

Barrington Public Schools
Strategic Plan 2018-2023

<i>Our Mission: Empowering all students to excel</i>		
We commit to...		
<ul style="list-style-type: none"> • make student-centered decisions • engage in transparent, clear, 2-way communication • demonstrate respect in our relationships • practice transparent, efficient, and effective financial management 		
Student Excellence means...		
College and Career Readiness We reach all students and close gaps in achievement between groups of students; all means all.	Social-Emotional Well-Being Our students are engaged and empowered to grow and make valuable contributions to self and others. Our students are good citizens.	
We achieve student excellence through...		
Collaborative Culture Employees feel that they are respected, challenged to grow, and have opportunities for meaningful collaboration with colleagues.	Engaged Family & Community We achieve an effective partnership among parents, students, and schools in support of student success.	Efficient Systems & Resources We equitably distribute time, space, and resources so that all students experience and thrive in supportive learning environments.

Potential Goals/ Measures/ Actions

College & Career Readiness: We reach all students and close gaps in achievement between groups of students; all means all.

Potential Measures

- Increase proportional representation of disaggregated student populations (students with disabilities, ELL, etc.) in district programs.
- Close performance gaps between groups of students (students with disabilities, ELL, etc.) on local assessments.
- Increase average individual student growth
- Increase perceptions of success as recorded in graduate check-ins

Actions

- Implement student-centered learning: citizenship, environment, opportunities for career, supports for all leaders
- Balance data collection and assessment with learning about our students and teaching to their needs
- Provide an innovative, flexible learning environment with time and space.
- Continue implementing a Multi-Tiered System of Support (MTSS) at all levels

Social-Emotional Well-Being: Our students are engaged and empowered to grow and make valuable contributions to self and others.

Potential Measures

- Increase student engagement as measured by survey results (across disaggregated student populations such as ELL, students with disabilities, etc.)
- Increase student empowerment as measured by student self-reflection data
- Increase results on measures of social-emotional learning
- Increase perceptions of success as recorded in alumni check-ins and surveys

Potential Actions

- Evaluate our programs and schedules to reduce stress and use time efficiently (breaks, recess, start and end times)
- Develop and instruct students and staff on mindfulness strategies
- Educate on and implement the Social Emotional Learning Task Force and Multi-Tiered Systems of Support (MTSS)
- Provide students with consistency and support (social-emotional, academic) and resources
- Implement student-centered learning and citizenship in an environment that champions deeper learning and provides opportunities for all learners
- Engage parents as partners in the social emotional support and development of students
- Develop and implement post-higher education enrollment and post-higher education graduation satisfaction surveys

Social-Emotional Well-Being: Our students are good citizens.

Potential Measures

- Increase student engagement as measured by survey results (across disaggregated student populations such as ELL, students with disabilities, etc.)
- Increase perceptions of success as recorded in alumni check-ins and surveys
- Increase average individual student growth
- Increase the number of workplace learning experiences students participate in
- Increase student self-assessment of implementing coping skills
- Increase proportional representation of disaggregated student populations (students with disabilities, ELL, etc.) in district programs.

Potential Actions

- Teach students to know that failure is okay and “we’re not perfect.”
- Increase and diversify learning opportunities, which may include: coding, foreign language, enrichment, real-life connections, career pathways beyond 4-year college, writing
- Teach students to be of service to others, to be global citizens, to demonstrate respect and to show character
- Add more school psychologist and social worker services

- Implement student-centered learning and citizenship in an environment that champions deeper learning and provides opportunities for all learners

Collaborative Culture: Employees feel that they are respected, challenged to grow, and have opportunities for meaningful collaboration with colleagues.

Potential Measures

- Increase the number of employees participating in professional development, enrichment, and school and district-wide committees
- Increase employee engagement as measured by the mean on the Employee Engagement Survey
- Increase retention of effective employees
- Increase employee attendance
- Increase the number of Employee Forums held

Potential Actions

- Prioritize our initiatives and do not add to many initiatives at one time. Slow down to let us learn and practice. Connect initiatives to purpose and demonstrate coherence.
- Balance between what is loose and decided at each school and what is tight across the district
- Provide teachers with freedom to encourage joy, creativity, and deeper learning
- Increase honest, 2-way communication between supervisors and employees, central office and schools.
- Respect employee time by facilitating efficient meetings, scheduling adequate time for employee needs, and providing professional development that is meaningful and specific to needs.
- Increase health and wellness of staff through social-emotional learning.
- For decisions that will have impact district-wide, plan and communicate the following steps: how we will engage stakeholders for input, specify who makes the decision and how, when and who will present the financial impact and potential costs/ benefits/ trade-offs to the decision

Efficient Systems & Resources: We equitably distribute time, space, and resources so that all students experience and thrive in supportive learning environments.

Potential Measures

- Establish and adhere to agreed-upon times for length of day, instructional time, and non-instructional time
- Increase % of facilities offering technical, collaborative, artistic, and athletic space
- Implement new processes to improve consistency and efficiency

Potential Actions

- Increase consistency of instruction
- Provide an innovative, flexible learning environment through strategic use of space and time.

- Ensure the right resources for learning: furniture, equipment, building.
- Consider school boundaries, teacher deployment, and student needs when balancing building, class, and section enrollment
- Increase consistency and communication across schools to be timely, equitable, and collaborative
- Increase consistency in classroom experiences and learning opportunities within each school
- Ensure alignment and support to students when transitioning between levels
- Manage and transparently communicate our efficient and effective use of resources

Engaged Family & Community: We achieve an effective partnership among parents, students, and schools in support of student success.

Potential Measures

- Increase # of family engagement activities
- Evaluation of collaborative committees
- Increase student engagement as measured by survey results (across disaggregated student populations such as ELL, students with disabilities, etc.)
- Increase parent satisfaction as measured by the Parent Satisfaction Survey
- Increase # of Community Forums
- Increase number of community outreach efforts
- Increase # of volunteers
- Increase hours of community service by students

Potential Actions

- Build strong relationships
- Increase family Book and Math clubs
- Improve feedback from teachers on student progress to be consistent across teachers and focused on academic and social progress
- Increase and improve the quality/ quantity of positive feedback to parents through phone calls, emails, notes
- Empower committees as decision-making entities; clarify the decision-making process at the beginning of committee work.
- Use data to act.
- Improve our culture with parent and student voice
- Increase collaboration, mentor opportunities, and parent volunteers
- Make proactive not reactive decisions
- Increase honest, 2-way communication between parents and schools.
- Understand, consider, and communicate about our financial impact and contributions to the community