

Westford Public Schools Strategic District Improvement Plan

2023-2026

Progress Report for Year 1 (FY24)
Action Plan for Year 2 (FY25)

Strategic Objective #1: Ensure Equity- Infuse our equity work into our curriculum and instruction- the heart of what we do

Initiatives	Progress Year 1 - FY24	Action Plan Year 2- FY25
<p>1.1 Conduct an Equity Audit of our resources and practices (prek-12) (yr 1 classroom, grade, department; yr 2 district)</p>	<ul style="list-style-type: none"> ● Engaged with AIR organization to conduct Equity Audit ● Established working group to consult with AIR ● Finalized survey focus areas 	<ul style="list-style-type: none"> ● Collect district wide data spring '24 ● Analyze data summer '24 (FY25) ● Present findings to SC in fall '04 and work with principals to strategize implementation of recommendations
<p>1.2 Expand and implement Universal Design for Learning (UDL) Framework districtwide (yr 1 leadership, yr 2-3 classroom teachers)</p>	<ul style="list-style-type: none"> ● PD w/ Full Leadership Team led by CCs to build capacity within building leadership ● Developed Engagement Tool to collect data during principal walkthroughs 	<ul style="list-style-type: none"> ● Building based PD during faculty meetings and select early release led by Principals and CCs to explore Engagement Framework of UDL districtwide
<p>1.3 Ensure that the variability of all learners is prioritized as an asset and centered in discussions and decisions around instruction and learning</p>	<ul style="list-style-type: none"> ● UDL PD expanded on last year's work with Mirko Chardin exploring variability ● New IEP PD with A. Bloom 	<ul style="list-style-type: none"> ● Utilize Powerschool resources for New IEP rollout, 504 documentation and additional student support ● Articulate variability as an asset in meetings and documentation

Strategic Objective #2: Ensure Equity - Assess our organizational structures to ensure equitable learning environment for all of our students

Initiatives	Progress Year 1 - FY24	Action Plan Year 2- FY25
<p>2.2 Develop a District Master Plan following a thorough review of the Feasibility Study Report and communicate it to all of our stakeholders</p>	<ul style="list-style-type: none"> ● Working group established with weekly meetings ● Recommendations from SMMA reviewed with each building principal ● MSBA SOI Robinson invited into Eligibility Phase/ SOI for AES submitted as supporting documents for consolidation 	<ul style="list-style-type: none"> ● Complete tasks following MSBA timeline for Eligibility Phase ● Assess immediate and long term redistricting strategies based on capacity needs ● Present District Master Plan to Capital Committee and update database
<p>2.3 Determine options to best support healthy school start times for all students</p>	<ul style="list-style-type: none"> ● School Start time subcommittee established and gathered data ● District engaged with digital routing platform to analyze current practices 	<ul style="list-style-type: none"> ● Present a recommendation to SC in spring of '24 for potential FY26 implementation
<p>2.4 Ensure District policies align with our commitment to equity</p>	<ul style="list-style-type: none"> ● Policy committee has been updating policies throughout year and cross referencing with MASC model language ● DEI subgroup reviewed handbooks 	<ul style="list-style-type: none"> ● Policy review is part of the Equity Audit data collection for FY25 (summer) ● Ongoing review of district policies

Strategic Objective #3: Promote Social Emotional Wellbeing - Prioritize mental health and wellness for all of our students and staff by exploring strategies to minimize academic and or social emotional “pressure valves” that negatively impact performance

Initiatives	Progress Year 1 - FY24	Action Plan Year 2- FY25
3.3 Secure district wide resources that help support student skill development in fostering resilience and self-regulation	<ul style="list-style-type: none"> ● Development of 3-5 specialized program classrooms at Day and JAC 	<ul style="list-style-type: none"> ● SIPs include more specific action items ● Assess and evaluate programmatic needs at K-2 levels ● Begin implementing new MA PE/Wellness standards
3.4 Strengthen relationships and community by utilizing collaborative and restorative principles and practices	<ul style="list-style-type: none"> ● MS Community Circles PD spring '24 ● WA Admin virtual training and intro to faculty ● WPS Principals CPS workshop with Think:Kids spring '24 	<ul style="list-style-type: none"> ● Expand MS Community Circle practices during Advisory ● WA cohort of faculty volunteers explore using Community Circles in various classes and present feedback

Strategic Objective #4: Increase Sustainability - Collaborate with our Town partners to support goals outlined in the Westford's Climate Roadmap authored by the Clean Energy and Sustainability Co.

Initiatives	Progress Year 1 - FY24	Action Plan Year 2- FY25
<p>4.1 Ensure that all students and staff are able to explore and understand our local Climate Roadmap in an age appropriate manner</p>	<ul style="list-style-type: none"> ● STEM CCs included review and discussion in content meetings ● STEM fairs and PBL strategies included Roadmap as local resource ● Promote Earth Month activities in April district wide 	<ul style="list-style-type: none"> ● Identify and document grade level units that review and access Climate Roadmap throughout the year ● Invite students to present selected work at School Committee meeting
<p>4.2 Articulate within each School Improvement Plan specific commitments that encourage individual and group behavior adjustments to support climate goals</p>	<ul style="list-style-type: none"> ● SIPs include various goals and strategies at the building level for FY25 	<ul style="list-style-type: none"> ● Support building based initiatives ● Share progress in Principal Meetings ● Focus one School Co tour on Sustainability in FY25

Additional Action Items for Year 2 (FY25)

Initiatives not yet formally addressed in Year 1	Action Plan Year 2
3.1 Identify what can be removed or reimaged from the curriculum, calendars, and schedules while maintaining high expectations and standards	<ul style="list-style-type: none">● FY25 Findings and recommendations from WA Graduation Requirements review presented to SC in fall of '24 prior to developing FY26 Budget
3.2 Assess the effectiveness of how student progress is communicated to students and families	<ul style="list-style-type: none">● Develop a report card committee for Elem, MS and WA to assess effectiveness of communicated progress within current documents● Present findings to SC in spring of '25
4.3 Articulate sustainability goals and priorities within the District Master Plan	<ul style="list-style-type: none">● Review District Master Plan with Sustainability Coordinator and present identified goals and priorities to Clean Energy and Sustainability Co.
4.4 Research and present the viability of investing in electrifying district vehicles and student transportation	<ul style="list-style-type: none">● Create working group with Sustainability Coordinator beginning of FY25 with goal of presenting findings in spring of '25