

# **Weston Public Schools**

## **2021-2026 District Strategic Plan**

### **Foreword:**

Dear Weston Public Schools Community and School Committee Members,

The Weston Public Schools Administrative Team is proud to present our five-year Strategic Plan. Weston Public Schools have a longstanding history of providing academic excellence to our students. The Strategic Plan before you builds upon that strong foundation, updates our mission, vision, and core values, and focuses on three areas for improvement: innovative instruction; diversity, equity, and inclusion; and communication and community connections.

Within each focus area are six strategic objectives, each of which will contain measurable action steps. Every year we will review data, track progress, and update action steps so that our strategic objectives are realized. We will continue to improve through this systematic process, raising the district to even higher levels of distinction.

Thanks to the Strategic Planning Committee, the School Committee, the Administrative Team, and the hundreds of students, educators, parents, and community members who participated in the strategic planning process. We are excited about what lies ahead and the ways we will be able to educate, serve, and nurture our students over the next five years.

Best,

Superintendent Dr. Midge Connolly and the District Administrative Team

# Weston Public Schools

## Overview of 2021-2026 District Strategic Plan

### *Mission*

Together, with our school community, we will educate, equip, and inspire each and every student to bring their whole selves to school, become independent learners, and participate actively in a complex and constantly changing, culturally diverse world.

### *Vision*

Weston Public Schools and the wider school community are committed to multiple pathways toward excellence and achievement for all students.

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

Students will develop the critical thinking, creative problem solving, technological and media literacy, communication, and collaboration skills necessary for civic engagement and lifelong learning.

### *Core Values*

**Climate of care:** We enhance our learning environments and recognize the strengths and needs of all students through an ethos of caring for oneself, others, and community.

**Honoring the whole child:** We focus on all aspects of a child's education, including academic growth, extracurricular pursuits, emotional intelligence and resilience, and physical well-being.

**Innovative instruction:** We offer academic experiences that inspire all students to build agency and fully engage in their learning.

**Equity and social justice:** We are committed to access, equity, diversity, participation, anti-racism and human rights for all members of our community.

**Global citizenship:** We develop young citizens who understand the world around them, value other perspectives, communicate and collaborate with culturally diverse audiences, and take appropriate action to improve local, national, and global communities.

### *Theory of Action*

*If we:*

- Provide innovative instruction designed to challenge and support all students
- Prioritize diversity, equity, and inclusion for all community members
- Strengthen communication and community connections on behalf of our students

*Then we will educate, equip, and inspire each and every student to bring their whole selves to school, become independent learners, and participate actively in a complex and constantly changing, culturally diverse world.*

## Focus Areas and Strategies

<b>1. Innovative Instruction for All Students</b>	<b>2. Diversity, Equity and Inclusion</b>	<b>3. Communication and Community Connections</b>
<p><b>1.1</b> 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.</p>	<p><b>2.1</b> 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.</p>	<p><b>3.1</b> Promote the ethos of caring for oneself, others, and community across the district. Encourage and empower students to advocate for themselves and their peers.</p>
<p><b>1.2</b> Train educators and implement Social and Emotional Learning (SEL) and culturally responsive teaching practices to develop independent learners, form strong learning partnerships, support students' information processing, and create inclusive classroom cultures.</p>	<p><b>2.2</b> Examine all curricula, systems, and practices through an equity lens to ensure that historically marginalized groups are included and well-represented.</p>	<p><b>3.2</b> Develop and improve communications systems and protocols that serve to strengthen and deepen home/school communication in a clear and culturally proficient manner.</p>
<p><b>1.3</b> Articulate and integrate content, practice, and SEL standards into all units and lessons.</p>	<p><b>2.3</b> Identify, address, and narrow opportunity, resource, and other educational gaps that may exist for struggling and systemically disadvantaged students.</p>	<p><b>3.3</b> Explore and adopt technology tools that can enhance communication.</p>
<p><b>1.4</b> Refine, differentiate, personalize, and enhance curriculum under Universal Design principles to best-serve the needs of all learners. Ensure that curriculum is enacted consistently and equitably across grade levels and subject areas.</p>	<p><b>2.4</b> Foster a culture of social justice, multiculturalism, anti-racism, and service learning in all schools.</p>	<p><b>3.4</b> Provide more opportunities for student voice and participation in classroom, school, and community settings; empower students to take appropriate actions to improve local, national, and global communities.</p>
<p><b>1.5</b> Enhance district and school support for teachers to improve their own instructional practice, including professional learning, coaching, and supervision/evaluation.</p>	<p><b>2.5</b> Hire and retain faculty and administrators that are representative of our diverse student body.</p>	<p><b>3.5</b> Establish and enhance inclusive, community-building school and district events for students, staff, and families.</p>
<p><b>1.6</b> Develop consistent systems and processes for data inquiry and analysis in order to take action for student achievement/growth and instructional improvement.</p>	<p><b>2.6</b> Partner with our community to build our understanding of diversity, equity, and inclusivity.</p>	<p><b>3.6</b> Develop partnerships with other K-12 districts, colleges/universities, businesses, and other institutions to expand opportunities for students.</p>