

FOSTER
GLOCESTER
and
FOSTER-GLOCESTER REGIONAL
SCHOOL DISTRICTS

**TRI-DISTRICT
STRATEGIC PLAN**

2013-2018

FOSTER, GLOCESTER and FOSTER-GLOCESTER REGIONAL SCHOOL DISTRICTS

Tri-District Strategic Plan

Mission

Our mission is to prepare each student for varying post-secondary career and college pursuits and to be a responsible and successful citizen in a diverse and global society.

Core Values and Beliefs

All members of our district community share responsibility for **the achievement of all students**. Thinking, attitudes, practices and systems must be aligned to this end. Therefore, we believe:

- Each student can learn.
- Sustained effort and perseverance lead to deeper teaching and learning.
- All students deserve equal access to a technologically-enhanced, rigorous, unified, PK-12 standards-based curriculum.
- In a school culture that values and promotes achievement and rigorous academic standards for all students.
- Schools prepare students to be creative and critical thinkers, problem-solvers and effective communicators.
- Highly effective instructional practices result in measurable growth in student learning.
- Instructional decisions and programs are based on data and research.
- Cooperation, communication and commitment among home, school and community directly affect the quality of each student's educational experience.
- In purposefully investing our resources to positively impact student learning.
- In providing a safe, supportive and personalized environment for our students.
- In providing multiple, flexible pathways that lead to college / university or other post-secondary and career options.
- In working towards a regionalized PK-12 school district.

Goals and Objectives

GOAL 1: Develop and implement rigorous, student-centered, technologically enhanced PK-12 curriculum, instruction and assessment that prepare students for varying post-secondary career and college pursuits, in the global, digital age.

Objectives:

- Purposefully design PK-12 curriculum and instruction to develop the knowledge and the skills that are necessary for success in the 21st century.
- Implement a curriculum-mapping process for measuring the gaps between the intended and delivered curriculum across all classrooms, PK-12.
- Enhance student learning with a multi-year plan for students to have access to technology and for corresponding implementation within the curriculum.
- Provide sufficient personnel, resources and time to design and implement an aligned curriculum, instruction and assessment system.
- Engage meaningfully in a system of high-quality professional development that focuses on national standards, curriculum, research-based instruction, assessment literacy, task development, in-class modeling, looking at student work, lesson study and leadership.

GOAL 2: Create and maintain a culture in which our students are educated in a personalized learning environment that supports each student's academic, career, social and emotional needs.

Objectives:

- Develop, implement and maintain a PK-12 Response to Intervention (RtI) / Positive Behavioral Intervention and Supports (PBIS) system to ensure that students' academic, social, emotional and behavioral needs are identified and supports are put into place to help students be successful.
- Establish core values and expectations that build a shared responsibility among administrators and staff to ensure the academic, social-emotional and behavioral growth of each student.
- Develop and implement a system for collecting data that will be utilized to make informed decisions to support the academic, behavioral and social-emotional growth of each student.
- Develop, implement and communicate policies, practices and procedures that promote district-wide and school-based collaboration to ensure a safe, productive and inviting learning environment within each school.

GOAL 3: Communicate with, collaborate with and engage families, businesses and the community in partnerships to maximize resources for and enhance students' academic, career and personal/social development.

Objectives:

- Develop a comprehensive PK-12 communication plan that guides communication with families in clear straight-forward language using print and electronic media.
- Assess and upgrade infrastructure to support communication plans.
- Promote community involvement through collaboration and partnerships among schools, parents, businesses and the community in a network of support.
- Communicate effectively with families and community concerning learning expectations, student outcomes and assessment data.

GOAL 4: Create and maintain a cohesive system that the entire school community uses for collecting, analyzing and using data purposefully at the student, class, school and district levels to improve individual student academic achievement; to support career, social and emotional growth; and to drive instructional decisions.

Objectives:

- Align and sustain resources and time so that all staff use data to maximize student growth.
- Establish, implement and review integrated informational systems that organize all student data in a cohesive, accurate and accessible structure that supports the ongoing use of data for decision making
- Use a variety of data, which includes social, emotional and academic progress, to assess students' individual needs as part of a continuous improvement cycle.
- Provide professional development and ongoing support on interpreting and using data for all staff to drive decisions on students' academic, behavioral, social and emotional growth.

GOAL 5: Make fiscally responsible decisions that uphold the commitment to invest thoughtfully in physical and human resources to provide a high quality education for every student.

Objectives:

- Continue to target resources to strictly address district and school priorities for student learning.
- Continue to focus on system efficiencies that maximize the use of resources to maintain and enhance student programs, operations, governance and family engagement.
- Establish and implement a long range plan for high-quality facility maintenance and renovation necessary to accommodate 21st century learning.
- Recruit, support and retain highly qualified and effective educators (teachers, administrators and support staff).

Adopted April 2, 2013