

Westport Community Schools



Strategic Plan

2023-2026

Thomas F. Aubin, Superintendent of Schools

Our Vision

We are an exemplary 21st-century learning community whose graduates are empowered through an engaging, inspiring, and personalized curriculum to meet the challenges of a global, complex, and changing world.

Our Mission

To ensure that our children achieve academic and personal excellence, become lifelong learners and are responsible, productive and engaged citizens of the world.

STRATEGIC GOALS

#1
Infuse
Experiential and
Personalized
Learning into
the Curricula

#2
Strategically
Maintain and
Improve District
Facilities

#3
Review & Build on
our Comprehensive
Plan to Enhance
Safety & Security in
our Schools

#4
Improve Family
and Community
Partnerships

#5
Provide
Professional
Development to
Support Goals 1-4



23-26 Strategic Goal #1 Infuse Experiential and Personalized Learning into the Curricula

Rationale: All our students deserve a personalized and comprehensive education that prepares them to make an informed choice between career, college, and entrepreneurship.

Key Action	Person(s) Responsible	Timeline	Indicators of Progress/Success
Continue to develop and refine the Neo-Technical offerings at WHS. <ul style="list-style-type: none"> ★ Collaborate with industry partners to guest teach/lecture in the program ★ Increase industry tours to local businesses, unions, and industry sites ★ Continue to create course pathways that lead to industry credentials ★ Stay current on the latest employment trends to offer our students cutting edge opportunities 	<ul style="list-style-type: none"> ★ Superintendent ★ WMHS Building Leaders ★ School staff ★ Director of Curriculum ★ Tech Staff ★ Guidance Staff 	Now through June 2024 and ongoing	<ul style="list-style-type: none"> ● Revised Program of Studies ● Agreements with area Higher Ed partners ● Agreements with Industry partners ● Successful Co-op placements ● Satisfaction Surveys ● Credential Acquisition Data
Re-tool the media center to create a “Neo-Technical Learning Center.” <ul style="list-style-type: none"> ★ Collaborate with UMassD School of Interior Design ★ Work with school staff to design the multi-use space 	<ul style="list-style-type: none"> ★ Superintendent ★ WMHS Building Leaders ★ School staff ★ Maintenance Director & Staff ★ Director of Curriculum ★ Tech Staff 	By June 2024	<ul style="list-style-type: none"> ● Plans ● Pictures of the redesign ● Class Schedules for use of Center ● Satisfaction Surveys
Increase Career & College Pathway Opportunities <ul style="list-style-type: none"> ★ Increase our Dual-Enrollment/Early College offerings ★ Develop and launch an Adult Education Program that addresses the educational and employment needs of Westport Adult residents. 	<ul style="list-style-type: none"> ★ Superintendent ★ WMHS Building Leaders ★ School staff ★ Director of Curriculum ★ Tech Staff ★ Guidance Staff 	Fall ‘23-Spring ‘26	<ul style="list-style-type: none"> ● Rosters ● Promotional Brochures ● Satisfaction Survey ● Usage Data
Improve Literacy Outcomes for our K-12 learners <ul style="list-style-type: none"> ★ Schedule and utilize Reading Specialists using research-based strategies ★ Create an elementary school schedule that facilitates school-wide Title I interventions ★ Provide PD on the Science of Reading, Orton Gillingham, and Wonders ★ Provide time for Data Teams to use data to adjust curriculum & instruction 	<ul style="list-style-type: none"> → Superintendent → Building Leaders → Director of Curriculum → Special Education Coords. → Reading Specialists → Interventionists → Classroom Teachers 	Fall ‘23-Spring ‘26	<ul style="list-style-type: none"> ● Schedules ● DIBELS, iReady, MCAS and other data ● PD rosters ● Data Team notes
Establish an Early Learning Center that expands our offerings to families of pre-school-aged children <ul style="list-style-type: none"> ★ Complete a needs assessment. ★ Research and decide on Curriculum ★ Explore regulatory obligations with EEC 	<ul style="list-style-type: none"> ★ Superintendent ★ School staff ★ Director of Curriculum ★ Tech Staff ★ Guidance Staff 	Planning through August 2024 Launch Fall 2024	<ul style="list-style-type: none"> ● Meeting Minutes ● Record of compliance with Health and Safety Requirements of EEC ● Enrollment Data
Explore additional government and non-government funding sources <ul style="list-style-type: none"> ★ Continue to work with state and federal legislators to access funding ★ Continue to submit grant applications to access funding 	<ul style="list-style-type: none"> ★ Superintendent ★ WMHS Building Leaders ★ Director of Curriculum ★ Tech Staff 	Fall ‘23-Spring ‘26	<ul style="list-style-type: none"> ● Successful acquisition of grants ● Invoices for Neo-technical related FF&E ● Communications between District and Legislators ● Media Coverage

23-26 Strategic Goal #2 Effectively Maintain and Improve District Facilities

Rationale: Our Facilities reflect our values regarding education and the children in schools and community. They must be maintained and improved so that we can deliver the highest quality teaching and learning experiences possible.



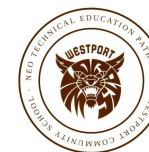
Key Action	Person(s) Responsible	Timeline	Indicators of Progress/Success
Create a three to five-year Capital Project Plan to address all the capital repairs needed at each building.	<ul style="list-style-type: none"> ★ Superintendent ★ Facilities Director / Supervisor of Custodians ★ Facilities Director & Staff ★ Building Leaders 	June 2024	<ul style="list-style-type: none"> ● School Committee Approval ● CIPC Approval for annual project submissions
Explore and secure grant funding opportunities to support the Capital Project Plan.	<ul style="list-style-type: none"> ★ Superintendent ★ Facilities Director ★ Grant Writer 	Fall '23-Spring '26	Successful funding of grants written
Continue to “harden” safety and security in our buildings (See Goal #3 for details.)	<ul style="list-style-type: none"> ★ Superintendent ★ Building Leaders ★ ALICE Coordinator ★ WPD & WFD 	Fall '23-Spring '26	See Goal #3 for details.
Determine location of proposed Early Childhood Learning Center <ul style="list-style-type: none"> ★ Site visits to existing District Buildings ★ Projections of predicted enrollment ★ Review of the FF&E needs ★ Review of any structural renovation needs 	<ul style="list-style-type: none"> ★ Superintendent ★ Facilities Director ★ OST Director ★ Pre-K - Grade 4 Special Education Coordinator ★ MAC Principal 	January 2024	<ul style="list-style-type: none"> ● Records of site visits ● Meeting Notes ● Quotes for construction ● Quotes for FF & E ● School Committee approval

23-26 Strategic Goal #3 Review and Build on our Comprehensive Plan to Enhance Safety and Security in our Schools.



Rationale: Safety and Security are essential in Westport Community Schools so we can foster the culture and climate necessary for high achievement.

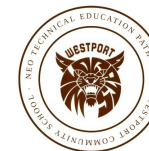
Key Action	Person(s) Responsible	Timeline	Indicators of Progress/Success
Ongoing review of physical plant, surveillance equipment, and entrances/egresses	<ul style="list-style-type: none"> ★ Superintendent ★ Maintenance Director/Staff ★ Building Leaders ★ ALICE Coordinator ★ WPD & WFD 	Fall '23-Spring '26	<p>Records of walk-throughs and notes of meetings</p> <p>Certificates from ALICE, and other safety organizations</p>
Review and revise the District's EOP	<ul style="list-style-type: none"> ★ Superintendent ★ Maintenance Director/Staff ★ Building Leaders ★ ALICE Coordinator ★ WPD & WFD 	By Fall '23, and yearly thereafter, or as the need arises	Minutes/Notes of Pre-opening EOP
Continued collaboration with WPD & WFD to remain current on Best Practices around Safety & Security.	<ul style="list-style-type: none"> ★ Superintendent ★ Maintenance Director/Staff ★ Building Leaders ★ ALICE Coordinator ★ WPD & WFD 	On an ongoing and consistent basis from Fall '23-Spring '26	Meeting minutes with School and Town staff
Address the windows that face out onto entrances to campuses	<ul style="list-style-type: none"> ★ Superintendent ★ Maintenance Director/Staff ★ Building Leaders 	Beginning Fall 23, until complete	Invoices for upgrades to windows
Continue to strengthen our SEL and School Culture and Climate through RULER, Guidance, Hate Crime Prevention Work, and more	<ul style="list-style-type: none"> ★ Superintendent ★ Director of Curriculum ★ Building Leaders ★ Guidance Staff ★ School Staff 	Fall '23-Spring '26	Rosters for PD Sessions
Pursue funding sources to review and enhance physical and emotional safety in our buildings and for our constituents.	<ul style="list-style-type: none"> ★ Superintendent ★ Director of Curriculum ★ Maintenance Director 	Fall '23-Spring '26	<p>Grant Awards</p> <p>Invoices</p> <p>Satisfaction Surveys</p> <p>Discipline data</p>



23-26 Strategic Goal #4 Improve Family and Community Partnerships

Rationale: Families and the community are our partners in the education of our children and to succeed at the highest levels, effective communication and engagement are key.

Key Action	Person(s) Responsible	Timeline	Indicators of Progress/Success
Align communication across the district to families and the community. <ul style="list-style-type: none"> ★ Systematize school newsletters ★ Brand communications ★ Use tools that are translatable ★ Use available technologies to communicate 	<ul style="list-style-type: none"> ★ Superintendent ★ Business Director ★ Director of Curriculum ★ Special Ed Coordinators ★ Building Leaders ★ Social Media Manager ★ Technology Director ★ Technology Staff 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Attendance/Sign-In Sheets at events ● Positive feedback on social media ● Satisfaction Surveys
Collaborate with PTOs, Boosters, and school staff to create an event calendar that is manageable AND that showcases the efforts and talents of our students and staff.	<ul style="list-style-type: none"> ★ Director of Curriculum ★ Special Ed Coordinators ★ Building Leaders ★ Staff 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Meeting notes ● Attendance/Sign-In Sheets at events ● Positive feedback on social media ● Satisfaction Surveys
Incorporate curricular, SEL, and “Pro Tips” workshops into existing events, e.g. Open Houses, Parent Nights, Title I, and PEC nights	<ul style="list-style-type: none"> ★ Director of Curriculum ★ Special Ed Coordinators ★ Building Leaders ★ Staff 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Meeting notes ● Attendance/Sign-In Sheets at events ● Positive feedback on social media ● Satisfaction Surveys
Develop and launch initiatives that benefit our families and community, including: <ul style="list-style-type: none"> ★ An expansion of our Early Childhood Programming during and OST ★ An Adult Education Program that addresses the educational and employment training needs of Westport Adult residents. ★ A Family Engagement Center that acts as a clearinghouse for information and a support to families in need. 	<ul style="list-style-type: none"> ★ Superintendent ★ Business Director ★ Director of Curriculum ★ Registrar ★ Director of OST ★ Special Ed Coordinators ★ HS Leaders/Staff 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Completed Needs Assessment Survey ● Completed Curriculum ● Pilot Launch in January 2024 ● Community engagement ● Satisfaction Surveys ● Employment Data



23-26 Strategic Goal #5 Provide Professional Development to Support Goals 1-4.

Rationale: In order for us to achieve Goals 1-4 and provide exemplary teaching and learning opportunities, our staff needs the skills, knowledge and expertise to implement challenging and engaging curricula.

Key Action	Person(s) Responsible	Timeline	Indicators of Progress/Success
Provide PD in Experiential Learning, including, but not limited to: <ul style="list-style-type: none"> ★ zSpace Computer Technology ★ NEF/Skillsoft Platform ★ Incorporating practical learning into the content area (PBL) 	<ul style="list-style-type: none"> ★ Superintendent, ★ Director of C, I, PD, ★ Building Admin, ★ Teacher Leaders 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Attendance sheets ● Lesson Plans ● Classroom Observations ● Satisfaction Surveys ● Data Analysis ● CCP inventories
Provide PD in content areas, including but not limited to: <ul style="list-style-type: none"> ★ The Science of Reading ★ Wonders Reading ★ iReady Classroom Math ★ ST Math ★ Genocide Education, as required by DESE ★ Bio-Tech to align with BCC Partnership 	<ul style="list-style-type: none"> ★ Director of C, I, PD, ★ Building Admin, ★ Teacher Leaders 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Attendance sheets ● Lesson Plans ● Classroom Observations ● Satisfaction Surveys ● Data Analysis
Provide PD in pedagogy, including but not limited to: <ul style="list-style-type: none"> ★ Academic Discourse, e.g. Socratic Seminar, Harkness Method, etc. ★ Personalized learning ★ How Routines and Structures support high achievement 	<ul style="list-style-type: none"> ★ Director of C, I, PD, ★ Building Admin, ★ Teacher Leaders 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Attendance sheets ● Lesson Plans ● Classroom Observations ● Satisfaction Surveys ● Data Analysis
Provide PD in SEL and Safety, including but not limited to: <ul style="list-style-type: none"> ★ RULER training ★ Calm Classroom training ★ CPI training ★ ALICE training ★ Restorative Practices training 	<ul style="list-style-type: none"> ★ Director of C, I, PD, ★ Building Admin, ★ Guidance Staff ★ Teacher Leaders 	Fall '23-Spring '26	<ul style="list-style-type: none"> ● Attendance sheets ● Lesson Plans ● Classroom Observations ● Satisfaction Surveys ● Data Analysis