



White Mountains Regional School District FY 23 - Beyond Strategic Action Plan

Updated 8.3.22

Mission Statement

The WMRSD Community fosters a culture of learning which emphasizes wellness, academic growth, and creativity.

Vision Statement

Student Centered, Future Focused

Core Values

Wellness	Academic Growth	Creativity
<ul style="list-style-type: none">• We value the health and wellness of the members of our school community• We value the acceptance of all and their personal growth	<ul style="list-style-type: none">• We value individualized learning through rigorous, authentic experiences• We value equipping students and teachers with the tools necessary to learn how to learn	<ul style="list-style-type: none">• We value creating environments where all are willing to take risks and learn from their mistakes• We value data driven decision making• We value innovative approaches in education

WMRSD Strategic Plan Pillars

Pillar # 1. Structure and Finance (Finance and Operations)

Making the best use of current and future resources, WMRSD will optimize the District's structures and resources so that it supports the provisions of a quality and equitable education and improved facilities.

Pillar # 2. District Culture and Wellness

Foster a culture that promotes engagement, inclusion, safety, health, and success for all students, staff, parents, and community members.

Pillar # 3. Teaching and Learning (Student Engagement/Achievement & Professional Learning)

Implement a balanced, innovative curriculum that emphasizes a culture of engaged learning and prepares all students for lifelong success. Foster a culture of learning for all staff that enforces and models lifelong learning through professional development opportunities.

Action Steps

Pillar # 1. Structure and Finance (Finance and Operations; and Innovative Strategies)

Making the best use of current and future resources, WMRSD will optimize the District's structures/resources so that it supports the provisions of a quality and equitable education, technology, and improved facilities.

Highest Priority

- 1.1 Broadcast the activities/strategies and local budget implications for the September 30, 2024 end date for ARP funding.
- 1.2 Communicate areas of Structure and Finance action steps to staff, families, students, and community.
- 1.3 Update and execute a capital improvement plan for facilities/buildings & grounds: The plan includes the physical plant upgrades, predictive maintenance, compliance with building and safety codes, and staffing of buildings and grounds.
- 1.4 Forecast student enrollment and determine the year to consider moving grades 7 & 8 to the WMRHS - identify costs savings and expenses; parental input, educational benefits for students and staff. Target study for 2024/2025.
- 1.5 Examine overall school configurations for effectiveness, efficiency, and equity grades Prek-12.
- 1.6 Provide our staff with competitive compensation in all departments while considering/balancing the fiscal responsibility to our taxpayers.

Priority

- 2.1 Weigh the decision to move forward or not with the CTE renovation project planning and execution.
- 2.2 Design and Execute a plan for ESSER II and ARP use of funds for facilities and learning loss activities.

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2.3 Use and broadcast over 2-years the high-leveraging strategies within our Federal Grants and private grant funds to offset the local budget.

Upcoming priority

3.1 Research the effectiveness and cost analysis of the number of sports (evaluation of enrollment and qualified people who can run the programs, District-Wide AD, cost of transportation, etc).

3.2 Continually evaluate the cost and effectiveness of the current Transportation mechanisms: transportation companies, District owned vehicles.

Technology Areas for Action within Structure & Finance:

1. Ensure all classrooms and learning spaces have adequate wireless broadband Internet connectivity.
2. Ensure all classrooms and learning spaces have access to interactive technology.
3. Ensure all students have access to modern technology devices in support of technology integration.
4. Maintain a safe and secure learning environment.
5. Use technology to communicate with stakeholders through the use of social media, email, publications, and phone messages.
6. Update and modernize our telephone systems throughout the District.
7. Evaluate staff usage regarding bandwidth, network, phones, etc.

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Pillar # 2 District Culture and Wellness and Innovative Strategies

Foster a culture that promotes engagement, inclusion, safety, health, and success for all students, staff, parents, and community members.

Highest Priority

- 1.1 Support the conceptual framework, operations, and effectiveness of Wellness Centers and Learning Commons at all schools.
- 1.2 Communicate the efforts and outcomes of District Culture & Wellness to the staff, families, students, and community.
- 1.3 Continue to grow the District's Wellness Team to include subgroups of: Safety, Security, Behavioral Health, SEL, Nutrition, PE, and Health.
- 1.4 Create and update all emergency protocols and policies that relate to emergency responses. (Emergency Operation Plans)

Priority

- 2.1 Develop and implement progress monitoring, analysis, and mapping of behavioral data.
- 2.2 Ensure consistency for Social Emotional Development for our students across the District and continue efforts for sustainability.
- 2.3 Ensure consistency for the tenets of Multi-Tiered Systems of Support across the District and continue efforts for sustainability.

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2.4 Continue and enhance an onboarding system through the HR Department to ensure new staff engage in mandatory training that pertains to student and staff safety and ensure that all returning staff engage in annual mandatory training.

2.5 Implement the universal code of conduct/code of ethics based on the District's core values and State law for which all stakeholders are held accountable.

Technology Areas for Action within District Culture & Wellness

1. Embrace a District culture where students use technology ethically and are responsible for their actions.

Pillar #3 Teaching and Learning
(Student Engagement/Achievement & Professional Learning and Innovative Strategies)

Implement a balanced, innovative curriculum that emphasizes a culture of engaged learning and prepares all students for lifelong success. Foster a culture of learning for all staff that enforces and models lifelong learning through professional development opportunities.

Highest Priority

- 1.1 Define and design the middle school model and student experience as part of the 7-12 learning model.
- 1.2 Continual designing and implementation of curriculum accessible to all District students that ensures the delivery of a relevant and rigorous education: Align curriculum, instruction, and assessment across schools to ensure students' consistent and equitable access to the general education and special education and in the least restrictive environment. Specific attention to K-6 English Language Arts and K-12 Mathematics. Establish non-negotiables.
- 1.3 Data analysis and collection to drive decision making for effective teaching and learning
- 1.4 Provide the professional development and structures necessary in order to develop, design, and implement curriculum and associated assessments.
- 1.5 Provide staff professional development time during the school day.

Priority

- 2.1 Provide new staff onboarding professional development to ensure a successful transition.
- 2.2 Provide current middle level students with CTE and academic opportunities at WMRHS as a pre-transition strategy.
- 2.3 Increase the leadership capacity of teachers, teacher leaders/instructional coaches, support staff, and administrators District-Wide.
- 2.4 Develop, through the Region 3 CTE Advisory Board, a self-assessment to ensure program alignment with high skill, high wage, high demand jobs using national, State, and local data.
- 2.5 Ensure consistent programming and opportunities for students attending both WES and LES.
- 2.6 Continual updating of the local, comprehensive assessment plan.
- 2.7 Continually updating criteria for assessing college and career readiness of our students.
- 2.8 Increase overall district wide growth and proficiency of all students..
- 2.9 Increase the number of students participating in completer programs.
- 2.10 Expand the Co-teaching models and associated professional development.
- 2.11 Define and design an early childhood model.

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Upcoming priority

3.1 Align Unified Arts within the academic curriculum.

3.2 Communicate with families and the communities regarding the principles and methods of teaching and learning for students and staff.

Technology Areas for Action within Teaching and Learning

Highest Priority

1.1 Work with District Leadership and Teacher Leaders to integrate ISTE Standards into curriculum design and promote 21st century pedagogy.

1.2 Develop and implement a plan for technology integration and skills acquisition that includes ISTE technology education standards for students and educators.

1.3 To increase our capacity to assess and monitor technology literacy goals.

Priority

2.1 Provide guidance and professional development for staff on technology integration practice.

Upcoming priority

3.1 Provide meaningful professional development for technology staff to ensure best practices in IT service management, network management, security, and technology integration.