WEYMOUTH PUBLIC SCHOOLS

MISSION

The Weymouth Public Schools create a supportive learning community that results in high achieving lifelong learners who actively contribute to society.

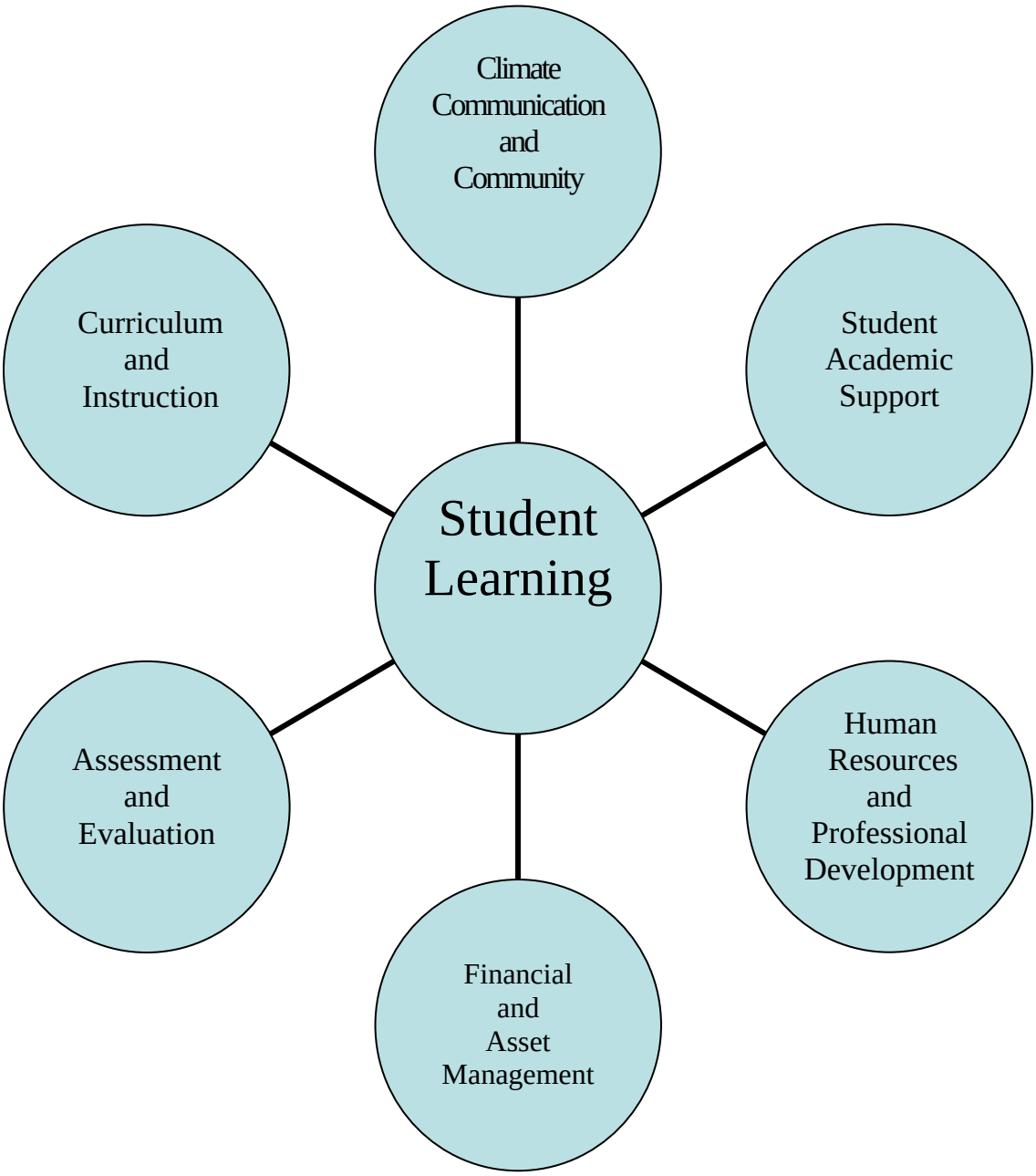
VISION

- **There will be an identifiable increase in the rigors and expectations for student learning.**
- **Positive school climate will promote learning.**
- **The schools will attract and retain highly qualified teachers.**
- **State of the art technology will enhance student learning, instruction, and system-wide operations.**
- **Excellent schools will be a major reason people live in Weymouth.**
- **There will be increased preparation for post-graduate opportunities for students.**
- **The schools will meet or exceed federal, state and accreditation standards.**

VALUES

- **The schools respect that all students can and will learn.**
- **Students benefit from being challenged to reach their maximum potential.**
- **Students need equity and access to all school programs.**
- **Student learning benefits from respect and appreciation of the diverse backgrounds of members of the community.**
- **Students are held responsible for their decisions and actions.**
- **Advocacy for students is the shared responsibility of student, staff, home, and community.**
- **Productive learning takes place in emotionally and physically safe environments.**
- **Decisions in the schools are based upon quantitative and qualitative information.**
- **Teaching and learning model collaboration, creativity, innovation, and risk-taking.**
- **Teaching is most effective when instruction addresses differentiated learning styles.**
- **The district enhances learning with multiple enrichment opportunities beyond the normal school day.**

Weymouth Public Schools
Strategic Plan 2006-2011
Goal Categories



Action Plan

Mission

The Weymouth Public Schools create a supportive learning community that results in high achieving lifelong learners who actively contribute to society.

Goal: Climate, Communication, and Community

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. Communication of Strategic Plan	1.1 Develop procedures to effectively communicate strategic plan to all stakeholders	School Committee Superintendent	Short-term*	Time Title V Funding WETC District Web Page Parent Councils
	1.1 Incorporate strategic plan with budgetary priorities	School Committee	Long-term**	District Funds Grants
2. Student Transitions	2.1 Create and implement systemic plans and procedures for collecting and sharing student information ensuring effective transitions between grades and schools	Principals	Long-term	Release Time Professional Development Time
	2.2 Create plans and procedures for helping students transition to new settings/levels	Principals	Long-term	Release Time Professional Development Time
3. Respectful Learning Communities	3.1 Foster collaborative community partnerships to create and maintain respectful, safe, and healthy schools	Superintendent	Long-term	Safe/Drug Free School Grant District Funds Focus Groups
	3.2 Review current social skills training and the effectiveness of district anti-bullying and conflict resolution initiatives.	Assistant Superintendent for Instruction	Short-term	District Funds Grant Support Professional Development

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Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
	3.3 Evaluate effectiveness of current discipline practices using student outcome data	Principals	Long-term	Designated Time
	3.4 Implement best practice strategies for creating school climates that promote positive relationships, mutual respect, and personal responsibility	Principals School Councils	Long-term	District Funds Professional Development
4. Community Partnerships	4.1 Provide more opportunities for citizen participation in school programs	Administrative Council	Long-term	Community Interest Volunteer Programs Community Education Career and Tech Advisory Committees Grants
	4.2 Promote and acknowledge school business partnerships	Superintendent	Long-term	Funding from district, grants and/or private sources Publicity

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Goal: Curriculum and Instruction

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. Curriculum Improvement	1.1 Establish and implement a new five- year plan for the review and improvement of all curriculum areas	Asst. Supt. Instruction	Short-term*	Designated Time District Funds
2. Individual Student Achievement	2.1 Increase the percentage of students who score in the proficient/or advanced category on MCAS tests	Asst. Supt. Instruction Principals Curriculum Coordinators Teachers	Long-term**	MCAS Academic Support Funds District Funds Professional Development Time
	2.2 Analyze and use student achievement data to make instructional decisions	Principals Curriculum Coordinators	Short-term	Designated Time Curriculum Institutes
	2.3 Review enrollment data and participation in all courses and develop strategies to ensure that all students are engaged in rigorous course work	Principals	Long-term	Designated Time District Funds Parent Involvement
	2.4 Differentiate instruction in all classrooms to provide support and challenge for all learners	Teachers	Long-term	Professional Development District Funds
	2.5 Expand early intervention services for at-risk students	Asst. Supt. Instruction Principals	Long-term	District Funds Grants

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Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
3. Graduates prepared for post graduate and career pathways	3.1 Increase student acceptances at post-secondary institutions	Administrators Counselors Teachers	Long-term	District Funds
	3.2 Survey recent graduates to gain feedback for improvement planning	Principals Counselors	Short-term	District Funds Grants
	3.3 Develop and implement a comprehensive plan for educational and career planning for grades 7-12	Principals Counselors	Long-term	District Funds Designated Time Professional Development Grants
	3.4 Increase opportunities for students to experience relevant application of learned information	Administrators Teachers	Long-term	Designated Time Professional Development District Funds Grants
4. Technology	4.1 Develop and implement a comprehensive instructional technology framework with grade level benchmarks	Director of Technology	Long-term	Professional Development District Funds Grants
	4.2 Provide educators at all levels with access to current technologies for effective curriculum integration	Director of Technology Principals	Long-term	Designated Time Curriculum Institutes Professional Development District Funds Capital Budget
	4.3 Establish procedures to ensure school web pages contain current information	Director of Technology Principals	Long-term	District Funds Designated Time Grants

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
	4.4 Investigate options for high quality online professional development offerings for staff and course offerings for students	Asst. Supt. for Instruction PD Committee	Short-term	District Funds Grants TEPS Committee
5. Early Childhood Education	5.1 Explore and expand options for providing kindergarten students with all day programming	Central Administration Primary Principals	Long-term	District Funds Grants Space Availability

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Goal: Student Academic Support

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. At-risk Students	1.1 Establish a task force to develop short-term and long-term solutions for alternative programming for students at grades 7-12	Superintendent	Short-term *	Designated Time
	1.2 Implement recommendations of Alternative Task Force	School Committee Superintendent	Long-term**	District Funds Capital Budget
	1.3 Establish a comprehensive dropout prevention program	Central Administration WHS Administration and Counseling Services	Long-term	District Funds Grants
	1.4 Implement recommendations from Special Education Task Force concerning general education initiatives thereby reducing students in need of special education	School Committee Central Administration Principals	Long-term	District Funds Grants Professional Development
	1.5 Develop and implement a plan for hiring of Consulting Teachers of Reading and Math Coaches for primary and middle schools	Central Administration Principals	Long-term	District Funds Grants

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
	1.6 Examine promotion policies/practices and address programming options for students who, due to retention, are significantly older than grade-level peers	Administrative Council	Short-term	Designated Time District Funds
2. High school meets the needs of all students	2.1 Implement freshman academy program for all ninth grade students	School Committee Superintendent WHS Administration	Short-term	District Funds Smaller Learning Communities Grants
	2.2 Increase access to Career and Technical course offerings for non Career & Tech students	School Committee Administrators Counselors	Long-term	District Funds
	2.3 Review high school program of studies, in house programs and services and make recommendations for improvements as needed	Principal School Council	Long-term	Designated Time District Funds Alternative Task Force NEASC Report
	2.4 Provide additional instruction to students who are performing below grade level in reading and/or mathematics to insure success in rigorous high school courses	Principal ELA and Math Curriculum Coordinators	Long-term	District Funds Grants
3. Challenge and Enrichment Programs	3.1 Explore opportunities and resources to provide age-appropriate challenges to academically advanced learners	Asst. Supt. Instruction Principals Curriculum Coordinators Teachers	Long-term	District Funds Grants Professional Development

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Goal: Assessment and Evaluation

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. Student Assessment	1.1 Comply with federal requirements for Adequate Yearly Progress (AYP)	Superintendent Principals	Long-term**	District Funds MCAS Academic Support Funds Grants
	1.2 Use MCAS results, including an analysis of sub-group performance levels, to improve instruction for all students	Asst. Supt. Instruction Curriculum Coordinators Principals	Short-term*	Designated Time MCAS Action Plans School Improvement Plans
	1.3 Research and make recommendations on effective report card models	Asst. Supt. Instruction Report Card Committee	Long-term	District Funds Time for Study Groups
	1.4 Institute a systemic plan for assessing student progress using standardized assessment models	Asst. Superintendents	Long-term	District Funds Student Management Software
	1.5 Implement strategies to expand the use of assessment as an instructional tool	Asst. Supt. Instruction Curriculum Coordinators	Long-term	Professional Development Opportunities
2. Program Evaluation	2.1 Conduct comprehensive evaluations of program effectiveness	Superintendent	Long-term	Designated Time District Funds Grants Professional Development

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Goal: Human Resources and Professional Development

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. Recruitment and retention of highly-qualified educators	1.1 Research, develop, and implement strategies for the recruitment and retention of a highly-qualified diverse workforce	Superintendent Central Administration Principals	Long-term**	District Funds Teacher Quality Grant
	1.2 Expand present mentoring program to include second year educators	Asst. Supt. Instruction PD Committee	Short-term*	District Funds Teacher Quality Grant
	1.3 Conduct exit interviews of all professional staff and document findings	Central Administration Principals	Short-term	Designated Time
	1.4 Expand partnerships with area colleges and universities	Central Administration	Long-term	Cooperating Practitioners Area Colleges and Universities
	1.5 Increase staff recognition and incentives for individual/group accomplishments	School Committee Administrative Council	Long-term	District Funds Business Partnerships
2. Personnel Management Systems	2.1 Expand and refine personnel management system to include and track data as required by NCLB	Asst. Supt. for Admin. HR Supervisor	Long-term	Dept. of Education Data Base (ELAR) District Funds Grants

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Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
3. Administrator Vacancies	3.1 Identify and support educators enrolled in administrator preparation programs	Administrative Council	Short-term	Designated Time District Funds Grants
	3.2 Develop in-district training and practicum opportunities for aspiring administrators	Administrative Council	Short-term	District Funds Grants
4. High Quality Professional Development	4.1 Establish a professional development task force representative of all district educators	Asst. Supt. Instruction	Short-term	Designated Time District Funds Grants
	4.2 Dedicate professional development days in support of district wide initiatives	School Committee Central Administration	Short-term	Designated Time District Funds Grants
	4.3 Increase staff awareness of professional development opportunities	Asst. Supt. Instruction	Short-term	District Funds Educator Quality Grant Study Groups Curriculum Institutes Web Page District Newsletter
	4.4 Promote concept of schools as professional learning communities	Administrative Council	Short-term	Designated Time

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Goal: Financial and Asset Management

*Short-term 1-2 years/**Long-term 3-5 years

Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
1. Funding	1.1 Work with the mayor and town council and the community in support of sufficient funding to achieve the overall mission of the school department	School Committee Central Administration	Long-term**	District Funds Community Support
	1.2 Support efforts and initiatives to secure funding for adequate Chapter 70 assistance and achievement of Education Reform and NCLB goals	School Committee Central Administration	Short-term*	Designated Time and support of initiatives from the Mass. Association of School Committees (MASC) and the Mass. Assoc. of School Superintendents (MASS) that support this action
2. Physical Plant and Furnishings	2.1 Secure funding to implement a comprehensive capital budget that addresses facility issues including the modernization of physical plants	School Committee	Long-term	Approval of Capital Budget Requests
	2.2 Work with MSBA as they gather data regarding the facility needs of districts and secure funding for renovations that qualify for such assistance	Asst. Supt. Admin and Finance Director of Maintenance	Long-term	MSBA Database Capital Budget State and Local funds
	2.3 Develop a comprehensive plan providing for annual funding for the replacement of furnishings/equipment throughout the district	Asst. Supt. Admin and Finance Principals	Short-term	Capital Budget

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Critical Issues	Strategies/Actions	Responsibility	Timeline	Resources
3. Grants Management	3.1 Continue grant procurement efforts using the strategic plan as the basis for determining priorities for application	Grants Manager Central Administration	Long-term	Federal and State Funds
	3.2 Investigate grant opportunities available through private sources	Grants Manager Central Administration	Long-term	Businesses Private Foundations
4. Technology	4.1 Develop and secure funding for a five year equipment replacement cycle to provide students and staff with current technological resources	Director of Technology School Committee	Long-term	District Funds Capital Budget Grants Community Support