

Envisioning the Future

Ayer Shirley Regional School District 2019 - 2022 District Strategic Plan

Approved by RSC June 19, 2019





Vision

Our vision is to connect, engage, and inspire every student to reach academic excellence. The educators of the Ayer Shirley Regional School District will instill habits of reflection and inquiry that challenge our students to set ambitious academic and personal goals. Students will develop a strong voice to express thoughts and ideas in the community, the confidence to showcase their talents, and academic and personal successes in preparation for entry into college and the world of work.

Mission

Our mission is to provide high-quality education in a safe, respectful, and inclusive environment where every student develops the skills, character, and core values needed to graduate and become a productive member of global society.



Core Values

We believe in...

- high expectations for every student.
- an inclusive, personalized learning environment.
- fostering critical thinking and problem-solving.
- encouraging students to persevere in finding solutions to problems.
- collaboration among educators, students, families, and the community.
- making connections and applications from the classroom to the real world.
- educating the whole child - academic, social, emotional, personal, and cultural domains.
- practicing reflection and goal setting.
- respect for self, property, and others.
- civic engagement, community connections, and service to others.



Theory of Action

If we...

- implement high-quality, aligned curriculum and instruction monitored by performance assessments in each and every classroom,
- ensure educator effectiveness through a common understanding and shared vision of effective evidence-based instructional strategies,
- are responsive to academic and non-academic needs,
- promote a culture of continuous and actionable feedback, reflection, and inquiry,
- maintain high expectations for student learning for meeting and exceeding grade-level standards,
- partner with stakeholders to maximize and strategically allocate resources to teaching and learning,

then our students will...

- reach their potential,
- achieve academic excellence,
- graduate,
- engage as active, productive citizens prepared for success and entry into college and the world of work.





Strategic Objectives

TEACHING ALL STUDENTS

IT IS IMPERATIVE THAT WE MEET EVERY STUDENTS' LEARNING NEEDS. EVERY CHILD SHOULD BE AFFORDED THE OPPORTUNITY TO LEARN IN AN OPTIMAL ENVIRONMENT THAT CHALLENGES AND SUPPORTS HIS/HER LEARNING.

EDUCATOR EFFECTIVENESS

EACH EDUCATOR SHOULD BE EQUIPPED WITH THE KNOWLEDGE, TOOLS, AND RESOURCES TO EFFECTIVELY TEACH ALL STUDENTS USING EVIDENCE-BASED INSTRUCTIONAL STRATEGIES PROVEN TO PRODUCE GOOD STUDENT OUTCOMES.

SOCIAL EMOTIONAL LEARNING

SOCIAL-EMOTIONAL LEARNING IS A SCHOOL-WIDE EFFORT TO DEVELOP THE SKILLS AND COMPETENCIES IN STUDENTS TO FOSTER HEALTHY DEVELOPMENT AND STRONG RELATIONSHIPS.

DISTRICT & SCHOOL CULTURE

AN ENVIRONMENT THAT PROVIDES TEACHERS AND STUDENTS HEALTHY AND POSITIVE CONDITIONS THAT FOSTER ACADEMIC AND PERSONAL GROWTH.

FAMILY & COMMUNITY PARTNERSHIP

FOSTER STRONG PARTNERSHIPS WITH PARENTS AND COMMUNITY MEMBERS TO EFFECTIVELY SUPPORT OUR STUDENTS TO REACH THEIR FULL POTENTIAL.

2019-2022 STRATEGIC INITIATIVES

ALL MEANS ALL

<u>TEACHING ALL STUDENTS</u>	<u>EDUCATOR EFFECTIVENESS</u>	<u>SOCIAL EMOTIONAL LEARNING</u>	<u>DISTRICT & SCHOOL CULTURE</u>	<u>FAMILY & COMMUNITY PARTNERSHIP</u>
1.1 Build and strengthen inclusive practice through the application of Universal Design for Learning (UDL) principles in every classroom throughout the district	2.1 Support all educators in the evaluation process by providing effective feedback aligned to the published district priorities	3.1 Integrate Social Emotional Learning (SEL) in all classrooms to ensure connections are strong and relationships are built and cultivated with students	4.1 Foster a shared commitment to high standards of teaching and learning with high expectations for achievement for all	5.1 Communicate effectively with parents and guardians using multiple means of representation and a variety of communicative methods
1.2 Build a sustainable culture that demonstrates universal commitment that the use of data to support student learning is not just a best practice; it is a fundamental moral responsibility	2.2 Revise and align K-12 curriculum maps to provide educators with resources for standards-based teaching in core content areas to the 2016 (Science) 2017 (ELA & Math), 2018 (History & Social Science) , and 2019 (Arts) MA Frameworks	3.2 Develop and implement PK-12 School Counseling Curriculum aligned with MA Model 3.0	4.2 Develop and implement culturally responsive policies and practices that respect diverse backgrounds, identities, strengths, and challenges of students, staff, and families	5.2 Engage in regular, two-way, culturally proficient communication with families about student learning and performance
1.3 Implement research and evidence based instructional strategies to increase rigor and high expectations for student learning at Tier 1	2.3 Continue to implement the curriculum leader model and build internal leadership	3.3 Expand an advisory-like model from K-12 that integrates positive behavioral interventions and support (PBIS)	4.3 Ensure the physical, emotional, and academic safety of students and staff	5.3 Address family concerns in an equitable, effective, and efficient manner
1.4 Provide targeted instruction at different tiers to address the needs of individuals and/or small groups of students to reach year-end goals	2.4 Encourage and recruit teachers to share their expertise with colleagues within the district and across other districts as a form of professional development		4.4 Develop a comprehensive Vision of a Graduate	5.4. Continue to implement parent/guardian workshops on important topics
1.5 Strengthen Special Education programs and services to meet the needs of all students	2.5 Promote and support educator development through the implementation of a three-year teacher induction program			5.5 Expand community support and partnerships