



Strategic Plan

January 2019 – June 2022

Adopted by the School Committee, December 2018

Mission

The mission of the Quabbin Regional School District is to provide a collaborative and inclusive learning community dedicated to ensuring that all students discover and develop their individual talents, achieve academic and personal fulfillment, and become responsible citizens and members of our global society.

Vision

The Quabbin Regional School District is dedicated to providing a student-centric learning environment that demands intellectual curiosity, nurtures well-being, and identifies, supports, and embraces the uniqueness of all learners.

We must continue to promote risk-taking within an academically safe learning environment. We recognize collaborative effort results in a strong sense of community in which each student is prepared for a lifetime of individual growth and imparted with a desire to contribute to society.

Core Values

- We make all decisions in the best interest of students.
- We promote a culture of high expectations where everyone can learn and grow.
- We believe that learning and growth can only occur in safe, supportive, nurturing environments.
- We create culture that values human differences, fosters a sense of belonging, and promotes cultural proficiency.
- We develop responsible citizens who actively contribute to the community.

Theory of Action

If we... Foster community pride, traditions, and partnerships,
Foster continuous learning and growth for all students and staff,
Support the well-being of all students and staff, and
Ensure all resources are allocated efficiently and equitably,

Then we... Will prepare students for a lifetime of individual growth and community contribution.

Strategic Objectives

Strategic Initiatives

1

Quabbin Pride

Foster an inclusive Quabbin Regional School District identity to support our strong commitment to, and pride in, Quabbin ideals.

- 1.1 Strengthen school and community awareness of QRSD excellence by showcasing achievements, activities, awards, events, and facilities.
- 1.2 Create, enhance, and sustain our QRSD traditions to help students and community members be involved and connected to their schools.
- 1.3 Create, enhance, and sustain community partnerships with businesses, municipal leaders, community members and families to the greater good of the district and to benefit all learners.

2

Academic Growth

Foster continuous learning and growth for all students and staff in order to improve student academic achievement.

- 2.1 Provide all students with access to challenging curriculum that is aligned across grade levels.
- 2.2 Ensure that all students have full access to relevant and diverse programs and engaging, innovative learning opportunities and experiences.
- 2.3 Through professional development, continue to build the professional capacity of all staff to ensure that instructional practices and strategies that lead to engagement and high expectations are consistently used by all.
- 2.4 Use data to inform instruction, program development, systemic changes and professional development.
- 2.5 Develop and implement a tiered system that supports and challenges the academic growth of all learners.

3

Social & Emotional Growth

Foster the well-being of all students and staff in order to develop the emotional resiliency, personal motivation, and intellectual curiosity that supports academic achievement.

- 3.1. Provide safe and secure school buildings for all members of the QRSD community.
- 3.2. Provide safe and supportive learning environments for students and staff by ensuring that instructional practices and strategies that support the social and emotional development of all learners are consistently used by all.
- 3.3 Develop and implement a tiered system that supports the social and emotional growth of all learners.
- 3.4 Use data to inform instruction, program development, systemic changes and professional development.

4

Commitment to the Community

Ensure all resources are allocated efficiently and equitably, with students' best interests at the forefront.

- 4.1. Explore opportunities to share operational costs, space, and qualified personnel with municipalities and/or other educational agencies to generate revenue for the district and provide diverse opportunities for students.
- 4.2 Explore and expand existing and additional revenue sources to support student learning.
- 4.3 Hire, retain, and develop the capacity of outstanding faculty and staff.
- 4.4 Increase the efficient and effective use of existing resources and structures, such as time, personnel, and building utilization.

Outcomes

1. Quabbin Pride

- a. The district will strengthen communication about QRSD achievements, activities, awards, events, facilities, and traditions by increasing use of social media, one-calls, email, newsletters, and local newspaper exposure. Baseline data will be gathered for each instrument by March 2019 and improvement targets set by June 2019.

2. Academic Growth

- a. 100% of all PreK-12 curricula will be aligned with Massachusetts standards by June 2022, as measured by Rubicon Atlas curriculum evaluative software.
- b. Student growth percentile (SGP) in English language arts and mathematics will be 60 or higher by June 2022, as measured by state assessments.
- c. 90% of teachers and staff will report that professional development is effective in meeting their learning needs by June 2022, as measured by district professional development surveys and observation data.

3. Social and Emotional Growth

- a. Students and staff will report an increased sense of safety in school by June 2022, as measured by a district designed survey. Baseline data will be gathered by March 2019 and improvement target set by June 2019.
- b. Students will report an increased sense of social and emotional safety by June 2022, as measured by district defined surveys. Baseline data will be gathered by March 2019 and improvement target set by June 2019.
- c. An increased percentage of teachers will report feeling safe and supported as members of the learning community, as assessed by a district defined survey. Baseline data will be gathered by March 2019 and improvement target set by June 2019.

4. Commitment to Community

- a. The district will communicate the activities and explorations taken to increase the effective use of existing resources and/or increased revenue sources to the Quabbin community on a semi-annual basis.
- b. The staff retention rate in the Quabbin Regional School District for FY20 and FY21, excluding reductions in force and administrative terminations, will equal or exceed the FY18 to FY19 staff retention rate.