

The Stoneham Educational Experience

SEE the Future of Stoneham Public Schools

A Five-Year District Improvement Plan

March 2018 – March 2023

The Process

The process of developing a new District Improvement Plan for the Stoneham Public Schools began with multiple visioning workshops with District Leadership. The purpose of our work was twofold. First, since we hope to be involved in a feasibility study with the Massachusetts School Building Authority on the future of the Stoneham High School, the vision would be the first step in developing an educational plan for Stoneham High School and our school system. Any future renovation or replacement of Stoneham High School must support that educational plan. Secondly, the current five-year strategic plan for the Stoneham Public Schools will be expiring and we needed to develop a new plan to drive decision-making and continuous improvement in our schools for the next five years.

The District Leadership Team, consisting of the Superintendent, Director of Student Services, Director of Curriculum, Business Manager, Director of Technology, and Facilities Director met to establish a new District Wide Improvement Plan. Using the Department of Elementary and Secondary Education's District Self-Assessment Tool, the district was able to determine its level of compliance with the six standards and twenty-three indicators generally believed to have the greatest impact on student achievement. The most recent MCAS scores were also analyzed. Through this process, two standards, Curriculum/Instruction and Assessment, were identified as target areas for improvement. Also identified was the need for the Stoneham Public Schools to focus on our high needs subgroups if we expect to close achievement gaps and attain Level One status in the state's new accountability system.

SEE

The Future of Stoneham Public Schools

The **S**toneham **E**ducational **E**xperience fosters a culture that is inclusive, collaborative and supportive to promote genuine relationships intended to develop strong connections between and among students, the school, and the greater community. This culture harnesses and develops students' confidence, resilience and natural curiosities so they have the courage to creatively solve problems and overcome obstacles in reaching their full potential. The foundation of this experience is an agreed upon standards-based PK-12 curriculum, vertically and horizontally aligned across and between grade levels and schools. This rigorous and relevant curriculum is universally accessible to all students ensuring they graduate college, career and life ready. Research-based and differentiated instructional practices are uniformly employed by well-trained and highly skilled teachers across the district, further ensuring access to a common educational experience for all students. Curriculum and instructional practices are regularly reviewed by grade level, department, school, or district-based teams using data from common assessments and revised as needed to be responsive to the changing learning needs of students. Using a Project-Based Learning approach, teachers and students are highly engaged in interdisciplinary projects grounded in real-world experiences that promote collaboration, communication, higher order thinking, and creative problem-solving skills. School facilities, structures and schedules are reimagined to create flexibility and adaptability to changing educational and community needs. The seamless integration of technology into teaching and learning has changed how, where and when students learn. The Stoneham Public Schools values its staff, students, families, and community as partners in shaping this educational future that challenges the status quo, embraces innovation, and collaboratively creates a 21st Century educational program that ensures our students are well prepared to succeed and thrive as global citizens in a rapidly changing world.

Smart goals, Theory of Actions and Strategies

A SMART goal must be sufficiently “big picture” and comprehensive enough to support school improvement plans, professional development plans, and individual educator plans. All plans, programs and budgets must be explicitly connected to the District Improvement Plan.

For a goal to be considered **SMART**, it has to be:

S = Specific and Strategic

M = Measurable

A = Action Oriented

R = Rigorous, Realistic, and Results Focused (the 3 Rs)

T = Timed and Tracked

Written as an “if – then” statement, a Theory of Action allows the desired outcome (the goal) to be explicitly connected to the strategic actions necessary to accomplish the goal.

Strategies are the specific steps needed to be taken to accomplish the goal.

Our Goals

1. Through an inclusive philosophy that goes beyond the needs of students with disabilities, we will develop a comprehensive system of accessible instruction and positive behavior supports that generates successful outcomes for all students. We will develop systems and processes that guarantee that all students have access to differentiated instruction using research based best practices and ongoing data collection. By June 2023, every Stoneham Public School student will be exposed to an agreed upon, consistent approach to teaching and learning across academic and social emotional realms as measured by observations of teaching best practices with 90% adherence; and by “Meeting Targets” for the district’s lowest performing students as defined by DESE’s new accountability measures (which begin in 2018-2019).
2. With the goal of providing students the tools to be college and career ready, by June 2023 Stoneham Public Schools will create matrices that articulate the vertical alignment of standards in Guidance, Family & Consumer Sciences, World Language, English Language Arts, Math, Science, Social Studies, STEM, Fine and Performing Arts, Physical Education, and Health and Wellness as measured by published final product and distribution to appropriate teaching faculty.
3. By June 2021 Stoneham Public Schools will embrace a culture that encourages respect, reflection, creative thinking, problem solving and positive partnerships throughout the school community. This will be measured by an analysis of successful implementation of formal structures (faculty meetings, Professional Learning Communities (PLC’s), professional development, common planning) that build effective staff relationships based on transparency; and open, two-way communication across staff and school teams (surveys, forums, and observations). These structures will be solution oriented and focused on improvement.
4. By June 2020 the district will have systems and processes for anticipating and addressing school staffing, instructional, and operational needs in a timely, efficient and effective way. Schedules and structures will be researched and created to provide sufficient flexibility to maximize student learning time while providing time for staff collaboration and professional development within and outside of the school day and year. This will be demonstrated by school schedules, district calendar, PD calendar, and PLC work.
5. Stoneham Public Schools will develop a comprehensive technology plan so that by June 2021, technology is an integral part of teaching and learning in all classrooms. All

students and teachers will use technology for collaboration, communication, creation and critical thinking in a variety of mediums and methods. Every student will be prepared to master the current information landscape, to be productive, ethical workers in the global environment. This will be measured by the implementation of a 1:1 initiative.

6. By June 2024, the Stoneham Public Schools will have a comprehensive state of the art High School project completed or nearing completion. This will be measured by progress of construction phases in accordance with anticipated timeline and MSBA approval process. All other school facilities will be updated and maintained at 21st Century levels as measured by documented preventative maintenance programs.
7. In conjunction with the Town of Stoneham's goal of long-range fiscal planning, by August 2020 Stoneham Public Schools will create a budget that clearly reflects where funds are spent and where additional appropriation is needed on a line-item basis. This will be measured by an analysis of monthly reports against budget projections.