

# Barrington Public Schools

## Strategic Plan



**2008 – 2011**

Adopted by  
Barrington School Committee  
August 7, 2008

Updated: August 2011

## Barrington Public Schools Strategic Plan 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 Facilitator: Joe Hurley

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<p>❖ Objective 1-1: <b>Continue to</b> Identify community members and stakeholder groups whose involvement and support is needed. (4)</p> <ul style="list-style-type: none"> <li>➤ Update and enhance current BPS contact lists. (4,7)</li> <li>➤ Identify and gather contact information needed to communicate effectively and efficiently. (4,7)</li> <li>➤ <del>Establish a communications database, including e-mail addresses. (4,7)</del></li> <li>➤ <del>Update information annually. (7)</del></li> </ul>	High School Principal	October 2008	Goal 1 committee members constitute a broad base of the Barrington community	TBD	On going
<p>❖ Objective 1-2: Create new communication tools that inform the community, encourage input to BPS, and provide opportunities for community participation. (4)</p> <ul style="list-style-type: none"> <li>➤ <b>Continue with current school wide</b> <del>Develop an on-line newsletter (4)</del></li> <li>➤ <del>Institute parent focus groups on curriculum and assessment (4)</del></li> <li>➤ <del>Conduct speaking engagements for community</del></li> </ul>	High School Principal with appropriate personnel	June 2010	Pegview has enhanced our ability to live stream a variety of meetings and events to the Barrington community and beyond	TBD	On going

<p>groups (4)</p> <ul style="list-style-type: none"> <li>➤ <del>Develop</del> Continue to upgrade materials and opportunities for cable coverage (4,7)</li> </ul>					
<ul style="list-style-type: none"> <li>❖ 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) Continue to engage members of the community <ul style="list-style-type: none"> <li>➤ Promote greater outreach to community on school activities. (1, 4)</li> <li>➤ <del>Invite community members and groups to student achievement celebrations (1, 4)</del></li> </ul> </li> </ul>	High School Principal		Pegview Senior Project Awards Ceremonies Sporting Events Local Media Barrington Times Journalism/TV Productions Collaboration	TBD	On going
<ul style="list-style-type: none"> <li>❖ 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"> <li>➤ Utilize current list of BPS volunteers. (1, 4)</li> <li>➤ Expand use of professionals to assist students in career planning and mentorship. (1, 4)</li> </ul> </li> </ul>	High School Principal		Career Day – Barr Middle School Senior Project Work Study Tracey Orchard, Volunteer Coordinator – Committee Member	TBD	On going
<ul style="list-style-type: none"> <li>❖ Objective 1-5: Investigate the feasibility of conducting an alumni fundraising campaign. (4, 6,7) <ul style="list-style-type: none"> <li>➤ <del>Establish a committee to research the</del> Investigated feasibility and potential of this option for BPS (4, 6, 7)</li> <li>➤ <del>Identify resources needed to implement an alumni campaign. (7)</del></li> <li>➤ Benchmark similar campaigns in other communities. (7)</li> <li>➤ <del>Develop a report to present to the school committee. (7)</del></li> </ul> </li> </ul>	High School Principal Student Activities Director	December 2010  July 2011	Conducted preliminary meeting to discuss the feasibility of implementing an alumni fundraising committee.  George Finn has also discussed the possibility of creating an endowment fund with the Boosters Club.	TBD	On going

# Barrington Public Schools 2008 – 2011 Strategic Plan

## 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: Mike Messore

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<p>❖ Objective 2-1: <b>Continued implementation of the Professional Learning Community (PLC) that focuses on a collaborative culture and serves as an umbrella to incorporate BPS initiatives</b> (1, 2, 3, 4, 6)</p> <p>➤ <del>Define and communicate what a Professional Learning Community (PLC) means in the Barrington Public Schools. (1, 2, 3, 7)</del></p> <ul style="list-style-type: none"> <li>▪ <del>Develop a community information packet on PLC. (7)</del></li> <li>▪ <del>Use BPS website to publicize PLC and provide electronic version of information packet. (4,7)</del></li> <li>▪ <b>Use August PD opportunities to provide fuller understanding of PLC with teachers and administrators.</b></li> <li>▪ <del>Provide discussion forums with students, parents, and community members to promote fuller understanding of PLC. (1, 2, 3, 4)</del></li> </ul> <p>➤ <del>Develop a district plan (1, 2, 3)</del></p> <ul style="list-style-type: none"> <li>▪ <del>Form a committee of administrators.</del></li> <li>▪ <del>Establish meeting schedule.</del></li> <li>▪ <del>Complete plan by required deadline.</del></li> </ul> <p>➤ <del>Communicate the plan to BPS teachers, administrators, students, parents, and community members. (1, 2, 3, 4)</del></p> <ul style="list-style-type: none"> <li>▪ <del>Provide copies of plan.</del></li> </ul>	<p>Asst. Superintendent</p> <p>Goal 2 Sub Committee</p> <p>School to Career Coordinator</p>	<p>FY09</p> <p>FY10</p> <p>FY10</p>	<p></p> <p>Presentations faculty school committee community</p>	<p>PTO Parents</p>	<p>Complete</p> <p>Complete</p>

<ul style="list-style-type: none"> <li>▪ <del>Publish plan on BPS website.</del></li> <li>▪ <del>Provide forums and presentations for key groups (e.g. PTO's)</del></li> <li>➤ Implement the PLC district plan (1, 2, 3) <ul style="list-style-type: none"> <li>▪ Provide professional development (PD) training for key groups <ul style="list-style-type: none"> <li>• Educational leaders (i.e. dept chairs, curriculum leaders, elementary teachers) (1, 2, 3, 6)</li> <li>• Provide PD training for all teachers in Differentiated Instruction (DI) (1, 2, 3, 6)</li> <li>• <del>Conduct PD and support for administrators in facilitating the implementation of DI. (1, 2, 3, 6)</del></li> </ul> </li> </ul> </li> </ul>		FY09  FY11	184 Graduate Students for DI 1  18 Graduate Students for DI 2	Successfully passed	Complete  Complete
❖ Objective 2-2: <b>Continue to</b> 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"> <li>➤ Expand teacher knowledge of student learning styles - Learning profiles &amp; multiple intelligence. Interest and Choice activities, Mentorships/Apprenticeships, Independent Study, and Compacting. <ul style="list-style-type: none"> <li>▪ Have trained teachers present at August during <b>PD in-service days</b> to share their knowledge of student learning styles and how they differentiate.</li> <li>▪ Continue to train more teachers through <i>Differentiating Instruction</i> course.</li> </ul> </li> </ul>	Asst. Superintendent	FY09	Professional Development provided  Tom Many	Consultants	Teachers are implementing strategies and continuing with professional development
❖ 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"> <li>➤ Conduct timely assessments for all students (1, 2, 7)</li> <li>➤ Analyze data and provide appropriate adjustments to student's curriculum and instruction. (1, 2, 7)</li> <li>➤ Provide differentiated programs that challenge every student to achieve the highest level of their academic potential. (1, 2, 5, 7) <ul style="list-style-type: none"> <li>▪ Ensure academic rigor for students who exceed the state academic standards. (1, 2, 5, 7)</li> <li>▪ Ensure a comprehensive system of academic support for students not meeting the state academic standards. (1, 2, 5, 7)</li> </ul> </li> <li>➤ Provide teachers with additional strategies to identify and meet the needs of particular populations. (1, 2, 3, 5, 7)</li> </ul>	Building Administrators	FY10	Developed common assessments  RTI (Response To Intervention) Teams established in schools  PD Teachers	PD Teachers Assessment, data and RTI training.	Formative assessments throughout grade levels  Data team established

<p>❖ Objective 2-4: Research alternative programming options for vocational instruction. (1, 2, 3, 5, 6, 7)</p> <ul style="list-style-type: none"> <li>➤ Implement Look at on-line options</li> <li>➤ Continue to investigate vocational lab concept</li> <li>➤ <del>Maintain awareness of</del> Research current options implemented in other schools and promote.</li> <li>➤ Investigate vocational educational programs and community partnerships</li> </ul>	<p>Secondary Building Administrators</p>	<p>FY10</p>		<p>Vocational consultants</p>	<p>Research and meetings have taken place on vocational and virtual opportunities</p>
<p>❖ Objective 2-5: Use relevant local and state data to determine ways to continuously improve individual student achievement and district results. (1, 2, 7)</p> <ul style="list-style-type: none"> <li>➤ Assess and collect evidence of progress (1, 2, 7)</li> <li>➤ Meet with administrators to review results (1, 2, 3, 7)</li> <li>➤ Make appropriate adjustments (1,2,7)</li> <li>➤ The development, implementation and transition into the district the Common Core State Standards CCSS and Implementation and transition of the Partnership for Assessment of Readiness for College and Careers assessments PARCC</li> </ul>	<p>Superintendent Asst. Superintendent</p>	<p>FY09</p>	<p>Formation of data teams  Scheduled administrative meetings</p>		<p>Data teams and scheduled administrative meetings</p>

## Barrington Public Schools 2008 – 2011 Strategic Plan

### 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
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: Susan Healy-Mills

Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<p><del>❖ Objective 3-1: Research and explore possibilities for the implementation of community service learning opportunities that align with the curriculum. (1, 2, 7)</del></p> <p><del>➤ Gather information concerning current community service learning activities. (1, 7)</del></p> <p><del>➤ Benchmark / visit existing programs (1, 7)</del></p> <p><del>➤ Examine scheduling issues related to community service learning projects. (7)</del></p> <p><del>➤ Research potential sources of funding (6, 7)</del></p> <p><del>➤ Report findings to Superintendent (1,2,7)</del></p>	Assistant Superintendent	4/10	<p>Information gathered</p> <p>Jim Callahan attended conference</p> <p>Presentations to School Committee 5/21/09 and 3/10</p>	Professional Development - teachers	<p>Professional Development provided</p> <p>Teachers are implementing projects</p>
<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> <p>➤ Gather information from each school on current transition process. (5, 7)</p> <p>➤ Research transition processes from benchmark districts. (7)</p> <p>➤ Hold meeting of all BPS school administrators to share information and understand the transition process. (3, 5, 7)</p>	Superintendent	4/10	<p>Information gathered</p> <p>RTI (Response To Intervention) procedures manual</p> <p>Annual transition activities</p>		<p>Meetings have been held with various teams resulting in increased transition activities</p>

<ul style="list-style-type: none"> <li>➤ Develop Enhance ideas for ways to improve BPS transition process. Further develop transition of students receiving response to intervention services.</li> </ul>			established		
<ul style="list-style-type: none"> <li>❖ Objective 3-3: Promote and support health and wellness of BPS students (1,5,7)</li> <li>➤ <del>Advance the overall health of students through the state K-12 health and wellness programs. (5)</del></li> <li>➤ Explore further the student and teacher focus group feedback regarding student stress. (4,5,7) <ul style="list-style-type: none"> <li>▪ Provide feedback opportunities from all grade levels in order to confirm initial feedback and to better understand the stress issue. (1,5,7)</li> <li>▪ Assess results to determine if this issue warrants further study and/or possible changes to current support systems. (1,5,7)</li> <li>▪ Explore student start times.</li> </ul> </li> </ul>	<p>Superintendent</p> <p>Assistant Superintendent w/ appropriate personnel</p> <p>Superintendent w/ Building Administrators</p>	<p>6/11</p> <p>6/11</p>	<p>Health &amp; Wellness written curriculum completed</p> <p>Health &amp; Wellness Policy</p>	Curriculum consultant	<p>Curriculum implementation 2011-12</p> <p>Draft status</p>
<ul style="list-style-type: none"> <li>❖ Objective 3-4: Review guidance support for student needs and access to counselors in the high school. (1,3,5)</li> <li>➤ Develop roles/ responsibilities for Individual Learning Plans and a Comprehensive School Counseling program. (1, 3, 5)</li> <li>➤ Implement the state Framework for Counseling Services. (1,5,7)</li> <li>➤ Provide communications about the Comprehensive School Counseling program. (1,4,5)</li> <li>➤ Implement Naviance</li> </ul>	<p>Building Administrators</p> <p>Guidance</p>	<p>2011</p> <p>2009</p>	<p>Adopted Naviance</p> <p>Guidance curriculum</p> <p>ILP's (Individual Learning Plan) written MS &amp; HS orientation</p>	<p>PD- counselors completed webinars</p> <p>Career College</p>	<p>Implement Naviance 2011-2012</p>
<ul style="list-style-type: none"> <li>❖ Objective 3-5: Improve personalization at the secondary level to meet Proficiency Based Graduation Requirements (PBGR). (1,2,5)</li> <li>➤ <del>Review middle and high school advisory curricula. (1,2,3,7)</del></li> <li>➤ Review feedback on advisory program from high school student focus group. (1,5,7)</li> <li>➤ Use advisory review and student feedback to revise advisory programs to ensure they meet their purpose. (1,</li> </ul>	<p>Building Administrators</p> <p>PBGR Coordinator</p> <p>Guidance</p>	<p>2011</p> <p>2009</p>	<p>PBGR (Performance Based Graduation Requirements)</p> <p>Timelines created in counseling program</p>		<p>Counselors have timelines</p>

<p>2, 5, 7)</p> <ul style="list-style-type: none"> <li>➤ Develop a system for evaluation/reevaluation of the personalization system. (1,2, 5)</li> <li>➤ Finalize methods of student feedback.</li> </ul>		2011	<p>Advisory Committee</p> <p>Student feedback reviewed</p> <p>Evaluation questionnaire</p>		2011 – 2012 develop formal evaluation system
<p>❖ Objective 3-6: Hold innovative and frequent celebrations of student achievement. (1, 4, 5)</p> <ul style="list-style-type: none"> <li>➤ <del>Identify opportunities to showcase student achievement. (1,4, 5)</del></li> <li>➤ Continue to publicize opportunities to community members and stakeholder groups as identified in Goal 1. (1, 4)</li> </ul>	Building Administrators		List was created		<p>Collaboration with Goal 1 to identify publicize opportunities</p> <p>Celebrations are on going</p>
<p>❖ <del>Objective 3-7: Implement state K-12 health and wellness programs. (1,2, 5,6) Refer to 3.3</del></p> <ul style="list-style-type: none"> <li>➤ <del>Crisis intervention training (1,2,3, 5)</del></li> <li>➤ <del>Review nutrition guidelines with food services providers. (1,2,3,5)</del></li> <li>➤ <del>Review health and physical education curriculum. (1,2,3,5)</del></li> <li>➤ <del>Promote and support health and wellness subcommittee activities (1,2,3,5)</del></li> </ul>	Assistant Superintendent w/appropriate personnel	6/11	<p>Health &amp; Wellness written curriculum completed</p> <p>Health &amp; Wellness Policy</p>	Curriculum consultant	<p>Curriculum implementation 2011-12</p> <p>Draft status</p>

# Barrington Public Schools 2008 – 2011 Strategic Plan

## 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
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: Ron Tarro

Objectives:	Person(s) Responsible	Time Line	Indicators of Success	Add'l Resources Required	Status
<p>❖ <del>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)</del></p> <p>➤ <del>Request for Quality (RFQ) facility assessment company (5,7)</del></p> <p>➤ Establish Budget to conduct the study (6)</p> <p>➤ Prioritize needs from the assessment study (7)</p> <p>➤ Secure funding, e.g. Bond referendum (6)</p>	Director of Administration & Finance	Feb 2009	Assessment report completed by Strategic Building Solutions completed in Feb 2009	None  Bond Amt - TBD	Completed and  On-going
<p>❖ Objective 4-2: Research school and non-school facilities in Barrington to determine possible use for expansion. (5,6,7)</p> <p>➤ Action Steps</p> <ul style="list-style-type: none"> <li>▪ <del>Assess space in each building for possibility of accommodating more students within the building. (5,7)</del></li> <li>▪ Research possibility of reconfiguring schools e.g. grades in each school. (5,7)</li> <li>▪ Assess other select buildings in town that could accommodate students. (5,7)</li> <li>▪ Investigate possible land available for school construction. (5,7)</li> <li>▪ Based on NESDEC projections, identify at what point schools will be at capacity. (5,7)</li> <li>▪ Create Building Committee</li> </ul>	Director of Administration & Finance	Feb 2009  June 2011  May 2011  Aug 2011	SBS report  Hired SMMA to assist in Stage II RIDE Application  Efforts by the Town Council to acquire Zion Property	None  \$96,000  TBD	Partially Completed  on-going review of other properties

<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"> <li>▪ Utilize NESDEC projection units to assess financial impact. (6, 7)</li> <li>▪ <del>Study other communities that have incorporated new housing developments. (7)</del></li> <li>▪ <del>Develop a report of findings to share with key municipal and community groups. (4, 7)</del></li> <li>▪ Communicate report findings through interactive sessions to all stakeholders. such as workshops, presentations, or coffee hours. (4, 7) <ul style="list-style-type: none"> <li>• <del>Include information that increases awareness about land use and affordable housing. (4, 7)</del></li> <li>• Provide information of high importance to the community, such as the potential impact on class size. (4, 7)</li> </ul> </li> </ul>	Superintendent	March	District Report Night	na	Annually
		Monthly	Regular meetings with PTO Presidents	na	On going
		Feb - May	Budget outreach workshop	na	On going
<p>❖ Objective 4-4: Explore alternative energy sources for all facilities. (6,7)</p> <p>➤ <del>Establish a priority for alternative energy by building. (7)</del></p> <p>➤ Explore grants and interest free loans (6)</p>	Director of Facilities	Used SBS report from Feb 09	Working on Solar Panels for 4 schools	TBD	Some projects completed and the process is on-going
		July 2011	National Grid incentive programs for HVAC systems		
			Installation of various energy saving devices and controls that meet Energy Star rating		
<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</p>	Technology Coordinator	Oct-Dec	Expansion of technology for the delivery of educational services	Annual Approp and continued support of technology plan	On going

<p>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>Weekly tech team meeting and full participation in admin council</p>		
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# Barrington Public Schools 2008 – 2011 Strategic Plan

<b>Goal 5: Strengthen efforts to ensure fair and adequate funding to fulfill the mission of the BPS</b>					
<b>RIDE Strategies for Goal 5:</b> 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					
Objectives	Responsibility	Time Line	Indicators of Success	Resources Required	Status
<del>❖ Objective 5-1: Collaborate with other school districts to get legislation enacted for a fair, funded state aid formula. (4, 6)</del> <del>➤ Engage federal, state and local legislative delegation (4)</del> <del>➤ Engage PTO / local support (4)</del> <del>➤ Engage professional organizations e.g. School Committee Association, Superintendent Association, Business Official Association (4)</del>	Superintendent	2008–2011	Additional State Aid allocated to Barrington	Legislative leadership	Funding formula has been enacted
❖ Objective 5-2: Collaborate to repeal obsolete state mandates that are more stringent than federal. (4, 6, 7) ➤ 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) <del>➤ Work to introduce legislation to provide adequate funding. (4, 6)</del>	Superintendent	Open	Elimination of mandates	Legislative leadership	Under consideration by legislators
❖ 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) ➤ 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"> <li>▪ Calculate operating cost</li> <li>▪ Assess facilities / space requirements</li> </ul> ➤ Investigate alternative funding sources including grants and private funding. (6, 7)	Superintendent  Assistant Superintendent	Open	Plan is developed to define curriculum needs	Financial funding sources	Needs additional discussion to prioritize targeted programs