

Westfield Public Schools – Strategy for Continuous Improvement 2021-2024

Vision		
Westfield Public Schools collaborates with our community to provide rigorous, inclusive educational experiences that promote academic, emotional, and social growth to become lifelong learners, and to empower students with knowledge and skills for future success in college and career.		
Theory of Action		
If we design and implement a rigorous instructional program aligned with staff development, then our students will achieve a high level of success as evidenced by multiple measures.		
Strategic Objectives		
Create a respectful environment that ensures students and staff feel safe and supported	Meet the learning needs of all students	Expand relevant and rigorous learning experiences for all students and staff
District Strategic Initiatives		
Provide professional development for all staff and administrators in equity <ul style="list-style-type: none"> • Develop an Equity Action Plan at district and school levels • Allocate grant funds and resources • Plan for regular and ongoing staff training 	Increase virtual learning opportunities for students <ul style="list-style-type: none"> • Expand Westfield Virtual School • Ensure adequate staffing, funding and curriculum • Establish Individual Learning Plans for students 	Embed the Rigorous Curriculum Design Process in all content areas <ul style="list-style-type: none"> • Train all staff in the Rigorous Curriculum Design Process and provide ongoing support and monitoring of implementation • Create new and update existing curriculum maps to include all components of Rigorous Curriculum Design
Implement Safe and Supportive Schools district and site-based action plans	Maintain a 1:1 device program in all schools <ul style="list-style-type: none"> • Implement WPS Technology Plan • Prioritize funding for technology to sustain a 1:1 device program 	Develop common interim assessment aligned with curriculum and analyze data to make instructional and programming decisions

<ul style="list-style-type: none"> • Establish a district diversity/equity advisory committee to review and update policies and procedures • Update Bullying Prevention and Intervention Plan, so that the interests of all stakeholders are incorporated 		<ul style="list-style-type: none"> • Use common assessments including authentic performance tasks to improve student learning and achievement • Establish an annual District Assessment Calendar • District Instructional Leadership Team will meet regularly with school leadership teams to analyze data
<p>Engage families in their students' learning by increasing two-way communication</p> <ul style="list-style-type: none"> • Develop and implement a Family Home Visit Protocol • Establish a WPS District Communication Plan • Solicit stakeholders for input about district-wide decisions 	<p>Expand the programming for at risk students.</p> <ul style="list-style-type: none"> • Expand Pathways Program to include grades 9 and 10 • Create and expand programming to support high needs students 	<p>Increase student engagement in learning through the 11 elements of Relationships, Relevance, and Rigor</p> <ul style="list-style-type: none"> • Implement identified element focus areas at each school sites • Create a system wide approach to effective instruction utilizing the Massachusetts Tiered Systems of Support (MTSS) Model