

Windham Northeast Supervisory Union

Strategic Plan

2024-2027



Goal 1 - Academic Achievement

100% of WNESU students will demonstrate grade-level proficiency in reading and math by third grade and maintain consistent growth toward grade-level goals through graduation as measured by state and local assessments.

1.1 WNESU will implement a Data-Driven Methodology in all schools to support student learning in the areas of English Language Arts, Mathematics, Science, Social Studies, and elective course offerings.

1.1a The SU will use a driven-by-data approach to implement a standardized methodology for analyzing student outcomes in support of academic achievement for all.

1.2 WNESU will provide innovative approaches to learning through the expansion of Inquiry-Based Learning opportunities for students in all our schools.

1.2a The SU will serve as a model for interdisciplinary academic collaboration with the development and implementation of a K-12 Inquiry-Based Learning Initiative.

1.3 WNESU will realize a 20 percentage point increase in the number of students who are proficient on the MAPS and VT-CAP Exams.

1.3a The SU will create and implement a comprehensive system of instruction to optimize student performance and use feedback cycles to improve instruction.

1.3b The SU will establish a comprehensive assessment system based on multiple measures that will closely monitor each student's progress toward academic proficiency.

1.3c The SU will create a Multi-Tiered System of Supports (MTSS) framework that monitors, intervenes, and supports the elimination of barriers to student achievement.

Goal 2 - Engagement

All schools will achieve a 95% attendance rate while 100% of students will show growth toward grade-level appropriate engagement in learning as measured by data and surveys.

2.1 WNESU will explore and expand non-traditional opportunities for students to accelerate learning through external partnerships that foster resilience, excellence, and community.

2.1a The SU will conduct a program evaluation of the current personalized learning model and develop a framework that will support post-secondary education, dual enrollment, credit recovery, summer opportunities, and Advanced Placement programs.

2.1b The SU will develop an annual summer school academy experience for all students that will support achievement in academics, arts, and athletics.

2.1c The SU will pursue partnerships with local universities and colleges and form partnerships with area organizations and businesses to support pathways to postsecondary academic/ career opportunities for students and staff.

2.1d The SU will pursue grant opportunities to finance innovative initiatives and create sustainable options for educational programs.

2.2 WNESU will review and enhance all external communication efforts to support community partnerships (business, alumni, etc.).

2.2a The SU will sponsor a bi-annual Showcase of Schools that will highlight and honor student and community accomplishments.

2.2b The SU will implement and develop a consistent marketing and communication strategy to support unity of vision, mission, and goals.

2.3 WNESU will enhance internal communication efforts within and between schools and staff.

2.3a The SU will review its current use of communication processes and identify tools that will be used to ensure that all stakeholders are proactively informed.

2.3b The SU will develop a "Transition To Success" initiative that will support stakeholders as students move between elementary, middle, and high school.

2.4 WNESU will enhance and strengthen family engagement across all grade levels and communities.

2.4a The SU will develop an inclusive model for family involvement, including Home and School, to support the ongoing growth of families.

2.4b The SU will establish a Family Advisory Council to strengthen engagement and communication.

2.5 WNESU will annually assess the SU's responsiveness and efficacy around school culture, student engagement, family engagement, and community involvement.

2.5a The SU will develop a survey to assess its responsiveness and efficacy in order to improve school culture, student engagement, family engagement, and community involvement.

Goal 3 - Social Emotional Learning

Through the effective implementation of a common approach to community building, 100% of students and families will report feeling safe, seen, and heard as measured by data, student and family surveys, and classroom observation.

3.1 WNESU will implement trauma-informed practices for all students and staff in all schools.

3.1a The SU will provide a comprehensive system of social-emotional support for all students through a Restorative Practices model

3.1b The SU will ensure that Trauma-Informed Practices training for staff will be continual.

3.2 WNESU will develop a system to track students' social-emotional needs.

3.2a The SU will develop a survey to assess its responsiveness and efficacy in order to improve school culture.

3.2b The SU will use a driven-by-data approach to implement a standardized methodology for analyzing the social-emotional needs of all students.

3.3 WNESU will develop a student-centered, social, and emotional learning approach to teaching and discipline.

3.3a The SU will provide training and continual support for teachers through Responsive Classroom techniques

3.4 WNESU will enhance and strengthen students' social-emotional needs across all grade levels and communities.

3.4a The SU will create and find affinity group mentoring programs in support of students' social and emotional well-being.

3.4b The SU will develop an inclusive model for family involvement, including Home and School, to support the ongoing growth of families.

Goal 4 - Efficiency, Effectiveness, and Equity

Demonstrate financial accountability and resourcefulness with an ethic of care for students, staff, and community.

4.1 WNESU will develop a recruitment, retention, and compensation initiative to attract and retain high-quality diverse staff.

4.1a The SU will develop and implement the Personalized Professional Learning Pathway for teachers, principals, and support staff to grow professionally within the field of education.

4.1b The SU will partner with businesses, colleges, and universities to retain and recruit highly qualified candidates.

4.1c The SU will create an anonymous culture and engagement survey to be administered annually to employees.

4.2 WNESU will develop and implement an effective business model that promotes fiscal responsibility, the strategic use of technology, and the effective use of school buildings.

4.2a The SU will develop a multi-year plan projecting revenues and expenditures to illustrate what services can be purchased and sustained given economic conditions.

4.2b The SU will develop a Facilities Master Plan to determine the long-term utilization and maintenance of its real property assets.

4.2c The SU will review and audit its current technology infrastructure in order to provide innovative support to schools, staff, and the community.

4.3 WNESU will research and develop an equity model for allocating resources and providing support services to schools.

4.3a The SU will analyze spending per student by building and classification to establish an equitable structure to effectively allocate resources.

4.4 WNESU will review K-12 programmatic offerings, grading procedures, standards-based reporting, and graduation requirements to ensure equity among all students.

4.4a The SU will review and modify grading procedures, programmatic offerings, and the high school course selection guide in order to ensure its alignment with postsecondary education standards.