

## District Strategic Map 2016-2020

**Vision - To inspire all students to reach their full potential as contributing members of our global community**

*Believing that teacher growth = student growth*

*The Suffield Public Schools is committed to a culture of growth, high expectations, collaboration, and 21st century skills so that all students are provided the best opportunity for success in tomorrow's world*

<i>Who we Serve</i>	Students	Parents	Board of Education	Community	Faculty and Staff	Administration
<b><i>Our Objectives</i></b>	<p>Teach all children to maximize their ability and potential as individual learners</p> <p>Include student voice in school based decision processes</p> <p>Create and revise assessments that engage broad ranges of learners</p>	<p>Provide a safe and secure learning environment</p> <p>Provide clear and consistent communication from faculty and administration</p> <p>Be a collaborative, trusted partner providing excellent and challenging educational experiences for the children in the district</p>	<p>Implement operations aligned with BOE policies and district mission, vision and priorities</p> <p>Create and present a transparent budget that is aligned to the strategic priorities</p> <p>Advise BOE on policy revision</p>	<p>Communicate effectively with all stakeholders</p> <p>Promote and celebrate KEY accomplishments of students and schools</p> <p>Present a budget that supports teacher and administrator growth resulting in positive student outcomes</p> <p>Engage and partner with the broader community in school activities and initiatives</p>	<p>Support an environment with clear expectations and high levels of support that lead to increased teacher engagement and ownership (including opportunities for teacher led learning and collaboration)</p> <p>Implement best practices (including differentiation and student engagement) to improve all instruction</p> <p>Integrate student voice into instructional planning and practice</p> <p>Partner and communicate with the bargaining units to maintain and improve collaborative relationships and positive school climates</p>	<p>Guide the development of school improvement plans and theories of action</p> <p>Increase leadership capacity (including communication, ownership, and engagement) through various district support structures</p> <p>Improve and promote collaboration and alignment between schools (i.e. build Suffield brand)</p>
<b><i>Key Measures</i></b>	<ol style="list-style-type: none"> <li>1. Increase percentage of students who respond favorably to their experience within SPS (annual survey questions)</li> <li>2. Increase graduation rate for all students</li> <li>3. Increase positive trends on student performance data (benchmark data, SAT, SBAC, discipline data, etc.)</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase percentage of parents responding favorably to question on annual surveys</li> <li>2. Increase parent participation in school sponsored events</li> </ol>	<ol style="list-style-type: none"> <li>1. Positive trend on progress report of Strategic Plan priorities</li> <li>2. Approval of budget</li> <li>3. Execute policy revision cycle</li> </ol>	<ol style="list-style-type: none"> <li>1. Approval of budget at Town Meeting</li> <li>2. Increase community participation in school sponsored events</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase favorability ratings on annual teacher/student/ family surveys on implementation of district norms and climate</li> <li>2. Improve observational data from teacher observations</li> <li>3. Increase positive trends on student performance data (benchmark data, SAT, SBAC, discipline data, etc.)</li> <li>4. Increase the alignment and quality of PD opportunities per teacher feedback surveys</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase positive trends in teacher, student, and parent responses on annual surveys</li> <li>2. Demonstrate balanced participation at leadership council</li> <li>3. Develop and implement clear transition expectations from school to school</li> <li>4. Increase the quantity, alignment, and quality of PD opportunities per teacher feedback surveys</li> <li>5. Demonstrate district systems thinking through DIP, SIPs and budget priorities</li> </ol>

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Strategic Goals	Curriculum and Instruction		Teacher Growth = Student Growth		Organizational Health	
<i>Strategic Imperatives</i>	Create & Implement Aligned 21 <sup>st</sup> Century Curriculum	Improve student outcomes	Teacher Evaluation & Instructional Observation	Professional Development	Organizational Norms	Communication and Coherence
<b>Long Term Strategies (2016 – 2020)</b>	1. Revise PreK-12 curriculum & assessments to include critical thinking/reasoning, communication, problem solving, innovation, and self-directed learning	<ol style="list-style-type: none"> <li>1. <i>Develop a comprehensive Social Emotional Learning plan resulting in improved student behavior &amp; positive school climate</i></li> <li>2. Improve academic performance</li> <li>3. Improve Career &amp; College readiness PreK - 12</li> </ol>	<ol style="list-style-type: none"> <li>1. <i>Continuous improvement of classroom instruction</i></li> <li>2. Increase teacher voice by supporting and encouraging productive teacher dialogue with administrators, peers and students.</li> </ol>	<ol style="list-style-type: none"> <li>1. Build administrator and teacher capacity</li> <li>2. Develop leadership capacity (students, faculty, staff, and admin)</li> </ol>	<ol style="list-style-type: none"> <li>1. Focus on Growth Mindset</li> <li>2. Increase trust among all</li> <li>3. Live the District Norms</li> </ol>	<ol style="list-style-type: none"> <li>1. Engage students, families and community members as supportive partners</li> <li>2. <i>Increase Consistency and Clarity of Communications</i></li> </ol>

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<b>Short-Term Strategies (2016 – 2018)</b>	1. Provide resources and time to improve and write curriculum 2. Provide PD and structured support for curriculum leaders and coaches 3. Continue student focus groups	4. Revise grading practices and policies 5. Improve intervention programing 6. Establish benchmark data in all content areas 7. Develop a comprehensive Social Emotional Learning plan that creates conditions and systems to analyze, interpret, and leverage academic & social-emotional student data effectively 8. Create a comprehensive developmental guidance curriculum framework 6-12 9. Improve Social-emotional Wellness/Character Development programming	10. Develop & implement a coordinated plan for non-evaluative observations: to improve instructional practices & feedback (Includes teachers, consultants, administrators) 11. Reflect & evaluate effectiveness of teacher growth & evaluation plan at PDEC	12. Provide Admin PD on improving instruction through teacher –admin dialogue and follow-up 13. Strategic budgeting to support teacher growth and student outcomes 14. Provide PD protocols, procedures & feedback surveys 15. Increase teacher-led learning and collaboration time 16. Provide teachers with opportunities for professional development in student centered learning, PLC, K-12 core text math, differentiated and specialized instruction	17. Provide PD on Organizational Health to include organizational norms 18. Maintain a focus on growth mindset through reflection & dialogue 19. Clearly define all roles and expectations throughout the district	20. Clearly communicate the district vision of increasing student success by increasing administrator and teacher capacity 21. Clearly communicate district expectations through increased feedback dialogue and training to all administrators 22. Strengthen the voice of PDEC 23. Increase collaboration time for all teacher groups 24. Reinforce common mission & vision in newsletters, faculty meetings, BoE meetings, etc. 25. CO attendance/participation at faculty meetings to provide support to principals and/or provide district-wide training 26. Increase community awareness of district programming and activities by broadening the use of communication tools to include School Messenger, Facebook, website, etc.