



Medway Public Schools Strategic Plan 2019-2024

School Committee Second Reading, January 10, 2019

*While our children only represent 25% of the
population, they represent 100% of our future!*

~ Battelle for Kids

Today's Goals

- Key steps: from the first plan to this next plan
- Accomplishments from 2016-2019
- Overview of our mid-cycle review and refinement process
- Architecture and elements of the plan
- Next steps...

Key Steps

- Summer 2015-April 2016 - Strategic Planning process
- Fall 2016 - June 2018 - 2016-2019 Strategic Plan Implementation
- May 3, 2018: Steering Committee re-established
- May - June 2018: Focus groups with schools, community, leadership, School Committee
- June - October 2018: Steering Committee and Leadership Team data review, refinement of plan



2016-2019 Strategic Accomplishments

Goal 1: Improved Student Learning

- Implemented full day, tuition free Kindergarten for all
- Established adoption and implementation plan for 2016 Massachusetts Science Frameworks
- Completed Curriculum Review processes in History and Social/Sciences Curriculum Review Process, Digital Learning, and Mathematics
- Implemented 1:1 digital learning take home program in grades 8 and 9
- Established outside of school day programming to support targeted needs
- Implemented new Kindergarten screener and new diagnostic assessment for grades 2-8 in English/Language Arts and Mathematics

Goal 2: Social / Emotional Wellness

- Secured Director of Wellness
- Increased recess time, K-4, and added recess in grades 5-8
- Established school, family and community collaborative organization, T.H.R.I.V.E.
- Adopted Responsive Classroom, K-4
- Established membership with EDCO IDEAS program to support district work around cultural proficiency
- Adopted World of Difference program at middle and high schools
- Facilitated social/emotional screener in grades K-4
- Partnered with Family Continuity to provide on-site private mental health counseling
- Adopted Interface Referral Services to improve access to private mental health supports

Goal 3: Innovative Teaching and Leadership

- Supported the development of Instructional Leadership Teams at McGovern and Burke-Memorial
- Enhanced capacity of co-teaching practices
- Introduced a process for examining student learning information at all levels

Goal 4: Positive Learning Culture

- Initiated faculty and staff survey
- Enhanced communication practices including the regular publication of community, school committee and faculty and staff updates from the district
- Established formal staff recognition practices at the beginning of the year and throughout communications

Goal 5: Productive Community Partnerships

- Established collaborative committee, T.H.R.I.V.E., to support learning and growth of our families around topics of interest
- Secured additional funding in support of programming
- Addition of several partnership events during the year to support enhanced experiences (Veteran's Day Event, STEM Saturday, Permanent Art Collection, Women in STEM, Civics Day, etc.)

Our 2019-2024 Process

- Exploration of skills and competencies needed for future success
- Research on 21st Century Skills
- Focus groups seeking reflection on strengths, weaknesses and opportunities
- Review of other Strategic Plan documents
- Collaborative dialogue with Steering Committee and Leadership Team to synthesize learnings

Architecture of the Plan

- Table of contents
- Who are our students?
- Why a Strategic Plan? Why now?
- Letters from the Superintendent and School Committee
- Acknowledgements
- Organizational elements and definitions
- Core Values
- Mission and Vision
- Core Competencies
- Strategic goals
- Strategies
- Dashboard (measures of progress)
- Appendix

What We Do:

Mission: The Medway Public Schools, in partnership with the community, creates an academically challenging, safe and supportive learning environment that promotes the pursuit of excellence for all.

What We Aspire to Become:

Vision: The Medway Public Schools aspire to provide all students with a comprehensive, equitable academic program that engages, challenges, and supports all students to apply knowledge, develop talents and skills, think independently, work collaboratively, and become informed, responsible, and productive citizens of a global community.

Mission and Vision

The Medway Public Schools believe in...

...active, continuous learning

...equity and empowerment

...relationships characterized by trust
and mutual respect

...comprehensive wellness

...for all

Core Values

Communication:

- Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms and contexts
- Listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions
- Use communication for a range of purposes (e.g. to inform, instruct, motivate, and persuade)
- Use multiple media and technologies, and know how to assess impact and their effectiveness
- Communicate effectively in diverse environments (including multilingual and multicultural)

Critical Thinking:

- Use various types of reasoning (inductive, deductive, etc.) as appropriate to the situation
- Analyze how parts of a whole interact with each other to produce overall outcomes in complex systems
- Effectively analyze and evaluate evidence, arguments, claims, and beliefs
- Analyze and evaluate major alternative points of view
- Synthesize and make connections between information and arguments
- Interpret information and draw conclusions based on the best analysis
- Reflect critically on learning experiences and processes
- Solve different kinds of unfamiliar problems in both conventional and innovative ways
- Identify and ask significant questions that clarify various points of view and lead to better solutions

Collaboration:

- Demonstrate ability to work effectively and respectfully with diverse teams
- Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal
- Assume shared responsibility for collaborative work, and value the individual contributions made by each team member

Creativity:

- Use a wide range of idea creation techniques (such as brainstorming)
- Create new and worthwhile ideas (both incremental and radical concepts)
- Elaborate, refine, analyze, and evaluate original ideas to improve and maximize creative efforts
- Develop, implement, and communicate new ideas to others effectively
- Be open and responsive to new and diverse perspectives; incorporate group input and feedback into the work Demonstrate originality and inventiveness in work and understand the real world limits to adopting new ideas
- View failure as an opportunity to learn; understand that creativity and innovation are part of a long-term, cyclical process of small successes and frequent mistakes
- Act on creative ideas to make a tangible and useful contribution to the field in which the innovation will occur

Goal #1: IMPROVED LEARNING

Improve the learning of all. (This is the CENTRAL goal)

Goal #2: SOCIAL / EMOTIONAL WELLNESS

Foster the social, emotional, and healthy development of all.

Goal #3: INNOVATIVE TEACHING and LEADERSHIP

Ensure evidenced-based best practices and encourage innovation in teaching and leading.

Goal #4: POSITIVE LEARNING CULTURE

Cultivate a professional and student culture that values respect, trust, collaboration, and effective communication.

Core Strategies

- Ensure consistent instructional plans with well defined learning outcomes focused on depth of understanding and critical thinking. *(Goal 1)*
- Systematically measure, analyze, and act upon student learning data. *(Goal 1)*
- Delineate and continuously improve Medway's tiered system for academic and behavioral supports. *(Goal 1)*
- Support the continued development and effective implementation of articulated SEL curriculum PK -12. *(Goal 2)*
- Enhance partnerships with families and the greater community. *(Goal 2)*
- Embed 21st century skills, competencies into PK-12 learning experiences. *(Goal 3)*
- Facilitate differentiated professional development aligned with district, school, and educator goals. *(Goal 3)*
- Promote and demonstrate a commitment to a growth mindset and continuous learning. *(Goal 4)*
- Equip all faculty, staff, and students with the knowledge and skills to respectfully engage our students, parents and greater community. *(Goal 4)*

Next Steps

- School Committee Review and approval
- Unveiling of Plan at January 22 Professional Development Day for all faculty and staff
- Communication of plan with greater community
- Alignment of district and school annual improvement efforts with Plan
- On-going reflection and dialogue



Questions?

Thank you!