

District Strategic Plan
Barrington Public Schools
2008 - 2011

Goal 1: Expand community involvement and engagement to support the excellence of Barrington Public Schools (BPS).

RIDE Strategies for Goal 1:

- 1. Lead the Focus on Learning and Achievement
- 4. Engage Families and Community
- 6. Ensure Equity and Adequacy of Fiscal and Human Resources
- 7. Use Information for Planning and Accountability

Goal Facilitators: Joe Hurley and Mike Messoré

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<ul style="list-style-type: none"> ❖ Objective 1-1: Identify community members and stakeholder groups whose involvement and support is needed. (4) <ul style="list-style-type: none"> ➤ Update and enhance current BPS contact lists. (4,7) ➤ Identify and gather contact information needed to communicate effectively and efficiently. (4,7) ➤ Establish a communications database, including e-mail addresses. (4,7) ➤ Update information annually. (7) 					
<ul style="list-style-type: none"> ❖ Objective 1-2: Create new communication tools that inform the community, encourage input to BPS, and provide opportunities for community participation. (4) <ul style="list-style-type: none"> ➤ Develop an on-line newsletter (4) ➤ Institute parent focus groups on curriculum and assessment (4) ➤ Conduct speaking engagements for community groups (4) ➤ Develop materials and opportunities for cable coverage (4,7) 					
<ul style="list-style-type: none"> ❖ Objective 1-3: Develop interactive opportunities to engage members of the broader community including grandparents, seniors, community members without students in BPS, and BPS alumni. (4) <ul style="list-style-type: none"> ➤ Promote greater outreach to community on school activities. (1, 4) ➤ Invite community members and groups to student achievement celebrations (1, 4) 					

<ul style="list-style-type: none"> ❖ Objective 1-4: Cultivate relationships with professionals in the community to access their needed expertise to assist BPS. (1, 4) <ul style="list-style-type: none"> ➤ Utilize current list of BPS volunteers. (1, 4) ➤ Expand use of professionals to assist students in career planning and mentorship. (1, 4) 					
<ul style="list-style-type: none"> ❖ Objective 1-5: Investigate the feasibility of conducting an alumni fundraising campaign. (4, 6,7) <ul style="list-style-type: none"> ➤ Establish a committee to research the feasibility and potential of this option for BPS (4, 6, 7) ➤ Identify resources needed to implement an alumni campaign. (7) ➤ Benchmark similar campaigns in other communities. (7) ➤ Develop a report to present to the school committee. (7) 					

Goal 2: Employ effective programs that meet the needs of diverse learners.

RIDE Strategies for Goal 2:

1. Lead the Focus on Learning and Achievement
2. Guide the Selection and Implementation of Curriculum, Instruction and Assessment
3. Recruit, Support, and Retain Highly Effective Staff
4. Engage Families and the Community
5. Provide Safe and Supportive Environments for Students and Staff
6. Ensure Equity and Adequacy of Fiscal and Human Resources
7. Use Information for Planning and Accountability

Goal Facilitator: Betty A. Calise

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<p>❖ Objective 2-1: Establish a Professional Learning Community (PLC) that focuses on a collaborative culture and serves as an umbrella to incorporate BPS initiatives (1, 2, 3, 4, 6)</p> <ul style="list-style-type: none"> ➤ Define and communicate what a Professional Learning Community (PLC) means in the Barrington Public Schools. (1, 2, 3,4, 7) <ul style="list-style-type: none"> ▪ Develop a community information packet on PLC. (7) ▪ Use BPS website to publicize PLC and provide electronic version of information packet. (4,7) ▪ Use August PD opportunities to provide fuller understanding of PLC with teachers and administrators. ▪ Provide discussion forums with students, parents, and community members to promote fuller understanding of PLC and provide opportunities for input. (1, 2, 3, 4) ➤ Develop a district plan (1, 2, 3) <ul style="list-style-type: none"> ▪ Form a committee of administrators and teachers. ▪ Establish meeting schedule. ▪ Complete plan by required deadline. ➤ Communicate the plan to BPS teachers, administrators, students, parents, and community members. (1, 2, 3, 4) <ul style="list-style-type: none"> ▪ Provide copies of plan. ▪ Publish plan on BPS website. ▪ Provide forums and presentations for key groups (e.g. PTO's) 	<p>Superintendent Asst. Superintendent</p>				

<ul style="list-style-type: none"> ➤ Implement the PLC district plan (1, 2, 3) <ul style="list-style-type: none"> ▪ Provide professional development (PD) training for key groups <ul style="list-style-type: none"> • Educational leaders (1, 2, 3, 6) • Provide PD training for all teachers in Differentiated Instruction (DI) (1, 2, 3, 6) • Conduct PD and support for administrators in facilitating the implementation of DI. (1, 2, 3, 6) 					
<ul style="list-style-type: none"> ❖ Objective 2-2: Provide teachers with professional development to understand individual student learning styles and academic abilities, and how to address them. (1, 2, 3, 5) <ul style="list-style-type: none"> ➤ Expand teacher knowledge of student learning styles - Learning profiles & Multiple intelligence. Interest and Choice activities, Mentorships/Apprenticeships, Independent Study, and Compacting. <ul style="list-style-type: none"> ▪ Have trained teachers present at August PD to share their knowledge of student learning styles and how they differentiate. ▪ Continue to train more teachers through <i>Differentiating Instruction</i> course. 	Asst. Superintendent				
<ul style="list-style-type: none"> ❖ Objective 2-3: Ensure that strategies are in place to provide level-appropriate challenges for all students and to increase student achievement (1, 2, 3, 5, 7) <ul style="list-style-type: none"> ➤ Conduct timely assessments for all students (1, 2, 7) ➤ Analyze data and provide appropriate adjustments to student's curriculum and instruction. (1, 2, 7) ➤ Provide differentiated enriched programs that challenge every student to achieve the highest level of their academic potential. (1, 2, 5, 7) <ul style="list-style-type: none"> ▪ Ensure academic rigor for students who exceed the state academic standards. (1, 2, 5, 7) ▪ Ensure a comprehensive system of academic support for students not meeting the state academic standards. (1, 2, 5, 7) ➤ Provide teachers with additional strategies to identify and meet the needs of particular populations. (1, 2, 3, 5, 7) ➤ Implement and emphasize the recommendations of Performance Based Graduation Requirements 	Building Administrators				
<ul style="list-style-type: none"> ❖ Objective 2-4: Research alternative programming options for vocational instruction. (1, 2, 3, 5, 6, 7) <ul style="list-style-type: none"> ➤ Examine on-line options 	Secondary Building Administrators				

<ul style="list-style-type: none"> ➤ Investigate vocational lab concept ➤ Maintain awareness and promote current options in other schools 					
<ul style="list-style-type: none"> ❖ Objective 2-5: Use relevant local and state data to determine ways to continuously improve individual student achievement and district results. (1, 2, 7) ➤ Assess and collect evidence of progress (1, 2, 7) ➤ Meet with administrators to review results (1, 2, 3, 7) ➤ Make appropriate adjustments (1,2,7) 	Superintendent Asst. Superintendent				

Goal 3: Provide a school environment and programs that involve all students in their physical, social and emotional development

RIDE Strategies for Goal 3:

1. Lead the Focus on Learning and Achievement
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Goal Facilitator: Susan Healy-Mills

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<p>❖ Objective 3-1: Research and explore possibilities for the implementation of community service learning opportunities that align with the curriculum. (1, 2, 7)</p> <ul style="list-style-type: none"> ➤ Gather information concerning current community service learning activities. (1, 7) ➤ Benchmark / visit existing programs (1, 7) ➤ Examine scheduling issues related to community service learning projects. (7) ➤ Research potential sources of funding (6, 7) ➤ Report findings to Superintendent (1,2,7) 	Assistant Superintendent				
<p>❖ Objective 3-2: Examine ways to improve transitions from K-3 to 4-5, from elementary to middle school, and from middle school to high school. (5, 7)</p> <ul style="list-style-type: none"> ➤ Gather information from each school on current transition process. (5, 7) ➤ Research transition processes from benchmark districts. (7) ➤ Hold meeting of all BPS school administrators to share information and understand the transition process. (3, 5, 7) ➤ Develop ideas for ways to improve BPS transition process. 	Superintendent				

<ul style="list-style-type: none"> ❖ Objective 3-3: Promote and support health and wellness of BPS students (1,5,7) <ul style="list-style-type: none"> ➤ Advance the overall health of students through the state K-12 health and wellness programs. (5) ➤ Explore further the student and teacher focus group feedback regarding student stress. (4,5,7) <ul style="list-style-type: none"> ▪ Provide feedback opportunities from all grade levels in order to confirm initial feedback and to better understand the stress issue. (1,5,7) ▪ Assess results to determine if this issue warrants further study and/or possible changes to current support systems. (1,5,7) 	<p>Superintendent Assistant Superintendent w/ appropriate personnel</p> <p>Superintendent w/ Building Administrators</p>				
<ul style="list-style-type: none"> ❖ Objective 3-4: Review guidance support for student needs and access to counselors in the high school. (1,3,5) <ul style="list-style-type: none"> ➤ Develop roles/ responsibilities for Individual Learning Plans and a Comprehensive School Counseling program. (1, 3, 5) ➤ Implement the state Framework for Counseling Services. (1,5,7) ➤ Provide communications about the Comprehensive School Counseling program. (1,4,5) 	<p>Building Administrators</p> <p>Guidance</p>				
<ul style="list-style-type: none"> ❖ Objective 3-5: Improve personalization at the secondary level to meet Proficiency Based Graduation Requirements (PBGR). (1,2,5) <ul style="list-style-type: none"> ➤ Review middle and high school advisory curricula. (1,2,3,7) ➤ Review feedback on advisory program from high school student focus group. (1,5,7) ➤ Use advisory review and student feedback to revise advisory programs to ensure they meet their purpose. (1, 2, 5, 7) ➤ Develop a system for evaluation/reevaluation of the personalization system. (1,2, 5) 	<p>Building Administrators</p>				
<ul style="list-style-type: none"> ❖ Objective 3-6: Hold innovative and frequent celebrations of student achievement. (1, 4, 5) <ul style="list-style-type: none"> ➤ Identify opportunities to showcase student achievement. (1, 	<p>Building Administrators</p>				

<p>4, 5)</p> <ul style="list-style-type: none"> ➤ Publicize opportunities to community members and stakeholder groups as identified in Goal 1. (1, 4) 					
<ul style="list-style-type: none"> ❖ Objective 3-7: Implement state K-12 health and wellness programs. (1,2, 5,6) <ul style="list-style-type: none"> ➤ Crisis intervention training (1,2,3, 5) ➤ Review nutrition guidelines with food services providers. (1,2,3,5) ➤ Review health and physical education curriculum. (1,2,3,5) ➤ Promote and support health and wellness subcommittee activities (1,2,3,5) 	<p>Assistant superintendent w/appropriate personnel</p>				

Goal 4: Provide up to date facilities and technology to support our future needs.

RIDE Strategies for Goal 4:

1. Lead the Focus on Learning and Achievement
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Goal Facilitator: Ron Tarro

Objectives:	Person(s) Responsible	Time Line	Indicators of Success	Add'l Resources Required	Status
<p>❖ Objective 4-1: Conduct a detailed facilities assessment of BPS, including the potential impact of increased student enrollment due to new housing. The purpose of this assessment is to identify deficiencies and space needs for the short and long term future. (5, 6, 7)</p> <ul style="list-style-type: none"> ➤ Request for Quality (RFQ) facility assessment company. (5,7) ➤ Establish Budget to conduct the study (6) ➤ Prioritize needs from the assessment study (7) ➤ Secure funding, e.g. Bond referendum (6) 	Director of Administration & Finance	In Progress			
<p>❖ Objective 4-2: Research school and non-school facilities in Barrington to determine possible use for expansion. (5,6,7)</p> <ul style="list-style-type: none"> ➤ Action Steps <ul style="list-style-type: none"> ▪ Assess space in each building for possibility of accommodating more students within the building. (5,7) ▪ Research possibility of reconfiguring schools e.g. grades in each school. (5,7) ▪ Assess other select buildings in town that could accommodate students. (5,7) ▪ Investigate possible land available for school construction. (5,7) ▪ Based on NESDEC projections, identify at what point schools will be at capacity. (5,7) 	Director of Administration & Finance				

<p>❖ Objective 4-3: Provide a special focus on the particular financial and building impact of new housing and educating the community. (4, 6,7)</p> <p>➤ Action Steps</p> <ul style="list-style-type: none"> ▪ Utilize NESDEC projection units to assess financial impact. (6, 7) ▪ Study other communities that have incorporated new housing developments. (7) ▪ Develop a report of findings to share with key municipal and community groups. (4, 7) ▪ Communicate report findings through interactive sessions such as workshops, presentations, or coffee hours. (4, 7) <ul style="list-style-type: none"> • Include information that increases awareness about land use and affordable housing. (4, 7) • Provide information of high importance to the community, such as the potential impact on class size. (4, 7) 	<p>Superintendent</p>				
<p>❖ Objective 4-4: Explore alternative energy sources for all facilities. (6.7)</p> <p>➤ Establish a priority for alternative energy by building. (7)</p> <p>➤ Explore grants and interest free loans (6)</p>	<p>Director of Facilities</p>				
<p>❖ Objective 4-5: Ensure that all facets of instructional and administrative technology are systematically addressed and supported. (1,6)</p> <p>➤ Annually update the district technology plan to reflect current status of progress toward goals and objectives supporting our mission (1,7)</p> <p>➤ Continually examine emerging technologies as a means to provide cost-effective solutions to network and system support. (6, 7)</p> <p>➤ Promote the effective utilization of technology through participation in district-wide initiatives such as establishing Professional Learning Communities, selecting resources in support of curriculum and increasing engagement of parents and the community. (1,2, 4)</p> <p>➤ Embed effective technology in all professional development initiatives. (1, 3)</p>	<p>Technology Coordinator</p>				

Goal 5: Strengthen efforts to ensure fair and adequate funding to fulfill the mission of the BPS

RIDE Strategies for Goal 5:

- 2. Guide the Selection and Implementation of Curriculum, Instruction and Assessment
- 4. Engage Families and the Community
- 5. Provide Safe and Supportive Environments for Students and Staff
- 6. Ensure Equity and Adequacy of Fiscal and Human Resources
- 7. Use Information for Planning and Accountability

Goal Facilitator: Robert McIntyre	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<ul style="list-style-type: none"> ❖ Objective 5-1: Collaborate with other school districts to get legislation enacted for a fair, funded state aid formula. (4, 6) <ul style="list-style-type: none"> ➤ Engage federal, state and local legislative delegation (4) ➤ Engage PTO / local support (4) ➤ Engage professional organizations e.g. School Committee Association, Superintendent Association, Business Official Association (4) 	Superintendent				
<ul style="list-style-type: none"> ❖ Objective 5-2: Collaborate to repeal obsolete state mandates that are more stringent than federal. (4, 6, 7) <ul style="list-style-type: none"> ➤ Identify and list key mandates (7) ➤ Evaluate and prioritize mandates for action. (7) ➤ Form an appropriate action committee / advocacy group to appeal to the legislature. (4) ➤ Work to introduce legislation to provide adequate funding. (4, 6) 					

<p>❖ Objective 5-3: Investigate alternative ways to fund programs that enhance the core BPS curriculum that are not available within the funded budget, e.g. before and after school programs, Pre-K, tutoring. (6)</p> <ul style="list-style-type: none"> ➤ Identify and prioritize list of extra programs (6, 7) ➤ Identify barriers (legislative and other) (6, 7) ➤ Estimate fiscal impact to offer new programs (6, 7) <ul style="list-style-type: none"> ▪ Calculate operating cost ▪ Assess facilities / space requirements ➤ Investigate alternative funding sources including grants and private funding. (6, 7) 					
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