

Strategic Plan 2023-2026

Sutton Public Schools will continue to cultivate a positive and equitable learning environment that prioritizes the academic success and emotional well-being of all students.

Goal 1:

Sutton Public Schools will enhance academic programming by implementing data-informed instructional practices and ensuring consistent, research-based instructional programming and materials that are aligned with state standards.

Year 1 Action Steps:

1. Conduct a comprehensive review of current academic programs, instructional materials, and assessment practices across all grade levels to identify areas for improvement.
2. Develop a data collection and analysis framework to track student progress regularly and inform instructional decisions based on assessment data.
3. Provide professional development opportunities for teachers to strengthen their data analysis skills and incorporate data-driven practices in their instruction.

Data Collection for Year 1:

- Baseline data on MCAS scores, growth scores, common assessments, EWIS data, and attendance data across all grade levels.
- Initial assessment of the effectiveness of instructional materials and programs.

Year 2 Action Steps:

1. Launch the implementation of consistent instructional programming and materials across grade levels, ensuring vertical alignment that reflect state standards and research-based best practices.
2. Establish a data-sharing system to facilitate communication and collaboration among teachers, allowing them to share insights and strategies for improving student outcomes.
3. Introduce targeted interventions and support systems to address the specific needs of students who require additional assistance.

Data Collection for Year 2:

- Ongoing data collection on MCAS scores, growth scores, common assessments, EWIS data, and attendance data to monitor progress and assess the impact of changes.

- Evaluation of the effectiveness of interventions and support systems.

Year 3 Action Steps:

1. Evaluate the effectiveness of the implemented changes and adjust academic programming as needed based on data analysis and teacher feedback.
2. Continue to provide professional development opportunities for teachers to refine their instructional practices and effectively use data to drive instruction.

Data Collection for Year 3:

- Final data on MCAS scores, growth scores, common assessments, EWIS data, and attendance data to assess the overall impact of the improvements.
- Feedback from teachers and staff regarding the effectiveness of data-informed instructional practices.

Goal 2:

Sutton Public Schools will advance Social-Emotional Learning (SEL) programs and strengthen Diversity, Equity, and Inclusion (DEI) efforts to foster a more inclusive and supportive school community.

Year 1 Action Steps:

1. Conduct a comprehensive SEL/DEI assessment to identify current strengths, weaknesses, and opportunities for growth within the school community.
2. Develop a DEI committee consisting of educators, administrators, parents, students and community members to guide the implementation of the initiatives.
3. Develop an SEL committee consisting of educators, administrators, parents, and students to guide the implementation of the initiatives.
4. Begin to provide professional development opportunities for teachers and staff on DEI best practices and SEL strategies to strengthen their abilities to support students from diverse backgrounds.

Data Collection for Year 1:

- Pre and post-assessment surveys for students, staff, and parents to measure changes in perceptions of inclusivity and emotional well-being.
- Track academic performance and behavioral incidents to identify any correlations with the implementation of SEL/DEI initiatives.

Year 2 Action Steps:

1. Leverage professional development opportunities for teachers and staff on DEI best practices and SEL strategies to strengthen their abilities to support students from diverse backgrounds.
2. Integrate culturally responsive teaching practices and diverse perspectives into the curriculum to promote inclusivity and awareness among students and staff.
3. Establish partnerships with local organizations and resources to expand access to mental health support and counseling services for students in need.
4. Organize regular SEL/DEI events, workshops, and community dialogues to encourage open discussions and promote understanding among students, staff, and families.

Data Collection for Year 2:

- Monitor participation and feedback from teachers attending professional development sessions.
- Collect data on the utilization and effectiveness of mental health resources and counseling services among students.
- Evaluate the impact of SEL/DEI events and workshops through surveys and attendance rates.

Year 3 Action Steps:

1. Review and revise school practices to ensure they are inclusive, equitable, and aligned with SEL/DEI goals.
2. Establish partnerships with external organizations focused on SEL/DEI to bring additional resources and expertise to the school community.

Data Collection for Year 3:

- Conduct an audit of school practices to identify any inequitable elements and track progress on revisions.
- Evaluate the outcomes of external partnerships and their contributions to the school's SEL/DEI initiatives.

Goal 3:

Sutton Public Schools will strengthen and enhance community relationships and partnerships that will contribute to a positive and supportive learning environment that promotes academic success, personal growth, and overall well-being.

Year 1 Action Steps:

1. Identify and begin to develop relationships with multiple stakeholder groups within the community, including local organizations, businesses, and community leaders.
2. Organize a series of workshops, seminars, and open forums for families to actively participate in their children's education. Monitor and track parental involvement in school events and activities.
3. Develop a comprehensive outreach plan to establish and nurture partnerships, emphasizing shared goals and mutual benefits.

Data Collection for Year 1:

- Attendance and participation records for community meetings, workshops, and events.
- Surveys or feedback forms to gauge stakeholders' perceptions of the school's community engagement efforts.
- Parental attendance records, event feedback surveys, and student engagement feedback

Year 2 Action Steps:

1. Expand the scope of partnerships by exploring opportunities for mentorship programs, internships, and guest speakers from various community sectors.
2. Implement joint initiatives that focus on academic support, career guidance, mental health, and overall well-being.
3. Monitor and track the impact of community partnerships on students' academic performance, personal growth, and well-being.

Data Collection for Year 2:

- Number of established partnerships and the nature of collaboration (e.g., mentorship programs, internships, workshops).
- Academic progress and behavioral indicators among students who participate in community-related initiatives.

Year 3 Action Steps:

1. Evaluate the effectiveness of existing community partnerships and adjust strategies based on feedback and outcomes.
2. Establish a dedicated committee responsible for overseeing and maintaining community relationships, ensuring sustained engagement.
3. Celebrate successful community collaborations through recognition events and showcases, highlighting the positive impact on student development.

Data Collection for Year 3:

- Assessment of the quality and outcomes of community partnerships through stakeholder feedback and measurable improvements in academic success, personal growth, and well-being.
- Evaluation of the committee's activities and efforts in maintaining and strengthening community relationships.

Goal 4:

Sutton Public Schools will streamline processes, improve infrastructure, and integrate technology effectively to support educational excellence and optimize the learning environment for students, teachers, and staff.

Year 1 Action Steps:

1. Conduct a comprehensive assessment of current systems, operations, facilities, and technology to identify areas for improvement and prioritize initiatives.
2. Develop a strategic plan outlining specific projects, timelines, and resource allocations required to enhance each area.
3. Implement technology training programs for staff to ensure they can effectively leverage new tools and systems.

Data Collection for Year 1:

- Baseline data on facility utilization, technology infrastructure, operational efficiency, and staff satisfaction.
- Assessment of staff's technology proficiency and feedback on training programs.

Year 2 Action Steps:

1. Begin executing the strategic plan by upgrading and modernizing school facilities, including targeted building improvements, safety enhancements, and accessibility improvements.

2. Integrate advanced technology solutions, such as interactive whiteboards, digital learning platforms, and data management systems, into classrooms and administrative functions.
3. Establish streamlined operational processes to enhance resource allocation, communication, and collaboration within the district.

Data Collection for Year 2:

- Data on completed facility upgrades, including improved safety measures and increased accessibility.
- Usage data for new technology implementations, including digital learning platforms and administrative systems.
- Assessment of operational efficiency improvements and staff feedback.

Year 3 Action Steps:

1. Continue to implement the strategic plan, focusing on expanding technology integration and refining operational processes based on lessons learned.
2. Evaluate the impact of enhanced systems, operations, facilities, and technology on student learning outcomes and staff productivity.
3. Foster community engagement by organizing open houses, technology showcases, and events that highlight the district's progress.

Data Collection for Year 3:

- Data on sustained improvements in facility quality and technology integration.
- Assessment of student engagement and learning outcomes linked to technology-enhanced teaching methods.
- Surveys to measure community satisfaction and engagement levels.