

Hamilton-Wenham Regional School District *Strategic Planning Committee*

Meeting #1



Agenda

- Welcome and Introductions
- Norms
- The Process
- Components of the Strategic Plan
- Next Steps: Current Context and Data

Who is on the team?



Please share

- Who you are
- Your connection to our schools and community
- One thing you hope the new strategic plan will help us to achieve in the future

Meetings



To ensure a transparent process and a successful outcome, we have established the following meeting schedule for the Strategic Planning Committee:

February 4, 2026: Introductions and Orientation

February 25, 2026: Data Investigation and links to Core Values

March 11, 2026: Identifying Pillars and Strategic Objectives

March 25, 2026: Developing Strategic Initiatives

April 8, 2026: Finalizing Initiatives and Outcomes

April 29, 2026: Final Review

Our Norms



SUGGESTIONS

- Be open and non-judgmental in listening & speaking
- Assume positivity – professionalism
- Push the thinking of all
- Feel free to move around
- Be present (Engaged)
- Cell phone use – silent
- Talk about the work and not the people
- Start on time and end on time
- Do not modify shared folders
- Complete what we commit to

The Process - DESE



Phase I: Analysis of the Current Context (Data Collection)

Phase II: Vision of the Future (Analysis and Creation)

Phase III: Draft and Implement the Plan (Alignment and Evaluation)

What is a Strategic Plan?



An embodiment of a district community's shared commitments to its students.

A coordinated system of high-leverage goals and strategies designed to drive continuous improvement for both educators and students. It serves as a roadmap that aligns district resources, mission, and core values to ensure all students are prepared for postsecondary success and engaged citizenship.

Components of the Strategic Plan



- Mission - Our purpose: why the organization exists.
- Core Beliefs - What we believe in: the principles that guide decision making and action.
- Vision - Our aspirations for students: what we value and why, and what future success will look like.
- Strategic Objectives
- Strategic Initiatives
- Responsibility, timeline, funding and monitoring
- Outcomes
- Dashboard for public relations / communications

The Instructional Core at the Center

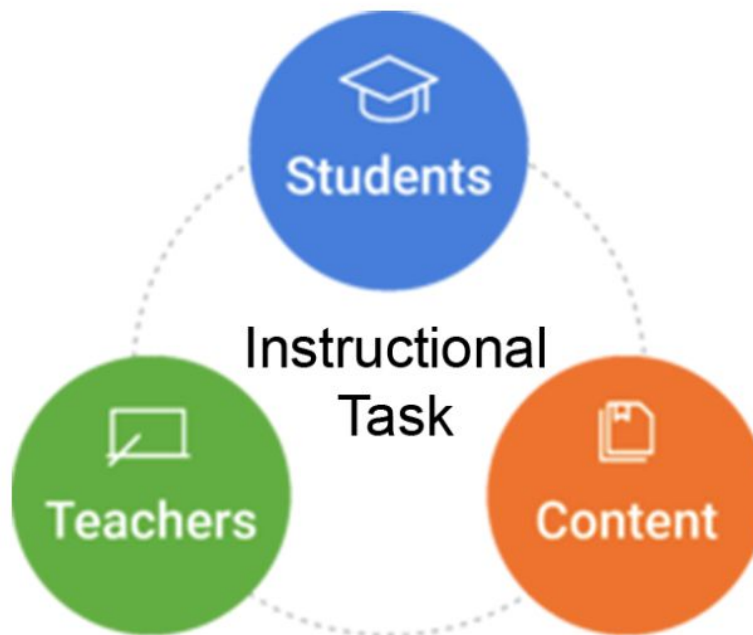


Image from <https://curriculumsolutions.net>

The Mission Statement



Together we inspire continuous learning
in order to lead a purposeful life.

The Vision Statement



Engage the Future with
Creativity and Confidence

The District Core Beliefs



Passion for Learning
Belonging
Inclusivity
Curiosity
Integrity
Partnerships

The Portrait of a Learner

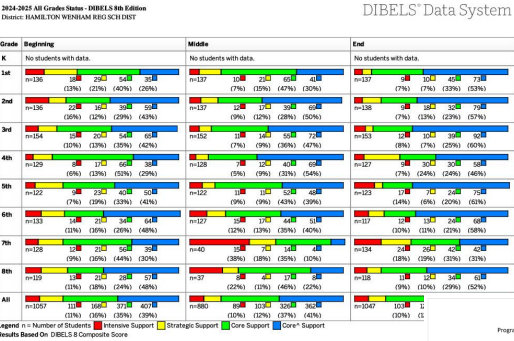
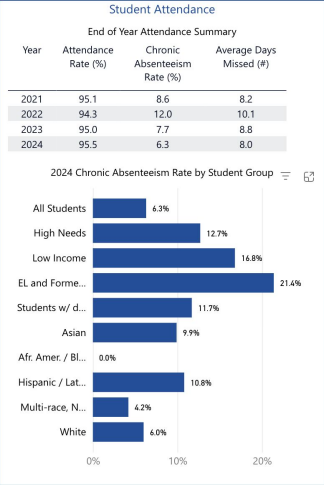


All learners in the HWRSD will be able to use their learning to:

Adapt & Persevere
Communicate
Think Critically
Empathize
Collaborate
Learn for Life



Data and How we Use It



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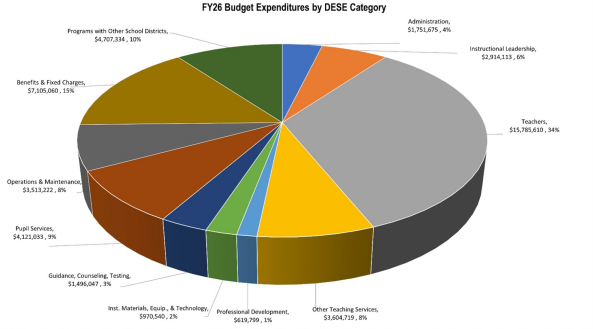
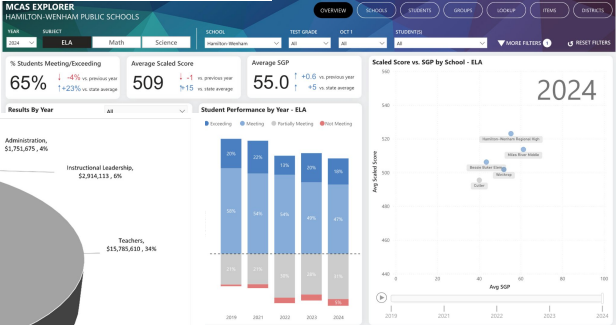
Per Pupil Expenditures, All Funds

Year	In-District Expenditures	Total In-District FTEs	In-District Expenditures per Pupil	Total Expenditures	Total Pupil FTEs	Total Expenditures per Pupil
2024	\$37,036,134.61	1,660.6	\$22,303.46	\$42,069,615.98	1,714.3	\$24,540.09
2023	\$36,229,216.24	1,651.5	\$21,937.16	\$40,754,276.85	1,717.8	\$23,724.69

Grade Nine Course Passing (2024-25)

Grade Nine Course Subject: View Report

Student Group	# Grade Nine Students	# Passing All Courses	% Passing All Courses
All Students	118	116	98.3
Asian	5		
Hispanic or Latino	3		
Multi-Race, Not Hispanic or Latino	3		
White	107	105	98.1
High Needs	22	21	95.5
Low Income	8	7	87.5
Students with Disabilities	15	14	93.3
Female	64	63	98.4
Male	54	53	98.1



Part of the Current Context



Next Meeting



February 25, 2026, 6pm

Three groups:

1. Community
2. Academics
3. Finances, Budget, Capital

For this meeting: Please review District Goals Reports that will be shared via email



Thank you!



Assessing the Current Plan

- What **strategic objectives** have you worked on in the past 2 years?
- What **strategic initiatives** within the strategic objectives have you focused on in the past 2 years?
- What in the **current plan** should be considered in developing the new strategic plan? **Unfinished work?**