

Milton Public Schools

Strategic Planning Overview
2022-2027

School Committee 4/6/2022

What is a Strategic Plan?

- In a public schools setting this is the process of identifying the common goals and instructional outcomes for students that are valued by the district and community. It includes a five year trajectory of how district priorities will be realized.
- A strategic plan includes district vision/mission, student outcomes, strategic initiatives and process benchmarks that outline transparent action steps. Finally, it includes a plan for professional development to achieve the identified priorities.

Strategic Planning: Four-Part Process

1. **Historical Review and Engaging Stakeholders** : Includes what has been done to date, current data and data trends, program reviews and audits, historical considerations. This part of the process initiates engagement with stakeholder groups.
2. **Develop initiatives & Process Benchmarks**: Historical data and stakeholder data drives initiatives development.

MPS has identified three strategic initiatives in this Strategic Plan. It is our belief as we pursue these three initiatives:

- **students will experience a robust, academically rich and improving school experience**
 - **the district will experience growth in high stakes testing outcomes, and achievement of post-secondary goals**
 - **performance outcomes, such as achievement/opportunities gaps will be significantly reduced.**
3. **Finalize Action Plans**: Each strategic initiative team is in the process of developing a robust Action Plan to help “roll out” each initiative. These plans are revised ongoing, but target one year of implementation at a time.
 4. **Finalize Outcome Metric Goals**: District-wide Metrics Team will identify outcome metrics, with input from School Committee Members, by Fall 2022..

Historical Review & Engaging Stakeholders

Historical Data:

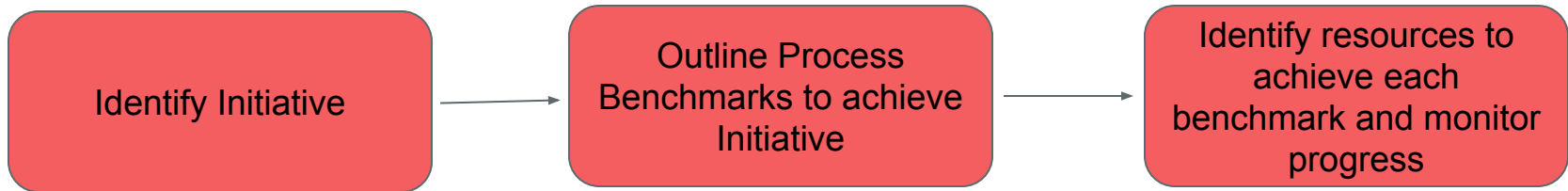
- Program, Curriculum and Quality Reviews
- Review of district data
- Review of past strategic plan

Stakeholder Engagement:

- Personalized Learning Team
- Safe & Supportive Schools Team
- District Leaders (Central Office Staff, Building Leaders, Curriculum Coordinators and Directors)
- District Groups comprised of District Staff and Community Members: (DEI, Cultural Competency Group, Steering Committee)

Develop Initiatives & Process Benchmarks

MPS identified targeted strategic initiatives. Each initiative has process benchmarks to measure short term goals within the planning period.



Finalize Action Plans

Once School Committee has approved the Strategic Plan, Action Plans will be revised and finalized for each Pillar.

Action Plans Include:

- The specific steps the team will take to realize each Process Benchmark:
 - SWOT Analysis (Strengths, Weaknesses, Opportunities and Threats) towards benchmark success
 - Timeline to completion
 - Resources needed, including professional development and materials
 - Implementation plan for rollout
 - Measurement of Success Matrix/ Toolkit

Strategic Plan: Student & Equity Outcome Metrics

- Link in Plan provides Historical Data as context
- Metrics Team to be convened by Superintendent in Summer and Fall of 2022
 - Evaluate a variety of outcome metrics and bring recommendations to School Committee in Fall 2022
- Outcome Metrics together with Strategic Plan will guide the work of MPS in pursuit of academic excellence for ALL students

Strategic Plan: Student & Equity Outcome Metrics

Post-secondary outcomes

- College persistence (16 month college enrollment rate & possibly 6 year college graduation rate) (new)
- Non-college outcomes, such as employment or vocational training (how to measure success?)

College/career readiness

- Seniors will have exposure to a college/career experience through the AP program, Dual enrollment program, or a senior spring internship.
- Students who take the SAT will meet the College Board College and Career Ready Benchmarks in ERW and Math.
- Students who take the AP will achieve a qualifying score of 3, 4 or 5.
- Improve AP/SAT participation & achievement rates for African American/Black students

Strategic Plan: Student & Equity Outcome Metrics

MCAS achievement

- Build back at least to the level of achievement in 2019 in selected grade levels in all tested subjects
- Aim for an annual increase in the achievement level (meeting & exceeding expectations) of districtwide subgroups to put us on a path toward closing achievement gaps
- Growth measure (SGP) needs revisiting after this spring MCAS
- MCAS goals may need to be revisited contingent upon results from the Spring 2022 MCAS, which will provide the real baseline for performance post the 20-21 pandemic school year.

Safety, Belonging, Equity

- VOCAL school climate student survey administered by DESE (new)
- SEL competencies screener (new)
- Diversity in high school athletics
- Teacher diversity (new from DESE)
- Disproportionalities in Special Education (communication, discipline removals)

Implementation Phase:

1. Presentation at School Committee School Committee Approval (April, 2022)
2. Teacher and Staff Overview (completed in draft form at District-Wide Early Release Day 3/18/22) Revisited at end of year during voluntary Principals' Meeting upon approval from School Committee
3. District-Wide Metrics Team establishes performance criteria/outcome targets
4. Community Engagement: Opportunity to discuss the Action Plan from a Staff Perspective and Community Perspective May or June, following approval by School Committee.
5. Finalization of Action Plans to respond to each Pillar (Pillar Leaders to lead and direct work on development of Action Plans using DESE Planning for Success Template (April-June, 2022)
6. Integration of professional development into district-wide PD plan (summer, 2022 for fall 2022)
7. Full implementation of year one benchmarks and professional development plans July 1, 2022