



Strategic Plan 2019 - 2024

Goal 1: Ensure rigorous and relevant 7-12 curricula that fosters active engagement and depth of understanding.

Rationale: Most measures used in the district such as SATs, Advanced Placement Exams, and common assessments demonstrate strong performance. Over the past two years, MCAS scores show that students in grades 7, 8, and 10 are out performing their peers throughout the state of Massachusetts in mathematics, English Language Arts and Science. Yet the overall achievement in some of these areas has declined or not reached state set achievement targets. Additionally, King Philip Regional students have consistently demonstrated low, moderate growth.

Outcome: King Philip Regional students will increase achievement at or greater than state targets as evidenced by the Massachusetts assessment, MCAS, and will consistently demonstrate moderate to high growth rates.

Action Steps:	Date of Completion:	Budget Implications:
1) Foster continued collaborative analysis of district and state assessments for the purpose of measuring and informing instructional practices. Provide materials, training, and time for departments and data team to continue collaborative analysis of district and state assessments for the purpose of measuring and informing changes in instructional practices.	Ongoing	Professional Development Web Based Assessment Tools- Universal Screener
2) Review and revise existing curricula to support and align with state frameworks and Social Emotional initiatives.	Ongoing	ATLAS- Parent and Staff View Professional Development
3) Ensure continued development of transition plans and processes for elementary to middle school, middle to high school, and high school to career/college to support successful student academic learning.	June 2021	NA

4) Implement the Multi-Tiered System of Supports framework to meet the needs of all students by ensuring data-driven decision making, progress monitoring, and evidence-based supports and strategies with increasing intensity to sustain student growth.	June 2024	Substitute Coverage Professional Development Possible Staffing Increases
5) Cultivate a school environment that ensures equity and access and fosters a shared belief around learning that highlights resilience and opportunity for all students.	Ongoing	Substitute Coverage Professional Development
6) Fully implement a team approach at the middle school to allow teachers to establish stronger teacher-student relationships based on an improved understanding of the students and their specific learning needs, provide a feeling of continuity and mentorship for students, and create a stronger sense of community and belonging among students.	June 2021	Professional Development Possible Staffing Increases
7) Organize students in heterogeneous learning groups to create a culture of high expectations for all students by providing a safe and personalized learning environment for each student. Provide focused professional development for teachers to enable them to acquire the skills and dispositions needed in detracked schools. These include high expectations for all, differentiated instruction, cooperative learning, co-teaching, and complex instruction.	June 2021	Professional Development
8) Provide all students with high quality, differentiated instruction designed to both remediate and enrich all students based on their individual needs through the creation of inclusive learning environments which utilize a co-teaching model of instruction between general and special education teachers.	Ongoing	Professional Development Possible Staffing Increases

Goal 2: Develop a supportive learning community through a social emotional initiative to encourage the healthy development of all students.

Rationale: Based on data gleaned from the 2018 MetroWest Adolescent Health Survey, 22% of King Philip students in grades 7 and 8 and 40% of students in 9 through 12 reported that life was very stressful. Additionally, 15% of middle school students and 21% of high school students acknowledged experiencing symptoms of depression during the past 12 months. Fifteen percent of middle school, as well as, 15% of high students have considered suicide over the past 12 months. Twenty-eight percent of KP middle school students and 23% of KP high school students reported being the victims of bullying during the previous 12 months. When asked if they are able to identify a caring adult within the school that they would turn to when dealing with a significant problem, only 60% of King Philip middle school students and 67% of high school students responded yes to this question. While these percentages are in line with Massachusetts state averages, these statistics all show an increase from previous surveys.

Outcome: Fewer King Philip students will report/demonstrate concerns associated with healthy social-emotional development such as; stress, depression, suicidal thoughts, and bullying. Students will show an increase in access and use of protective factors such as; support from caring adults within the school.

Action Steps:	Date of Completion:	Budget Implications:
1) Review current programs, supports, policies and protocols to conduct gap analysis	June 2020	NA
2) Review data on student needs and trends of the MetroWest Adolescent Behavior Survey, discipline and social-emotional data	June 2020	NA
3) Develop an action plan to implement a comprehensive social emotional framework	August 2020	NA
4) Review and revise resources for students and staff based on gap analysis outcomes.	December 2020	Resource materials Possible Staffing Increase
5) Provide ongoing and sustained professional development to provide staff with the tools to support the social emotional learning needs of all students	Ongoing	Substitute Coverage Professional Development
6) Increase family awareness and understanding of wellness through programming that includes Healthy KP and community resources.	Ongoing	NA
7) Conduct a feasibility study to consider the implementation of a later start time to support the social emotional growth of all students	June, 2020	To Be Determined through the study

Goal 3: Grow and sustain a mutually supportive and trusting relationship with stakeholder groups for the benefit of the mission and vision of the KPRSD and sustain a positive connection with and among the community at large.

Rationale: The King Philip Schools service 3 distinct and unique communities. Many members of these communities do not have a direct connection to the schools. It is important for community members to have a clear understanding of how the schools operate so that trust

and pride can grow and be sustained. When the communities demonstrate a sense of pride in their schools they are more likely to provide support and assistance when needed. Additionally, parents and guardians play an integral role in the education of their children. It is imperative that they receive accurate and timely information about the schools and their children's progress so that they can serve as well informed partners in the learning process.

Outcome: Parents and community members will receive timely, comprehensive and ongoing communication through a variety of mediums and modalities about the status of each school, the welfare of its students and individual student progress.

Action Steps:	Date of Completion:	Budget Implications:
1) Implement a plan for connecting, building trust, and engaging internal stakeholders to support the mission and vision of the district.	August 2020	NA
2) Sustain effective and purposeful communications with external stakeholders.	Ongoing	NA
3) Foster a positive working partnership with families by improving methods of communication-related to student academic learning.	Ongoing	Possible Technology tool purchases and updates
4) Develop and sustain a mutually supportive and trusting relationship with Wrentham, Norfolk, and Plainville communities.	Ongoing	NA

Goal 4: Provide and enhance the integration of technology resources available to staff and students.

Rationale: Technology continues to take on an increasingly important role in 21st century education. Students need to both learn how to use technology and must have tools to assist them in the learning process.

Outcome: Based on the input of students and staff, the district will follow a clearly articulated comprehensive technology plan where KPRSD staff and students are supported with appropriate infrastructure, hardware, web-based technology, and training to utilize in an efficient manner.

Action Steps:	Date of Completion:	Budget Implications:
1) Create, implement, and analyze a survey for staff and students to better define the current and future technology needs of the district	November 2020	N/A
2) Each department will conduct a needs assessment to assist in the creation of district wide vision for technology integration.	November 2020	N/A
3) Each department will create a department based vision for technology integration.	December 2020	N/A
4) Develop and implement a District Technology Plan to support the mission, goals, and objectives of the district.	January 2021	N/A

Goal 5: Develop and sustain effective and efficient use of resources to focus on continuous improvement, support student learning, and fiscal responsibility.

Rationale: Member towns support and sustain the district by providing the financial resources to enable the district to educate its students. A well defined clearly articulated and fiscally responsible budget is necessary. To accomplish this, the district needs well-maintained, safe and appropriate facilities which provide an environment where students can learn and staff can teach effectively. Dedicated faculty, staff, and administrators are the district's most valuable assets, and we need to recruit, develop, and retain the best possible workforce to educate our students.

Outcome: Develop and sustain the effective and efficient use of resources, provide a safe and well-maintained learning environment, and employ highly-qualified employees.

Action Steps:	Date of Completion:	Budget Implications:
1) FINANCE: Develop a budget which supports the district’s vision, mission, and goals, while allocating and managing expenditures consistent with district and school-level goals and available resources.	Annually	None - It literally <u>is</u> the budget
2) FACILITIES: Promote the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment. <ol style="list-style-type: none"> 1. Update emergency response guidelines 2. Maintain and enhance video monitoring systems 3. Maintain and enhance access control systems 4. Update district’s capital improvement plan 5. Relocate central office personnel 	<ol style="list-style-type: none"> 1. Fall 2019 2. Ongoing, in phases 3. Summer 2020 4. Winter 2019/20 5. Summer 2019 	<ol style="list-style-type: none"> 1. Printing emergency guidebooks 2. Purchase of cameras 3. Purchase of control system 4. Architect & engineer contracts 5. No impact to general budget
3) HUMAN RESOURCES: Implement a cohesive approach to recruitment, hiring, induction, development, and career growth that promotes high-quality and effective practice.	Initially, by summer 2020, and then ongoing	Advertising Professional development