

Easton Public Schools Strategy 2016-2018

Vision

In collaboration with the community, the Easton Public Schools will provide an intensive focus on the whole child and advance programs to inspire each unique learner to attain his/her fullest potential.

Theory of Action

If we further engage the community in the education of *all* Easton children, ensure the physical, social and emotional well being of our students, maximize resources, secure increased and necessary funding, and advance programs and initiatives in state of the art learning facilities, *then* we will inspire each unique learner to attain his/her fullest potential.

Core Values

Academic Excellence and Equity for All
 Cooperative and Caring Relationships
 Respecting and Valuing Diversity
 Commitment to Community

Strategic Objectives

Family and Community Engagement

Build transparency through improved communication, better use of technology, establishment of a Family and Community University, and strengthening of relationships with community partners.

Ensuring the Social and Emotional and Physical Wellbeing of All Easton Students Grades pre-k to 12

Deepen our focus on student well-being both social-emotionally and physically and ensure program enhancements, curriculum development and improvement, and faculty support in these areas.

Resource Efficiency and Attainment

Evaluate district practices and protocols for managing human and capital resources and secure funding to ensure that all students are receiving the educational services they need in the most efficient and productive manner possible.

Advancing Student Achievement

Provide an unyielding commitment to meeting the unique needs of all students through the strengthening and expansion of programs and offerings that will prepare *all* of our young people for life in the 21st century.

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Strategic Priorities			
Family and Community Engagement	Social Emotional Wellbeing	Resource Efficiency and Attainment	Advancing Student Achievement
Community Partnerships: Broaden relationships with area higher education and local organizations to better utilize shared resources and embrace Easton's rich history by promoting agricultural literacy programming within the schools.	Assessing and Adjusting Offerings Accordingly: Conduct Youth Risk Behavior Survey at the secondary level in an effort to establish baseline data with regard to risky behavior being exhibited by Easton teens. Enhance health and physical education and support offerings to address increasing student physical and social emotional needs.	Funding Excellence: Educate the community of Easton on the high costs of educational excellence and seek to increase average per pupil spending to be more consistent with at the minimum, similar communities demographically and ideally the highest achieving school systems in Massachusetts (top 10%)	Early Childhood Education: In an effort to ensure equity of early learning experiences and improve district wide student achievement, establish a Kindergarten model that makes a low or no cost full day program available to all Easton students.
Family Education: Create and develop Easton Family and Community University to provide a variety of offerings covering that will support and enhance student learning	Analysis of Student Service Offerings: Assess and where necessary, develop therapeutic support programs (PreK-12) that are designed to assist students dealing with significant emotional issues in an effort to provide broader support (such as Bridge Programs for students returning from hospitalizations and/or alternative programs for students with significant emotional needs).	Streamline Human Resource Management Process: Assess and address existing issues related to human resource management.	Focus on Teacher Excellence: Recognizing our dependence on teacher excellence, ensure that recruitment, hiring, mentoring, and supervisory practices are of the highest caliber and universally applied across the district. Also ensure that teacher and administrator compensation is regionally highly competitive to ensure that the system remains attractive to outstanding educators.
Increase communication with students, parents, teachers, and the general Easton Community by maximizing use of technology and the media	Guidance and Career Services: Assess and expand where necessary those supports that ensure student success in school (guidance counseling, career counseling, adjustment counseling, transitional services) and better prepare them for post-secondary	Program Review: Examine staffing and administrative models to assess effectiveness and cost efficiency and consider implementation of those that will better serve students and improve learning experiences.	Emphasizing STEAM pre k-12: Expand Science, Technology, Engineering, Art, and Mathematics (STEAM) offerings and learning experiences pre-k through grade 12.

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	experiences.		
Community Service: Further develop and expand community service projects and work study programs with local businesses and town departments that focus on increasing student understanding of civic duty.	Social Awareness Programming: Assess what exists in EPS regarding social competency programs (i.e. Open Circle) and make necessary adjustments and changes based on staff and student feedback and data showing effectiveness. Investigate the use of Positive Behavior Interventions and Supports at the building level and Response to Intervention tiered system of supports with a universal screener and BCBA support.	Facilities: Ensure that high quality district facilities are in place, properly maintained, and are capable of meeting the needs of the 21 st century learner (Place special focus on upgrades to Pre-K to 2 buildings and the examination of possible alternatives for location of school district central offices.)	Uniform Excellence: Expand collaborative opportunities amongst all district administrators and leaders to ensure that expectations of our teachers are consistent across schools (both vertically and horizontally) and that we develop an effective system of peer observations and feedback to promote a growth mindset and high expectations for all students across the district.
Transparency in Budgeting: Further communicate budget process, educating key stakeholders on the limitations of the town's finances and the constant need for fiscal prudence.	Faculty Wellness: Establish faculty committees at each level to promote faculty health, wellness and resilience.	Paraprofessional Role: With a perceived discrepancy in the role of paraprofessionals across schools and a desire for greater consistency and efficiency, work to establish the most effective model possible for providing these essential services. Focus on examining how they are used, streamlining their assignments, and providing opportunities for peer observation and training/professional development in areas such as RTI, ABA, CPI and SPED laws.	Strengthen and Expand Interventions: Implement the use of Curriculum Based Measures for Math and ELA at the K-7 level, (RTI and Progress Monitoring) with an expansion to include grade 8 (ELA, Math, and Science).
	Intervention Professional Development: Provide professional development opportunities designed to heighten teacher awareness about the challenges that children face when living with poverty, substance abuse, trauma, and family dysfunction.	Special Education Program Re-Alignment: Seeking to strengthen the delivery of services, ensure consistency in the development of IEP's, and provide for greater oversight of special education placements, add Special Education Coordinator positions at all levels of the district. Also study and develop where necessary, in-house programs	Examine and Improve Academic and Co-Curricular Program: Revisit schedule options and grouping practices, establish advisory period at middle school level, balance class sizes and consider class size limitation policy, expand and/or adjust course offerings, ensure greater equity amongst schools in the areas of common planning time and time on

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		that better serve our challenged learners and reduce unnecessary out of district placements. Ensure that coordinators provide professional development to special education and general education staff to improve diversified instruction.	learning, and create new ways to address the needs of at risk and exceptional students.
	Transitional Services: Provide more communication, support and guidance for students and families when transitioning between schools (ex. grade 2 to grade 3) to ensure greater consistency for students.	Alternate Funding Sources: Seek out and secure alternative sources of funding for important school initiatives.	World Language Enhancement: Expand world language study, to included primary grades and provide a broader spectrum of offerings throughout the system.
			Enrichment Activities: Expand enriching learning experiences to reach a broader spectrum of students, increase engagement, and better prepare our students for a rapidly changing world.