

# MURSD District Action Plans, 2019-20



*We empower all learners to thrive.*

Approved by the MURSD Regional School Committee  
September 9, 2019

# MURSD Action Plans for 2019-20

**Goal #1:** *We will enhance communication with and outreach to our families and the community.*

**MURSD Strategic Objectives:** *Engaging the Community as Partners in Learning*

*Aligning Practices to the MURSD Beliefs About Learning*

**MURSD Strategic Initiatives:** *Improving School & Classroom Communication with Our Families*

*Sustaining and Ensuring Efficiency of District Operations*

*Supporting District Beliefs About Learning by Ensuring Staffing and Resources*

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed	Status
Update the district's and schools' websites to the new <i>Apptegy</i> platform and publicize the new MURSD app.	9/19	Superintendent; Dir of Tech Operations	Number of app downloads (at least 1000) and website traffic statistics	FY2020 Operational Budget Allocation	
Successfully transition to the <i>PowerSchool</i> student information system, including the new Parent Portal.	9/19-11/19	Dir of Tech Operations; District Data Manager	Number of new Parent Portal logins (at least 50% of MHMS & NRHS parents) by 12/19	FY2020 Operational Budget Allocation	
Conduct a series of community-based Budget Subcommittee meetings to spotlight the vision and needed resources for all of the district's programs and services. Promote these meetings using multiple formats.	9/19-3/20	Regional SC; Superintendent; Dir of Finance & Operations; Webmaster & Social Media Coordinator	Attendance and engagement by at least 200 new parents/community members at the eight scheduled meetings	N/A	
Produce and disseminate a series of short, instructive videos highlighting district successes and vision, including the <i>MURSD</i>	9/19-5/20	Superintendent; Dir of Tech Integration;	Production of at least eight videos with over 1500 views on YouTube and other	Allocation of time for video production and	

<i>Portrait of a Learner.</i>		Webmaster & Social Media Coordinator; Students	social media formats	dissemination	
Develop specific strategies to invite and engage community members who do not have children in our schools (e.g., free admission to all school concerts/athletic contests).	9/19-6/20	Regional SC; District Leadership Team; Program Coordinators	200 new community member points of contact for MURSD distribution lists through Apptegy	N/A	
Engage parents and community members through participation as mentors and teachers during district-wide <i>Inspired Learning Days</i> .	10/19-6/20	District Leadership Team; Career, Community & Innovations Coordinator; Teachers	Participation by at least 50 community members in at least two district-wide <i>Inspired Learning Days</i>	N/A	

**Goal #2: We will implement effective strategies to further the social-emotional learning (SEL) of both students and staff alike.**

**MURSD Strategic Objective:** *Supporting Social-Emotional Learning*

**MURSD Strategic Initiatives:** *Providing Tiered SEL Supports and Interventions*

*Teaching and Modeling the SEL (CASEL) Core Competencies*

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed	Status
Ensure that each school has a standing SEL Committee to assess the schools' needs, collect data on SEL practices, and promote SEL supports and interventions.	9/19-6/20	Principals, Counselors	Agendas/minutes of at least quarterly meetings	N/A	
Continue district participation in the exSEL Network to further staff knowledge and implementation of current SEL research and best practices.	7/19-6/20	Asst Superintendent; District SEL Team	The piloting of exSEL Network strategies in at least five classrooms across the district	FY2020 Title VI Allocation	
Review and refine PBIS (Positive Behavioral Interventions & Supports) structures and practices at the elementary level and implement a school-wide PBIS system at Miscoe.	9/19-6/20	Principals, Counselors	Successful implementation of the planned PBIS system at Miscoe and revisions to PBIS programming based on feedback at Clough/Memorial	N/A	
Provide opportunities for educators to participate in a district-wide book study of <i>Onward: Cultivating Emotional Resilience in Educators</i> to foster greater awareness of resilience and self-care.	9/19-6/20	Asst Superintendent; Principals	Discussion activities published through <i>Google Classroom</i> monthly	FY2020 Operational Budget Allocation	
Conduct an initial assessment of school-wide SEL practices and structures during staff meetings to assess efficacy, areas of need, and build staff awareness.	10/19-12/19	Building SEL Teams; Principals	Compilation of aggregate results with recommendations for school-wide priorities by	N/A	

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Highlight SEL structures and strategies to be embedded into classroom practice during staff meetings and district-wide PD Days.	9/19-6/20	Asst Superintendent; Principals	Compilation of building and PD presentations and workshops on SEL strategies	N/A	
Conduct a relationship mapping exercise in each school to build greater SEL awareness and to ensure that each student has at least one positive connection with an adult.	11/19-5/20	Principals	Internal building debrief and planning based exercise results	N/A	
Analyze student health and wellness data from the 2018 administration of the <i>MetroWest Adolescent Health Survey</i> and use that analysis to inform district policies and programming.	10/19-2/20	Regional SC; Superintendent; Asst Superintendent; MS & HS Principals; District Wellness Team	Report to the Regional SC by 2/20 with recommendations for policy and programmatic changes	N/A	
Expand participation in professional development opportunities in leading SEL implementation.	9/19-5/20	District Leadership Team	Participation in ExSEL Network, DESE MTSS Leadership Institute and DESE Early Learning Series focusing on social-emotional learning and trauma-informed practices	FY2020 Title II and Title IV Allocations	

**Goal #3: We will further define the MURSD Portrait of a Learner competencies, using them to guide MURSD programs, professional practices, and curriculum.**

**MURSD Strategic Objectives:** *Aligning Practices to the MURSD Beliefs About Learning  
Redefining and Reimagining School*

**MURSD Strategic Initiatives:** *Developing New Tools to Define and Measure Success  
Implementing Maker Education, Robotics, and Emergent Technologies  
Revising/Redesigning Lessons & Units with Real-World Connections and Deep Inquiry*

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed	Status
Create and promote a new <i>MURSD Portrait of a Learner (PoL)</i> website, defining each competency in detail and highlighting student and district aspirations/successes.	10/19-6/20	Superintendent; Dir of Tech Integration	Successful website launch; website traffic; social media engagement	N/A	
Communicate the <i>PoL</i> visually throughout the district's schools (on internal walls and in district publications) with dynamic and concise reminders for all students, families, and staff.	9/19-6/20	Superintendent; Principals	Completion of tasks	FY2020 Operational Budget Allocation	
Embed the <i>PoL</i> competencies into existing structures/documents, e.g., course descriptions, curriculum, programs of studies, job descriptions, program descriptions, PBIS structures and practices, parental communications, etc.	9/19-6/20	Superintendent; Asst Superintendent; Principals	Evidence of <i>PoL</i> integration in at least 12 school and district-wide publications by 6/20	N/A	
Create and pilot a reflective tool (i.e., rubric) for students to measure their progress with <i>PoL</i> competencies at the elementary, middle, and high school levels.	9/19-6/20	Superintendent; Asst Superintendent; Dir of Tech Integration; Principals	Creation of three distinct tools for students with aggregate results and analysis by 6/20	N/A	

Continue and expand the <i>PoL Scholars</i> program, highlighting the individual stories of success in exploring the <i>PoL</i> competencies.	9/19-6/20	Principals	End-of-year acknowledgement and celebration of <i>PoL Scholars</i> ; feature on <i>PoL</i> website	N/A	
Support and actively integrate the new Inspired Innovation Center into the 5th and 6th grade core curriculum.	7/19-6/20	Dir of Tech Integration; Miscoe Admin; Miscoe Teachers	Pre & post survey data from ASA detailing student and staff perceptions and awareness of <i>PoL</i>	ASA Grant Funding	
Design and implement district-wide <i>Inspired Learning Days</i> that have clear content and skills alignment with the <i>PoL</i> competencies.	9/19-6/20	District Leadership Team; Career, Community & Innovations Coordinator; Teachers	The successful implementation of at least two district-wide <i>Inspired Learning Days</i> at all three levels on the same days	N/A	
Develop and implement a district-wide Learning Adventure through the support of a grant provided by the Mendon-Upton Education Foundation.	9/19-6/20	Superintendent; Asst Superintendent; Dir of Tech Integration; Principals; Teachers	Successful completion by 15-20 students from elementary, middle, and high school levels; new measures of demonstration of success of <i>PoL</i> piloted (e.g., showcase or portfolio)	MUEF Grant Funding	
Commence discussion about the possibility of the <i>PoL</i> competencies being a future graduation requirement.	11/20-5/20	Regional SC; District Leadership Team; Teachers; Students; Families; Community Members	By 6/20, a summary report on the resources, structures, and supports needed to implement the <i>PoL</i> as a graduation requirement	N/A	
Pursue membership in DESE's <i>Kaleidoscope Collective for Learning</i> pilot program as a way to support the district's	8/19-6/20	Regional SC; District Leadership	After a collaborative application process, admission into the initial	N/A	

vision for deeper student learning and network with other districts to share best practices.		Team; MURTA Leadership	pilot cohort by 2/20		
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**Goal #4:** *We will use structures and practices to improve Student Support Services so we may more effectively meet the diverse needs of all learners.*

**MURSD Strategic Objective:** *Aligning Practices to the MURSD Beliefs About Learning*

**MURSD Strategic Initiatives:** *Engaging All Learners in Continuous Feedback and Reflection*

*Developing Structures and Practices that Promote Student Agency*

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed	Status
Implement the salient recommendations as detailed in the <i>Futures</i> Staffing Report, including those related to: out-of-district case management, establishment of discreet entrance/exit criteria for services, redefinition of ABA tech functions, consistent follow-through on requests for testing, supervision of special education staff, and the need for SEL/mental health service providers.	9/19-6/20	Superintendent; Dir of Student Support Services	Follow-up report to the Regional School Committee detailing changes made, by 6/20.	Possible Investments in Behavioral Health Staff- FY2021 Operational Budget Planning	
Formalize specific roles and responsibilities for administrative staff in the hiring, assignment, supervision and evaluation, and scheduling of all special education staff, including paraeducators, special education teachers, and other related service providers.	9/19-11/19	Superintendent; Dir of Student Support Services; Principals	Creation of organizational chart with roles/responsibilities by 12/1/19	N/A	
Plan and implement current and future opportunities for additional professional development for all paraeducators.	9/19-6/20	Superintendent; Assistant Superintendent; Dir of Student Support Services;	Paraeducator participation in PD opportunities during 2019-20; Successful new contractual language that supports ongoing professional development	FY2021 Operational Budget Planning- Investments in PD	

		Regional SC; Paraeducator Association Leadership			
Develop a shared definition of specially designed instruction (SDI) and a catalogue of SDI strategies used to support learners in a co-taught setting.	10/19- 6/20	Dir of Student Support Services; Principals; Special Education Staff	Development an internal publication of a common definition and a catalogue of best practices by 6/20	N/A	
Ensure that each school has a regular and high-functioning Response-to-Intervention (RtI) process.	9/19- 6/20	Superintendent; Principals; Educators	Internal DLT review/analysis of each school's RtI process by 3/20	N/A	
Provide professional development options to educators in the skillful use of data to monitor student progress and implement interventions.	9/19- 6/20	Superintendent; Principals; Educators	District PD Day Offering	FY2020 Operational Budget & Title II Allocations	
Develop and implement a protocol to analyze the impact of co-teaching across the grade levels through the collection and analysis of quantitative and qualitative data related to student performance and teacher practices.	10/19- 5/20	Dir of Student Support Services; Principals	Summary report to be published by 5/20	N/A	