultural competencies for all students.

Outcome 3B. Safety

Continually review and enhance safety protocols and practices.

- In conjunction with safety professionals, review and adopt NEMLEC's Star Program; practice A.L.I.C.E. and Safe and Sound Schools protocols with all employees and with students, as developmentally appropriate.

Outcome 3C. Communication

Increase and diversify communication practices.