

# District Action Plan, 2022-2023

*This document outlines the 2022-23 specific action steps and measurable outcomes under each of the strategic objectives in the Weston District Strategic Plan. As the year goes on, updates for each action step will be entered periodically into the Status column.*

<b>Strategic Objective 1.1: <i>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</i></b>		
<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
Form a new scheduling committee to examine new HS/MS schedules with a focus on innovation, connection, equity and inclusion.	Gathering of stakeholder feedback in Fall, 2022 Narrowing down options for consideration in Winter, 2023 Impact bargaining, if necessary, with WEA in Spring 2023  (All leads to the implementation of a new schedule in 2024-2025.)	

**Strategic Objective 1.2: 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**

Action Steps	Measurable Outcomes	Status
<p>Continue Culturally Responsive Education Professional Development (Year 3 of 4).</p>	<p>Monthly leadership training sessions focusing on learning partnerships and information processing in 2022-2023</p> <p>School-based CRE sessions throughout the 2022-2023 school year</p> <p>80% of teachers incorporate at least one of these strategies in either their professional practice or student learning goals, Fall 2022</p> <p>50% increase in the number of coaching cycles with teachers incorporating these key practices in 2022-23</p> <p>Culturally responsive teaching practices regularly noted in classroom observations</p> <p>Culturally responsive education is one aspect of building a Multi-Tiered System of Support (High-quality Tier I Instruction), which will eventually lead to student outcome increases in proficiency and reductions of gaps</p>	

**Strategic Objective 1.3: Articulate and integrate content, practice, and SEL standards into all units and lessons**

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
<p>Update the scope and sequence of curriculum in all departments at all grade levels. Articulate essential understandings, standards, and practices for each unit.</p> <p>Publish updated curriculum maps on the district website.</p>	<p>Curriculum documents updated by March 2023 and published on the website.</p> <p>Essential understandings outlined by June 2023 and published on the website.</p> <p>Consistent standards-based curriculum for all students is one aspect of building a Multi-Tiered System of Support (High-quality Tier I Curriculum), which will eventually help lead to student outcome increases in proficiency and reductions of gaps</p>	

**Strategic Objective 1.4: 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.**

Action Steps	Measurable Outcomes	Status
<p>Continue to roll out the Primary Source <i>Cornerstones for Civic Engagement</i> social studies curriculum for grades 3-5</p>	<p>All teachers in grade 3-5 are trained to implement Cornerstones.</p> <p>At least 75% of the Cornerstones for Civic Engagement taught in all classes at each grade level (up from 25-50% last year).</p>	
<p>Continue the <i>Illustrative Mathematics</i> curriculum rollout for grades K-1 (second year) and grades 2-4 (first year), with some early adoption in grade 5.</p>	<p>All teachers in grade K-4 are trained to implement Illustrative Math.</p> <p>In 2022-2023, all K-4 classroom teachers collaboratively learn about, plan for, and teach mathematics using Illustrative Mathematics as a curricular resource.</p> <p>Analysis of STAR Math Data, particularly in Grades K-1 (in their second year of implementation) to measure impact of Illustrative Math.</p>	

**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	Measurable Outcomes	Status
<p>Finalize 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. Propose changes to the Weston Educators’ Association during contract negotiations.</p>	<p>Once the changes are negotiated, create new evaluation documents and provide professional development for both educators and supervisors about the changes in the evaluation system.</p>	

**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	Measurable Outcomes	Status
<p>Present the findings from the Multi-Tiered System of Support Review (spring/summer 2022) and develop next steps for our district to build a comprehensive multi-tiered system of support for all students in the areas of academics, SEL competencies, and behavior.</p>	<p>Presentation of findings in Fall, 2022 Plan outlining next steps in Spring 2023</p>	
<p>Continue to conduct Instructional Rounds for the Administrative Council as a tool to collect and analyze data about instructional practices in all five schools. Begin to develop methods to triangulate instructional practice data with student learning data.</p>	<p>Conduct one set of instructional rounds at each school in 2022-23</p>	

***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	Measurable Outcomes	Status
<p>Enhance the High School advisory programs so that all advisors are involved and trained and that there is a system of providing consistent advisory lessons throughout the school year</p>	<p>Advisory systems, structures and schedules created by October 2022</p> <p>Advisory team regularly planning advisory sessions and supporting educators with materials in 2022-23</p> <p>Students surveyed on the impact of advisory in May/June, 2023</p> <p>Advisory is one aspect of building a Multi-Tiered System of Support (High-quality Tier I SEL instruction), which will eventually help lead to student outcome increases in proficiency and reductions of gaps</p>	

***Strategic Objective 2.2: Examine all curricula, systems and practices through an equity lens to ensure that historically marginalized groups are included and well-represented.***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
Provide secondary professional development that focuses on best practices for assessment and grading.	Grading for equity workshops during summer 2022  List of equitable grading practices for consideration created and vetted by late fall, 2022	
Convene committee of multiple stakeholders to review the implementation of the Bullying Prevention and Intervention Plan and enhance it, paying particular attention to equity and impact on historically marginalized groups	Committee formed in October, 2022  Updated Bullying Prevention and Intervention Plan in Spring, 2023	

***Strategic Objective 2.3: Identify, address and narrow opportunity, resource and other educational gaps that may exist for struggling and systemically disadvantaged students.***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
<p>Develop metrics and a calendar for reporting high-level data to the School Committee that indicates progress toward narrowing opportunity and other educational gaps that exist for traditionally marginalized students.</p>	<p>Selection of metrics and development of a schedule of when the metrics will be presented to the School Committee updated by January 2023.</p>	
<p>Work with The Leadership Academy to conduct a comprehensive, district-wide Equity Audit to better understand the systems and structures we create and perpetuate that prevent students from reaching full potential. Examine data to unearth root causes. Translate findings from the equity audit into strategic action steps.</p>	<p>Equity audit completed by the Spring, 2023 with a presentation to the school committee</p> <p>Findings of the equity audit will be translated to strategies in Spring 2023.</p>	

***Strategic Objective 2.4: Foster a culture of social justice, multiculturalism, anti-racism, and service learning in all schools.***

Action Steps	Measurable Outcomes	Status
Examine results of the Social Studies Program Review to determine next steps in integrating social justice, multiculturalism, anti-racism, and service learning in curriculum and instruction.	Social Studies External Program Review completed and presented in late Fall, 2022  Action steps based upon program review recommendations determined in Winter, 2022	

***Strategic Objective 2.5: Hire and retain faculty and administrators that are representative of our diverse student body.***

Action Steps	Measurable Outcomes	Status
Conduct review of current hiring practices across the district. Design and implement a consistent hiring process. Train all managers on the new hiring process including interview techniques that promote impartiality in order to attract, hire, and retain educators of color.	New hiring process designed by January, 2023.  Hiring managers trained in a new hiring process in late winter/early spring, 2023, before the hiring season.	

***Strategic Objective 2.6: Partner with our community to build our understanding of diversity, equity and inclusion.***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
Develop learning forums for parents/caregivers on Diversity, Equity and Inclusion.	Determine/design the forums on DEI in fall, 2022 Schedule dates, times, and venues for 3-4 forums/workshops by November 2022 Complete the forums by June, 2023	

***Strategic Objective 3.1: Promote the ethos of caring for oneself, others, and community across the district. Encourage and empower students to advocate for themselves and their peers.***

Action Steps	Measurable Outcomes	Status
<p>All schools finalize and implement a positive behavior support matrix/plan that explicitly outlines what taking care of self, others, and community, looks, feels, and sounds like for students and educators. Backing up this support plan is guidance for educators in setting expectations and supporting students.</p>	<p>Positive behavior support plans and backing guidance for educators developed and/or enhanced by August, 2022. Implemented in Fall 2022.</p> <p>Positive behavior support plans is one aspect of building a Multi-Tiered System of Support (Consistent behavioral expectations and supports for all), which will eventually help lead to student outcome increases in proficiency and reductions of gaps.</p>	

***Strategic Objective 3.2: Develop and improve communications systems and protocols that serve to strengthen and deepen home/school communication in a culturally proficient manner***

Action Steps	Measurable Outcomes	Status
<p>Plan proactive communication strategies for the district and each school to the public around key initiatives.</p>	<p>District home/school communication strategy outlined by June, 2023, to be implemented in the 2023-2024 school year.</p> <p>Guide created for educators to support school-home communication completed by Summer, 2023.</p>	

***Strategic Objective 3.3: Explore and adopt technology tools that can enhance communication***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
In concert with the district home/school communication strategy, examine technology tools and platforms that will enhance home/school communications	District home/school communication strategy outlined by June, 2023, to be implemented in the 2023-2024 school year. Strategy will outline the technology tools to be utilized.	

***Strategic Objective 3.4: 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***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
Update the process of allocating funding for high school clubs to be more flexible so that students have more opportunity to create clubs, generate interest, and find appropriate club advisory support.	Create a joint task force with educators to negotiate a better system of clubs and advisor stipends in all schools, to be completed in Spring 2023.	

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

	<b>Measurable Outcomes</b>	<b>Status</b>
In partnership with the PTO, develop at least one event per school whose purpose is to bring the school community together and celebrate its diversity	Community-building events for each school sometime in the 2022-23 academic year	

***Strategic Objective 3.6: Develop partnerships with other K-12 districts, colleges/universities, businesses, and other institutions to expand opportunities for students***

<b>Action Steps</b>	<b>Measurable Outcomes</b>	<b>Status</b>
Develop a Center for Community Service at Weston High School that helps students pair up with community providers, including creating more opportunities for senior internships	Launch the Center for Civic Engagement and Community Service in Spring, 2023	