

Westford Public Schools Strategic District Improvement Plan

2023-2026

Progress Report for Year 2 (FY25)
Action Plan for Year 3 (FY26)

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

Initiatives	Progress Year 2 - FY25	Action Plan Year 3- FY26
<p>1.1 Conduct an Equity Audit of our resources and practices (prek-12) (yr 1 district; yr 2 classroom, grade, department)</p>	<ul style="list-style-type: none"> Analyzed data summer '24 (FY25) Root Cause Analysis Event Dec '24 Presented findings to SC in spring '25 and worked with principals to strategize implementation of recommendations 	<ul style="list-style-type: none"> Building Based teams work with AIR to develop specific action items that support 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"> Building based PD during faculty meetings and select early release led by Principals and CCs to explore Engagement Framework of UDL districtwide Development of Engagement “Look Fors” (example of WPS elementary draft) 	<ul style="list-style-type: none"> Building based PD during faculty meetings and select early release led by Principals and CCs to explore Representation Framework of UDL districtwide Develop Representation “Look Fors” Highlight UDL in new staff recruitment
<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"> Utilize Powerschool resources for New IEP rollout, 504 documentation and additional student support 	<ul style="list-style-type: none"> Articulate variability as an asset in meetings and documentation (<i>cont'd</i>)

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

Initiatives	Progress Year 2 - FY25	Action Plan Year 3- FY26
<p>2.2 Develop a District Master Plan following a thorough review of the SMMA Facilities Report and communicate it to all of our stakeholders</p>	<ul style="list-style-type: none"> ● Completed tasks following MSBA timeline for Eligibility Phase ● Secured Funding for Feasibility Study ● Completed Current Space Usage Study for all WPS Buildings 	<ul style="list-style-type: none"> ● Engage in Feasibility Study Phase with MSBA for Robinson School ● Assess redistricting strategies (<i>cont'd</i>) ● Communicate Timeline for Identified Facility needs
<p>2.3 Determine options to best support healthy school start times for all students</p>	<ul style="list-style-type: none"> ● New Start times were approved for FY26 	<ul style="list-style-type: none"> ● Principals communicate new start times to all families Spring and Summer '25 ● Survey students and families to gather perceptions on impact of change
<p>2.4 Ensure District policies align with our commitment to equity</p>	<ul style="list-style-type: none"> ● Policy review is part of the Equity Audit data collection for FY25 ● Ongoing review of district policies ● New WPS Personnel Hiring Manual emphasizes UDL/SEL/DEI practices 	<ul style="list-style-type: none"> ● Monitor Policy recommendations from MASC and MASS in response to changes in Federal regulations

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

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<p>3.1 Identify what can be removed or reimagined from the curriculum, calendars, and schedules while maintaining high expectations and standards</p>	<ul style="list-style-type: none"> ● FY25 Findings and recommendations from WA Graduation Requirements review presented to SC ● Expanding EdCamp to all levels increased choice and voice for staff PD 	<ul style="list-style-type: none"> ● Expand Elementary PE/Wellness to increase the number of times they meet each week ● Continue articulating action items at building level in School Improvement Plans
<p>3.2 Assess the effectiveness of how student progress is communicated to students and families</p>	<ul style="list-style-type: none"> ● Developed and implemented the use of a new PrK report card 	<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 (<i>cont'd</i>) ● Present findings to SC in spring of '25

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<p>3.3 Secure district wide resources that help support student skill development in fostering resilience and self-regulation</p>	<ul style="list-style-type: none"> ● Established ROUTES 18-22 yr old program ● SIPs include more specific action items ● Established Working Group to review WPS DCAP ● Joined Prevention Partners for Northern Middlesex ● Implemented Yondr cell phone pouches to support “Phone Free Schools” at MS level 	<ul style="list-style-type: none"> ● Develop plan for implementing new MA PE/Wellness standards (<i>cont’d</i>) ● Expand SAIL program to MS ● Rollout new WPS District Curriculum Accommodation Plan (DCAP)
<p>3.4 Strengthen relationships and community by utilizing collaborative and restorative principles and practices</p>	<ul style="list-style-type: none"> ● 30 Elem staff trained in Level 1 Collaborative Problem Solving ● Additional 40 MS and WA staff trained in Level 1 & 2 in Restorative Practices and Community Building Circles (20 trained in FY24) 	<ul style="list-style-type: none"> ● 15 MS & WA staff trained in Restorative Conferencing (Tier 3 Level) ● Community Information Night utilizing restorative practices at home with Pathways to Restorative Communities

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 2 - FY25	Action Plan Year 3- FY26
4.1 Ensure that all students and staff are able to explore and understand our local Climate Roadmap in an age appropriate manner	<ul style="list-style-type: none"> Representative student work samples shared with School Co in June '25 	<ul style="list-style-type: none"> Identify and document grade level units that review and access Climate Roadmap throughout the year (<i>cont'd</i>)
4.2 Articulate within each School Improvement Plan specific commitments that encourage individual and group behavior adjustments to support climate goals	<ul style="list-style-type: none"> Sustainability SC Tour of Facilities in April/May 	<ul style="list-style-type: none"> Support building based initiatives (<i>cont'd</i>) Share progress in Principal Meetings

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4.3 Articulate sustainability goals and priorities within the District Master Plan	<ul style="list-style-type: none"> Participated in consultant facilitated workshops with Clean Energy and Sustainability Co. and with Town Staff in development of TOW Strategic Plan and Sustainability Goals 	<ul style="list-style-type: none"> 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"> Purchased electric van for ROUTES program 	<ul style="list-style-type: none"> Monitor the mileage/usage as well as overall cost analysis of the two current WPS electronic vans

Additional Action Items for Year 3 (FY25)

Begin Transition to Next SDIP FY27-FY30

Action Plan

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- Assess effectiveness and relevance to determine whether or not current strategic objectives have been met and or should be continued
- Assemble a working group of stakeholders to collect feedback and data to be considered in the development of WPS SDIP FY27-FY30
- Present proposed SDIP FY27-FY30 in spring ‘26 along with Year 3 (FY26) Update