



HWRSD Strategic Planning

Meeting #4 - May 25, 2026

Our Shared Norms



- ★ 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

Reminder...this is who we are.



Mission

Together we inspire continuous learning to lead a purposeful life

Vision

Engage the future with creativity and confidence

Core Values

Passion for Learning, Belonging, Inclusivity, Curiosity,
Partnerships, Integrity



Review Current Plan Progress



Note taking sheet



What themes have emerged from work not completed during the last versions of the Strategic Plan?

Strategic Objective #1: Teaching and Learning



- ★ Refining Student Support Systems (MTSS)
- ★ Increasing Advanced and Enrichment Opportunities by Expanding Curricular Pathways
- ★ Improving Educational Continuity and Alignment
- ★ Building Stakeholder Understanding of the Portrait of a Learner



Strategic Objective #2: Communication and Community Partnerships



- ★ Expand and Formalize Career and Extended Learning Opportunities
- ★ Improve Communication Frequency and Transparency on Long-Term Plans
- ★ Standardize and Connect Communication Systems
- ★ Increase Direct Community and Family Engagement



Strategic Objective #3: Personnel, Facilities and Technology

- ★ Comprehensive Facilities Planning and Infrastructure Renovation
- ★ Addressing Technology Infrastructure and Funding
- ★ Enhancing Town/School Collaboration for Efficiency
- ★ Prioritizing Staff Support and Stability

Strategic Objective #4: Culture and Wellness



- ★ Developing Non-College Career Pathways and Community Partnerships: Integrating Modern Pedagogies and Digital Skills
- ★ Cultivating an Inclusive and Supportive Culture
- ★ Establishing Equity in Non-Core Curricular Programs



Clarifying questions

🎯 Objective

To ensure a shared understanding of data highlights before moving to analysis. **Time: 5 Minutes**

Total

The Ground Rules:

★ Keep it Factual

Questions must be questions with a factual or data-driven answer.

★ No "Why" Questions

Avoid asking "Why did this happen?" — stick to "What," "Where," and "How much."

★ The "Check-Back"

The presenter gives a brief, factual response. The questioner says "Thank you" without adding follow-up comments.

Clarifying Questions Process

1

Define Focus

30 SECONDS

Facilitator defines the focus (e.g., "We are asking clarifying questions about the Academics data").

2

Popcorn Q&A

4 MINUTES

Committee members popcorn-style ask questions; presenter answers immediately.

3

Close Round

30 SECONDS

Facilitator closes the round and prepares the group for the next theme.

Data Review Presentations



Each group will present highlights of their discussion including 1 or more themes that may be rising to the top.



Group 1

Bryan

Community



Group 2

Bob

Academics



Group 3

Stacy

Finance, Budget, Capital

Survey Data Themes



Facilities & Infrastructure



Future Ready Curriculum



Inclusive Excellence



School Level Focus



Key Insights

High overall satisfaction with teacher quality, paired with a strong desire for modernized facilities and clear future-readiness (AI/Digital Literacy).

Facilities & Infrastructure

- ★ Develop a Comprehensive Facilities Master Plan.
- ★ Address immediate health/safety concerns (e.g., Cutler ventilation/sanitation).
- ★ Improve School Level Security
- ★ Formalize the long-term strategy regarding school consolidation vs. modernization.
- ★ Align facility upgrades with 21st-century learning needs (STEM labs, collaborative spaces).
- ★ Create modern, flexible learning spaces that support 21st-century pedagogy.



Future Ready Curriculum



★ **AI Roadmap**

Establish ethical guidelines and safety protocols for AI use.

★ **Academic Integrity**

Equip staff with tools to manage digital-age challenges.

★ **Inquiry-Based Learning**

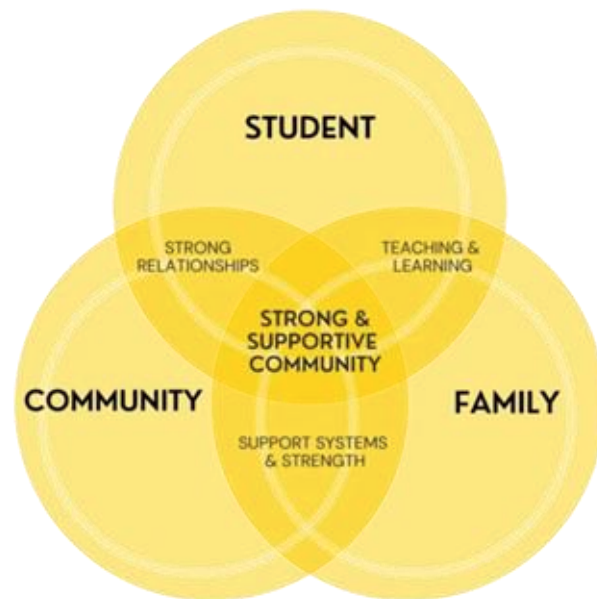
Pivot technology use from "digital worksheets" to tools for deep critical thinking.



Inclusive Excellence



- ★ Streamline the IEP/504 evaluation process for better accessibility.
- ★ Neurodiversity training for all instructional staff.
- ★ Standardize support services across all buildings to ensure equity of experience.
- ★ Ensuring every student is seen, supported, and safe.
- ★ Implement visible celebrations of different cultures and family structures.
- ★ Develop formal ways to recognize and reward teachers who excel.
- ★ Develop pre-service time to train ESPs.



Communication & Community



- ★ Bridging the gap between school operations and community awareness.
- ★ Develop a "community-wide" engagement strategy beyond current parents.
- ★ Utilize "Data Dashboards" to show progress on strategic goals in real-time.
- ★ Improve teacher-home communications.



School Level Focus: Elementary

Buker, Cutler, Winthrop

- ★ Modernize reporting/grading to provide qualitative parent feedback.
- ★ Expanding Social-Emotional Learning (SEL) into non-classroom spaces like recess.
- ★ Investigate early-world language instruction.
- ★ Ensure equitable resource distribution (supplies and tech) across Buker, Cutler, and Winthrop.
- ★ Improve scheduling for working parents regarding in-school events.
- ★ Pivot toward a "graduated" tech model—less technology in younger years to focus on orthographic mapping and retention via paper and pencil.



School Level Focus: Middle & High School



Middle School

- ★ Strengthen the "Communication Bridge" from elementary.
- ★ Implement "Digital Wellness" protocols to minimize classroom distractions.
- ★ Shift from reactive to restorative discipline; address culture and bullying.

High School

- ★ Master Schedule Flexibility: Ensure students don't have to choose between Fine Arts and AP-level rigor.
- ★ Student Wellness: Audit the "homework load" (3–4 hours reported) to improve mental health and sleep.
- ★ Instructional Consistency: Standardize rubrics and proactive feedback loops across all departments.
- ★ Expand dual enrollment and vocational electives (e.g., small engine repair).

Today's challenge



- ★ Review your notes
- ★ 6 sticky notes per member
- ★ Independently write down potential focus areas or problems on sticky notes.

Focus on systemic issues, not symptoms:

*"Inconsistent adoption of new curricula" instead of
"Teacher training needs to improve."*



Synthesize Theme Categories



As a group, cluster these notes into **4–6 major theme categories**. Label each cluster with a neutral title.

EXAMPLES

- ★ *“Equitable Access to Resources”*
- ★ *“Student Growth & Achievement”*
- ★ *“Staff Retention & Development”*

