

MILTON PUBLIC SCHOOLS

STRATEGIC PLAN 2018-2023

Report to Milton School Committee
May 2, 2018

Background on the Process

- Work has taken place over three years - 2015-18
- Process has evolved over time

Strategic Planning Committee Goals

- Create an expedited strategic planning roadmap and process
- Develop a set of actionable strategic initiatives
- Initiate a nimble process that includes key stakeholders

Accomplishments in 2017-18

- Development and approval of new MPS Vision Statement after survey and feedback process
- Delineation of Strategic Initiatives related to areas identified as priorities by the district
- Formation of Task Forces to articulate goals, objectives and action plans for each of the five Strategic Initiatives
- Strategic Planning Liaisons - to foster connections and communication between Strategic Planning Advisory Committee and Task Forces

Sampling of Initiative Accomplishments in 2017-18

- Plans for Bring Your Own Device Initiative at MHS
- New English Language Arts Curriculum for Grades K-5
- Increasing the number of students of color in Athletics and Fine Arts - starting when they are young (Tucker - serving as a model for District)
- Partnership with ExSEL Network to help develop a systematic approach to Social Emotional Learning

Vision Statement

Approved November 2017

We, the Milton Public Schools, envision a district with excellent instruction in every classroom, where learning experiences are aligned with students' individual strengths and needs, and where attention to academic and social emotional growth are balanced so that every child achieves at high levels and develops a strong sense of self. We see a district of intellectual discourse and professional learning at all levels- students, faculty, and administration- in which there are structures and processes for continual reflection, innovation, and data driven decision-making. We know that such a district is achievable if: we facilitate instruction that instills a passion for learning, curiosity, and critical thinking skills; we are committed to cultural competency; we foster a positive approach to the behavioral health of children; and we build strong partnerships with families and the community.

Initiatives, Goals and Objectives of the Strategic Plan 2018-23

Note: *We are only seeking School
Committee approval of Initiatives, Goals and
Objectives*

- *Not action plans*

Strategic Initiatives

1. Curriculum and Instruction
2. Technology
3. Data Use
4. Cultural Competency
5. Social Emotional Learning

1. Curriculum and Instruction

- **GOAL:** To consistently facilitate a rigorous, research-based, culturally sensitive curriculum with exemplary instruction to meet the needs of every learner
- **OBJECTIVES:**
- 1.1 Achieve **English Language Arts proficiency for at least 70% of third grade students** as measured by MCAS assessment and internal Language Arts assessments.
- 1.2 Engage K-12 students in high quality **Science, Technology, Engineering and Mathematical** experiences.
- 1.3 Foster a strong district-wide vision of **inclusive practice** to ensure that all students are engaged and show growth.
- 1.4 Build capacity and develop procedures and protocols to develop a **multi-tiered system of interventions, supports, and challenges** that meet the academic needs of all students.
- 1.5 Implement a **Curriculum Plan and Review Cycle** to ensure coherency of curriculum and vertical and horizontal alignment K-12.

2. Technology

- **GOAL:** To comprehensively integrate technology to personalize learning, promote excellence, and prepare students for success in an evolving digital culture
- **OBJECTIVES:**
 - 2.1 Create a **blueprint for transforming technology use** in the Milton Public Schools.
 - 2.2 Explore models and implement **1:1 device adoption** across all six schools to ensure equitable access to current and emerging technologies and digital resources.
 - 2.3 Promote an environment of **professional learning and innovation** where educators enhance student learning through the infusion of contemporary technologies and digital resources.
 - 2.4 Establish and promote policies and practices for **safe, legal, and ethical use of digital information and technology**
 - 2.5 Increase use of technology to **personalize learning**

3. Data Use

- **GOAL:** To create, support, and maintain a data rich district, school, and classroom environment that supports student learning and growth
- **OBJECTIVES:**
 - 3.1 Create and track a **district-wide set of metrics to benchmark district goals** encompassing student learning and growth, student well-being, and other strategic priorities.
 - 3.2 Develop the capacity of different stakeholder groups to **use data effectively** in making policy or instructional decisions or in supporting student success in and out of school.

4. Cultural Competency

- **GOAL:** To cultivate the cultural competence of all stakeholders and incorporate strategies to foster and sustain the organizational cultural competence of the district
- **OBJECTIVES:**
 - 4.1 Increase overall **percentage of faculty and staff of color**.
 - 4.2 Increase the overall **participation of students of color in extra-curricular activities** to close the participation gap.
 - 4.3 Increase the **cultural competency of all staff** members.
 - 4.4 Increase **home/school collaboration and engagement** with families using culturally competent practices.

5. Social Emotional Learning

- **GOAL:** To develop a comprehensive, well articulated PreK-12 approach to support the social and emotional growth of all students
- **OBJECTIVES:**
 - 5.1 Develop a **systematic approach to planning social emotional learning** across all grade levels.
 - 5.2 Enhance understanding and adoption of classroom **SEL Competencies**
 - 5.3 Assess, address and enhance the **behavioral health needs** of students
 - 5.4 Assess and improve **School Culture** across the district through collaborative practices
 - 5.5 Establish a system for regularly collecting, analyzing, and communicating **SEL data**

6. Facilities

Work in Progress - Stay tuned



Professional Development

- All goals identify and plan for professional development needs
 - STEM
 - Inclusive practices
 - Monitoring of student progress
 - Curriculum writing and implementation
 - Technology
 - Personalized learning
 - Using data to make informed instructional decisions
 - Cultural competency
 - SEL integration
- Need to provide support for implementation of our goals

Strategic Planning Roadmap and Process

- An “Evergreen” 3-5 Year Strategic Plan
- Continually updated and revised based on progress and district needs
- Annual Goal Setting by School Committee done each Summer
- Strategic Plan will continue to be responsive to goals set by School Committee
- Strategic Planning Advisory Committee will continue to meet quarterly to review updates on progress and identify new initiatives and goals
- New task forces will be formed, as needed, to develop plans for, and implement, newly identified strategic initiatives
- Liaisons from Strategic Planning Committee to task forces will continue to ensure a flow of communication, feedback and updates
- Broad participation from MPS community

Next Steps

- Distribute plan to MPS District Staff and Parent Community
- Gather feedback by May 9th – via survey, revise plan as needed
- Bring Strategic Plan Goals and Objectives back to School Committee for Approval at June 6, 2018 meeting
- Pursue development of Facilities Goal

Strategic Planning Liaisons with Task Forces

| Task Force | Liaison | Title |
|---------------------------|--|---------------------------------|
| Curriculum & Instruction | Michelle Kreuzer | Mathematics Director K-12 |
| Technology | AJ Melanson | Educational Technology Director |
| Data Use | Spencer Blasdale/ Vy Vu | Parent/ Data Specialist |
| Cultural Competency | Dr. Karen Spaulding and Dr. Elaine McNeil-Girmai | Principals |
| Social Emotional Learning | Janet Sheehan | Assistant Superintendent |

Strategic Planning Advisory Committee

Members

- Steve Paxhia, Parent, Subcommittee Co-Chair
- Ada Rosmarin, SC Member, Subcommittee Co-Chair
- Dr. Kevin Donahue, SC Chair
- Margaret Eberhardt, SC member
- Spencer Blasdale, Parent
- Dr. Elaine McNeil-Girmai, Principal
- Dr. Karen Spaulding, Principal
- A.J. Melanson, Educational Technology Director
- Michelle Kreuzer, Mathematics Director K-12
- Mary Gormley, Superintendent
- Janet Sheehan, Assistant Superintendent
- Dr. Glenn Pavlicek, Assistant Superintendent

Questions/ Discussion