

# Barrington Public Schools Strategic Plan: 2018-2023

**Our mission: To empower all students to excel**

**To achieve our mission, we commit to...**

- make student-centered decisions
- demonstrate respect in all relationships
- create purposeful, inclusive, and responsive dialogue
- practice transparent, effective, and strategic financial management

## Our 2023 Goals

<b>Student Success</b>	<b>Social-Emotional Well-Being</b>	<b>Collaborative Culture</b>	<b>Family &amp; Community Engagement</b>	<b>Efficient Systems &amp; Resources</b>
<p>We reach all students and close gaps in achievement between groups of students; all means all.</p> <p>Our students are provided opportunities to engage in critical thinking, collaboration, communication, and creativity.</p>	<p>Our students are engaged and empowered to grow and make valuable contributions to self and others.</p>	<p>Employees feel that they are encouraged and supported to grow. Employees have ongoing opportunities for meaningful collaboration with colleagues.</p>	<p>Community, parents, students, and schools are engaged in positive interpersonal relationships/partnerships to support student success and well-being.</p>	<p>We ensure transparent, efficient, and effective use of district resources to support achievement of district goals.</p>

## Our Measures of Success

Student Success	Social-Emotional Well-Being	Collaborative Culture	Family & Community Engagement	Efficient Systems & Resources
<ul style="list-style-type: none"> <li>• Individual student growth (state and local assessments)</li> <li>• Closure of performance gaps between groups of students (state and local assessments)</li> <li>• Student engagement and preparation for life (student and alumni surveys)</li> <li>• Number of experiential Pathways</li> <li>• Student application of learning (project-based learning task assessments)</li> </ul>	<ul style="list-style-type: none"> <li>• Student self-assessment of implementing coping skills</li> <li>• Student empowerment as measured (student self-reflection data)</li> <li>• Number of workplace and community learning experiences for students</li> <li>• Results on measures of social-emotional learning</li> </ul>	<ul style="list-style-type: none"> <li>• Number of employees participating in professional development and enrichment</li> <li>• Number of employees participating in school and district-wide committees</li> <li>• Employee engagement, specifically around voice in decision-making and honest, 2-way communication (employee engagement survey)</li> </ul>	<ul style="list-style-type: none"> <li>• Parent satisfaction (parent satisfaction survey)</li> <li>• Number and quality of community outreach efforts</li> <li>• Number and quality of family engagement activities</li> <li>• Consistent opportunities for meaningful dialogue with family and community</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of new, inclusive decision-making process</li> <li>• Metrics of efficiency to be developed, establish baseline, and demonstrate improvement</li> </ul>

**\*Annual Targets for each pillar will be identified in the District Annual Scorecard, developed by the leadership team of the Barrington Public Schools**

## Strategies for Achieving our Goals

Student Success	Social-Emotional Well-Being	Collaborative Culture	Family & Community Engagement	Efficient Systems & Resources
<ul style="list-style-type: none"> <li>• Enhance and grow student-centered learning and citizenship in an environment that champions project-based and deeper learning and provides opportunities for all learners</li> <li>• Continue implementing a Multi-Tiered System of Supports (MTSS) at all grade levels</li> <li>• Use a variety of measures to provide feedback and inform decisions, while allowing ample opportunities for rich tasks and instruction</li> <li>• Increase and diversify learning opportunities, which may include: coding, world language, enrichment, real-life connections, career pathways beyond 4-year college, writing</li> </ul>	<ul style="list-style-type: none"> <li>• Provide programs, resources, and supports to manage stress, as identified by students</li> <li>• Teach students to be resilient and demonstrate grit, to view failure as an opportunity for growth, and engage parents in support of this learning</li> <li>• Evaluate our programming and systems to be responsive to students' needs</li> <li>• Engage internal resources, students and families in support of individual student needs</li> <li>• Assess and, as needed, increase school psychologist and social worker services</li> <li>• Establish a cohesive, K12 Multi-Tiered System of Supports (MTSS) for social-emotional well-being</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritize and connect initiatives to purpose and “why” and engage teachers for voice and feedback</li> <li>• Increase honest dialogue between supervisors and employees, central office and schools</li> <li>• Provide timely, meaningful and specific professional development aligned to curriculum changes and student needs, using common language across the district</li> </ul>	<ul style="list-style-type: none"> <li>• Use data and feedback to make proactive decisions.</li> <li>• Develop and implement consistent systems for feedback from teachers to students and families on academic and social progress</li> <li>• Improve the quality/ quantity of positive feedback on student performance to parents</li> <li>• Improve school culture with parent and student voice</li> <li>• Increase meaningful connections among schools, families, and community</li> <li>• Empower families to support student learning and well-being</li> </ul>	<ul style="list-style-type: none"> <li>• Provide an innovative, flexible learning environment through strategic use of space and time.</li> <li>• Evaluate and improve existing policies, internal processes and committees for decision-making</li> <li>• For significant changes with district-wide impact, plan and communicate how we will engage stakeholders and use their input, specify when and who will present the financial impact and potential costs/ benefits/ trade-offs, and define who makes the decision and why</li> <li>• Develop metric-based systems for program and services evaluation.</li> <li>• Manage and transparently communicate our efficient and effective use of resources</li> <li>• Continue to utilize existing facilities studies to define priorities.</li> <li>• Evaluate cost/ benefit of employee absences for professional development</li> </ul>

**\*Specific, annual action steps for each pillar will be identified in the District Annual Scorecard, developed by the leadership team of the Barrington Public Schools**