



Rockland Public Schools

Rockland, MA

2022-2027 District Strategic Plan

RPS District Strategic Plan Team

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RPS District Strategic Plan 2022-2027

VISION

The Rockland Public Schools (RPS) empower students to excel, lead, and become dynamic and successful members of our global society.

CORE VALUES

Achievement: We believe all students can learn, grow, and succeed.

Character: We believe in accountability, integrity, respect, and responsibility to ourselves and our community.

Inclusion: We believe in a welcoming, safe, collaborative, and equitable learning environment.

Perseverance: We believe in working hard to accomplish our goals, especially when faced with challenges.

RPS District Strategic Plan 2022-2027

STRATEGIC OBJECTIVES

1. Ensure effective grade-to-grade and school-to-school transitions with a plan that identifies and addresses areas in need of support.

2. Promote the policies, practices, and procedures for an inclusive climate, culture, and equitable access with opportunities for all stakeholders.

3. Create and implement a comprehensive curriculum, PreK-12, which engages all students.

4. Embed social-emotional learning (SEL) informed practices across the RPS.

5. Strategically manage resources to support programs, infrastructure, and initiatives that reflect our district's core values.

Strategic Initiatives 2022-2023

- Within each Strategic Objective, the Planning Committee determined several Strategic Initiatives to help us achieve the objective.
- The Strategic Initiatives in bold type are the Focus Initiatives for the 2022-2023 school year.



Transitions

1.1 Establish building level transition teams & ensure time to collaborate between grade levels & from early childhood to elementary to middle to high school.

1.2 Develop communication guidelines & media to ensure all stakeholders receive necessary information.

1.3. Ensure high-needs families have support available to them.

1.4 Develop career exploration and internship models.

1.5 Develop handbooks, brochures, and digital resources that include procedures and support services.

Inclusion & Equity

2.1 Address and narrow achievement gaps for at-risk students.

2.2 Increase student involvement in school activities with diverse/cross-school offerings.

2.3 Create more family and community engagement opportunities.

2.4. Develop student and staff recognition programs and welcoming school environments.

2.5 Provide PD and staff training in best inclusive and anti-bias practices.

2.6 Evaluate the services RPS provides and coordinate with the needs of families.

2.7 Review hiring and recruiting practices to build and retain diverse staff.

2.8 Establish district and building level Inclusion, Diversity, & Equity teams.

2.9 Enhance & update new teacher and professional staff orientation, induction, and mentoring programs.

Curriculum

3.1 Ensure building schedules support the implementation of & access to the curriculum for all students.

3.2 Re-establish PD Committee & develop a comprehensive PD plan, districtwide.

3.3 Formalize the curriculum review cycle, including the selection and adoption process.

3.4 Foster best practices in instructional strategies.

3.5 Communicate curriculum expectations to families with surveys, open houses, and informational programs.

3.6 Streamline & revise assessments.

3.7 Align the curriculum horizontally & vertically.

3.8 Implement new and existing curriculum programs with consistency.

Social-Emotional Learning

4.1 Focus on student involvement in before and after school activities.

4.2. Review and revise staffing plans to reflect students' needs.

4.3 Ensure adequate resources for students and staff to address mental health, wellness, and social-emotional issues.

4.4 Implement research-based SEL program(s) and embed SEL in the curriculum, PreK-12.

4.5 Include SEL in PD such as Responsive Classroom & trauma-informed practices.

4.6 Partner with families to provide resources and support.

4.7 Strengthen Positive Behavior Intervention Supports (PBIS) initiatives and practices.

4.8 Provide enrichment and summer opportunities.

Resource Allocation

5.1 Transition to a sustainable program-based budget, differentiating between various sources of revenue.

5.2 Work with town and state officials to increase funding to support recurring costs within the tax base.

5.3 Investigate and apply for local, state, federal, and private grant funding to support objectives and initiatives.

5.4 Build and foster relationships with community businesses.

5.5 Develop a multi-year program based plan that includes curriculum, professional development, facilities and technology.

5.6 Integrate financial and operating systems to maximize efficiencies and improve data integrity.

5.7 Provide staff training in best financial practices.