**Concord and Concord-Carlisle Regional Public Schools**

**District Plan Overview 2018-2023**

*Draft: June 25, 2018*

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| ***Mission*** |
| The mission of the school districts is to educate all students as lifelong learners, creative thinkers, caring citizens, and responsible contributors in our increasingly diverse global society. |
| ***Vision*** |
| Students of Concord and Concord-Carlisle Regional Schools actively seek varied pathways through which they achieve their potential and find joy. They will possess a strong sense of self and embrace their responsibilities as members of both local and global communities. |
| ***Vision of Student Learning*** |
| I am a student in Concord Public Schools and Concord Carlisle High School.   * My safe learning environment is created by respectful relationships with my teachers and my peers. * My teachers are knowledgeable, highly skilled and passionate. * My teachers care about me by affirming me, giving me useful feedback, and working with me individually when I need it. * I am learning important content based on agreed upon standards, clear goals, and real world applications. * My learning experiences are engaging, enjoyable, and challenging. * My learning experiences vary from one another (individual vs. group work; creative vs. repetitive practice; novel vs. known; digital vs. traditional; personal choice vs. consistent topic). * I am learning how to learn by staying organized, breaking down assignments, managing my time, using all available resources, and always giving my best effort. * I take risks, learn from my mistakes, and know every day that I am growing. * When I struggle, I continue to grow and learn. * With hard work, I will be prepared for higher learning, the work world, and knowledgeable citizenship in my community and the wider world.   I am a student in Concord Public Schools and Concord Carlisle High School. |
| ***Core Values*** |
| The Concord and Concord-Carlisle Regional School District values:   * Excellence * Engagement * Perseverance * Inclusion * Innovation |
| ***Theory of Action*** |
| *If we…*   * Provide engaging, innovative learning experiences that support multiple paths to success, * Ensure our students’ well being, * Create a collaborative and inclusive culture that values diversity and the uniqueness of each learner, and * Create a physical environment that catalyzes student learning,     *Then…*   * Our students will achieve their potential and find joy. |

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| ***Strategic Objectives*** | | | |
| **Multiple Paths to Success**  1. Employ teaching practices that are highly engaging, emphasize innovation, and offer multiple paths to student success. | **Well Being**  2. Establish and commit to ensuring student achievement through student well being. | **Inclusive Culture**  3. Create a collaborative and inclusive culture in the schools and community that values diversity and recognizes the contributions and uniqueness of each learner. | **Innovative Environment**  4. Create a physical environment that catalyzes student learning through safe, healthy, and innovative indoor and outdoor spaces. |
| ***Strategic Initiatives***  ***2018-19 priorities are highlighted*** | | | |
| 1.1 Expand PK-12 tiered levels of support to meet the academic needs of each student | 2.1 Expand PK-12 social/emotional curricula to include tiered level of support to meet the social/emotional/behavioral needs of students and develop growth mindset, resiliency, and empathy | 3.1 Develop a shared community understanding of what diversity means in the Concord and Concord-Carlisle Public Schools and develop district procedures for applying this understanding to our work | 4.1 Pursue a new middle school building |
| 1.2 Strengthen Special Education programs and services to meet the needs of all students | 2.2 Create opportunities for students and families PK-12 to learn a variety of coping strategies to develop mindfulness and manage technology use and stress | 3.2 Implement and expand ongoing professional development for all staff with a focus on cultural proficiency and inclusive practices to meet the individual learning needs of each student | 4.2 Ensure all facilities encourage learning and support the engagement of all students regardless of physical or cognitive abilities |
| 1.3 Provide professional development PK-12 for innovative, interdisciplinary, and engaging pedagogy | 2.3 Partner with students, staff, families, and the community to redefine student success and re-imagine the role of homework in student learning | 3.3 Increase culturally responsive curriculum and students’ knowledge and understanding of a wide variety of perspectives and learning styles | 4.3 Ensure a safe and secure environment for all students, providing training and enhancing communication |
| 1.4 Provide and support opportunities and/or schedules that support interdisciplinary learning PK-12 | 2.4 Improve practices to ease student transitions: from one school to another and one town to another | 3.4 Continue to actively recruit and maintain a diverse staff in the district | 4.4 Increase and leverage the use of the physical environment and outdoor space in instructional experiences at all schools |
| 1.5 Develop programs in collaboration with families and students that prepare students for multiple paths to success, in addition to college, in a 21st century world |  | 3.5 Partner with students and families from Boston to increase opportunities for them, as members of the community, to participate in the schools and Concord community |  |
| 1.6 Expand use of programs to share effective practices by Concord/Concord-Carlisle educators in real world pedagogy and differentiated lessons |  |  |  |

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| ***Outcomes*** |
| 1. Academic achievement and growth: MCAS *(grades 3-8 literacy/math/science, high school)* 2. Academic achievement and growth: Concord and Concord-Carlisle common assessments 3. Student experience of multiple paths to success: Alumni 10 year post graduation survey 4. Student well being: Youth Risk Behavior Survey 5. Student well being: Concord and Concord-Carlisle social, emotional, and behavioral screeners 6. Student well being: Participation in out-of-school time activities 7. Student, family, and staff experience of inclusive culture: Survey (instrument TBD) |