

# Walpole Public Schools

Strategic Plan  
2013 - 2018

## INTRODUCTION

This document presents the strategic plan for the Walpole Public Schools. It establishes a long-range direction for the district and provides a clear focus for future pursuits by identifying priorities for improvement. This strategic plan is the culmination of analysis and work by a strategic planning committee consisting of teachers, administrators, parents, students, school committee members, and community leaders.

Strategic Planning is a process for creating an organization's preferred future. It is a long-range planning process for organizational renewal and transformation which provides a framework for improving programs, management functions, and evaluation of an organization's progress. Strategic planning helps organizations think and act strategically, develop effective strategies, clarify future directions, establish priorities, improve organizational performance, build teamwork and expertise, and deal effectively with a rapidly changing environment. The strategic planning process involves a series of steps that moves an organization through:

- ◆ analyzing relevant external trends and their implications;
- ◆ assessing organizational capacity to manage external change;
- ◆ developing a mission statement and guiding beliefs;
- ◆ establishing goals, objectives, and action plans designed to move the organization to where it wants to be;
- ◆ setting a strategic direction to follow to achieve its mission and objectives;
- ◆ communicating its mission, beliefs, and goals/objectives to all stakeholder groups;
- ◆ implementing action plans it has developed; and
- ◆ monitoring progress, solving problems, and renewing action plans.

Organizations implement strategic planning to effectively deal with change in a proactive, rather than reactive manner by establishing a common purpose, a sense of direction, priorities for change, and a blueprint for action. This plan presents an analysis of the district's strengths and weaknesses as well as opportunities and threats anticipated by emerging trends and changing conditions. Based upon this understanding and analysis, this document defines the mission, vision, guiding beliefs, and goals and objectives which will guide the school district during the next three to five years.

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## Walpole Public Schools

### Strategic Planning Committee Members

Nancy Gallivan – School Committee Chairperson  
Jennifer Geosits – School Committee Member  
Beth Muccini – School Committee Member  
Lincoln D. Lynch III, Ed. D. – Superintendent  
Jean Kenney, Ed. D. – Assistant Superintendent  
Linda McKelligan – Director of Pupil Personnel Services  
Michael Friscia – School Business Administrator  
Ann Arpin – Director of Technology Integration  
Jim Johnson – Town Administrator  
John Carmichael, Chief of Police  
Stephen Imbusch – Principal, Walpole High School  
Brendan Dearborn – Principal, Boyden School  
Rebecca Brogadir – Principal, Elm Street School  
Colleen Duggan – Principal Fisher School  
Stephen Fortin – Principal, Old Post Road School  
Bridget Gough – Principal, Bird Middle School  
William Hahn – Principal, Johnson Middle School  
Jennifer Bernard – Director, Daniel Feeney Preschool  
Maria Hall, School Nutrition Director  
Don Anderson – Superintendent, Building Maint.  
Ed Connor – Assistant Principal – Bird Middle School  
Lee Tobey – Assistant Principal – Walpole High School  
Kathi Garvin, Nurse Manager  
Mary Mortali – Admin. Asst. to Superintendent  
Jody Delpha – Human Resources  
Lynn Rowan – Technology Application Specialist  
Adrian Munoz-Bennett – METCO Director  
Mike Donohue – H.S. Dept. Head, History  
April Zyrek – WHS Special Education Chairperson  
Shari Engelbourg – Out of District Coord., Special Ed.  
Lisa Osborne – H.S. Dept. Head, Foreign Language  
Dave Passegio – H.S. Department Head, Math  
Lauren Culliton – H.S. Dept. Head, English  
David Cuzzi, WTA President  
Scott Manson, AFSCME Custodian Union  
Rep.  
Robin Chapell – Board of Health  
BJ Burke - Technology Staff  
Dan Mullaney - Teacher  
Christine Cantrell - Teacher  
Mary Abplanalp – Teacher  
Ed Thomas – Community Member  
Yvette Sammarco – CFCE Coordinator  
Julie Martin – School Counselor  
Susan Moniz – Teacher  
Kathy Farrell – Teacher  
Lori Naismith – Teacher  
Dustin Scott - Teacher  
Kathy Peterson – Teacher  
Anthony Ratyna - Teacher  
Christy Rockwood - Teacher  
Katie Basilotto – School Counselor  
Laurie Sylvia – Secretary  
Brendan Croak – Recreation Department  
Dan Robin - Parent  
Kate Hinton – Parent  
Cathy Guyette – Parent  
Mary Walsh - Parent  
Gail Maloney - Parent  
Dillon Knight - Student  
Michael Timson – Student  
Lindsey Sullivan – Student  
Emily Martin – Student  
Daanya Salmanullah - Student

Dr. Lincoln Lynch - Facilitator

<b>Mission Statement</b>	<i><b>Walpole Public Schools educates all students to achieve excellence.</b></i>
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<b>Guiding Beliefs</b>
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*We believe ...*

- *all students want to learn;*
- *all students can learn and be successful;*
- *all students have talents and abilities;*
- *learning is a life-long process;*
- *it is our responsibility to prepare our students to be successful members of a global society;*
- *student success is a shared responsibility among students, families, school, and community;*
- *high expectations supported by quality instruction are integral to student achievement;*
- *all students and staff deserve a safe, secure, nurturing, and respectful learning environment;*
- *The needs of our students guide planning and practice;*
- *Effort, perseverance, and responsibility, are fundamental to success;*
- *it is our responsibility to be good stewards of the resources provided by the community;*
- *It is our responsibility to provide students with opportunities to develop skills, broaden their interests, and make informed decisions;*
- *it is our duty to embrace new technology and give students the tools they need to succeed in the 21st century;*
- *it is our responsibility to provide an environment that engages and motivates students and staff to learn; and*
- *it is important to respect and support our community's growing diversity.*

<b>Vision Statement</b>	<p><i>The Walpole Public Schools strives to be a diverse learning community that empowers students and staff to maximize their full potential. Our professional and caring staff is committed to providing a rigorous education to ensure our students reach their own level of excellence. Through a collaborative partnership with community and families, Walpole Public Schools educates all our students to become responsible citizens and life-long learners.</i></p> <p><i>To reach these goals, the Walpole Public Schools provides students with the tools they need to succeed in a complex global society. We challenge every student to master a rigorous curriculum taught by highly qualified, enthusiastic, and inspirational educators. We embrace innovation and technology, and we provide the facilities to support learning.</i></p> <p><i>Our students have the 21st century skills that enable them to be effective communicators, critical and creative thinkers, and problem-solvers. The Walpole Public Schools is a positive and safe learning environment where students' well-being and success are valued.</i></p> <p><i>We are committed to maintaining our role as a leader in public education at the local, state, and national level.</i></p>
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## Goals and Objectives

1. To expand opportunities for all students to maximize individual achievement.
  - 1.1 Provide all students and staff with a learning environment that promotes safety, well-being, and diversity.
  - 1.2 Equip students with 21<sup>st</sup> Century Skills (technology, problem-solving, critical thinking, creativity, and effective communication), preparing them for a complex global society.
2. To ensure balanced and rigorous curricula measured by authentic assessment which inform instruction and demonstrate student growth.
  - 2.1 Develop and implement curricula that are in alignment with Massachusetts Curriculum Frameworks and state and national standards.
  - 2.2 Utilize student data to inform instruction and maximize student growth
  - 2.3 Provide professional development and support in curriculum, planning and assessment.
3. To build family and community support and engagement through effective communication with multiple opportunities for involvement in the school and town programs.
  - 3.1 Provide easily accessible information about the Walpole Public Schools to the citizens of Walpole.
  - 3.2 Involve students in the process of constant improvement of and support for the Walpole Public Schools.
  - 3.3 Create a more inclusive community for all families to access the variety of programs, activities, fundraisers and events across the entire district.
4. To maximize opportunities provided by technology to enhance teaching and learning and efficient operations.
  - 4.1 Expand use of technology tools to maximize student achievement, curriculum delivery and assessments.
  - 4.2 Continue technology professional development to enhance student learning.
  - 4.3 Expand our communication within the community about how technology enhances learning.
  - 4.4 Provide adequate physical and human resources to deliver and support digital learning environments.
5. To identify, secure and responsibly manage district resources to support educational objectives of the district.
  - 5.1 Identify needs based 21<sup>st</sup> Century learning skills and the impact these learning skills have on current or future middle and high school facilities
  - 5.2 Promote awareness and advocate for state and community support of the recommendations made for the facilities necessary to accommodate 21<sup>st</sup> Century learning
  - 5.3 Promote the safety and welfare of all members of the Walpole School community
  - 5.4 Develop, utilize, and support a high-quality, skillful, and knowledgeable staff, faculty, and administration
  - 5.5 Obtain predictable and sustainable funding for educational programs, services, and facilities

# **ACTION STEPS**

**Walpole Public Schools  
Action Plan Form**

**Goal 1: To expand opportunities for all students to maximize individual achievement. Plan # 9**

**Objective 1.1: Provide all students and staff with a learning environment that promotes safety, well-being, and diversity. Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Individualize, expand, adapt training, and implement a crisis plan that incorporates staff and student learning regarding all elements of safety. <ul style="list-style-type: none"> <li>• Practice “stay in place” or “shelter in place” (for medical issues) at individual schools</li> <li>• Continue to practice lock-downs or evacuations matched to crisis situations. Students may be at recess, specials, café, hallways</li> <li>• Communicate to families/public ongoing safety training about lock-down, “Lock-down, Leave, Live” (District tab on Walpole Public Schools website)</li> <li>• Investigate Sandy Hook Promise (see something/say something)</li> </ul>	Central office personnel, school administrators, school staff, Walpole Police Department, Coordinated Family Child Engagement (CFCE)	Spring 2016	Ongoing	TBD
2. Continue to explore, promote and evaluate activities for staff, students, and families which foster well-being such as nutrition, physical fitness, anti-bullying intervention, social and emotional development, and digital citizenship and provide links to access information.	Wellness Committee, Central office and school administrators, school staff, families, PACs, and CFCE	Spring 2016	Ongoing	TBD
3. Educate all students, staff and community about diversity issues such as culture, language, race, gender identity, sexual orientation, disabilities, religion, and economic status <ul style="list-style-type: none"> <li>• Partner with families and communities to</li> </ul>	All staff, students, families, cultural leaders, METCO program, ELE staff, PACs, SEPAC,	Spring 2015	Ongoing	TBD

<p>improve relationships to maximize the learning and growth of all students.</p> <ul style="list-style-type: none"> <li>• Increase awareness of resources to educate staff, students, and families</li> <li>• Continue to identify opportunities for clubs and activities that introduce perspectives from communities outside of Walpole (such as Student Council, GSA, Leadership Teams, collaborating with other districts).</li> <li>• Expand access to instructional and community resources for families with limited English.</li> <li>• Provide professional development for cultural proficiency, gender identify, sexual orientation</li> </ul>	<p>Safety Care Program, Foreign Language Department, CFCE</p>			
<p>4. Educate the school community about the risk for mental health issues including anxiety, depression, eating disorders and addictions. Staff will work to eliminate the stigmas related to these issues and provide school resources.</p>	<p>Wellness Committee, Central Office and School Administrators, school staff, CFCE</p>	<p>Spring 2016</p>	<p>Spring 2017</p>	<p>TBD</p>

**\*Some Indicators of Accomplishment:**

- **Ongoing training provided for all participants for the Walpole Public Schools for the Safety/Crisis Plan, lock-downs coordinated with WPD, and related training for all participants.**
- **Student projects that demonstrate the learning in each area and promote ownership within each school; CADA Video Contest; student, classroom, and whole school assembly presentations; increase in the participation in activities offered; Youth Risk Behavior Survey data; review of DESE reports regarding discipline and bullying.**
- **Student, classroom and whole school assembly presentations or products that feature student learning about diversity. Community service projects and clubs or associations that demonstrate student learning about diversity. Community service projects and clubs or associations that demonstrate student learning and respect for all individuals. Increased school and community participation in multi-cultural events.**
- **Professional Development opportunities for students and staff and ongoing work with Robin Chapell, Health Director and Kathi Garvin, Nurse Manager. Provide list of professional development opportunities and participants.**



**Walpole Public Schools  
Action Plan Form**

**Goal 1: To expand opportunities for all students to maximize individual achievement.** **Plan # 9**

**Objective 1.2: Equip students with 21<sup>st</sup> Century Skills (technology, problem-solving, critical thinking, creativity, and effective communication), preparing them for a complex global society.** **Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Review curriculum, extracurricular programs, and community projects to determine strengths, challenges, and areas for development and improvement. <ul style="list-style-type: none"> <li>• Disseminate information to enhance participation in state-wide competitions such as Treble All State Chorus, Robotics, STEAM, Social Studies, Art, Writing, and Foreign Language.</li> <li>• Continue to develop real world skills in financial literacy.</li> <li>• CARON student assistance programs to Life Skills seminar to seniors going to college</li> <li>• Investigate and explore the opportunities for high school student seminars during the day – possibly PLC, Freshman Orientation, Graduation Week presented by NHS students at WPS (healthy diet, time management, drug and alcohol abuse, management of stress, academic rigor).</li> </ul>	Central office personnel, school administrators, school staff, CFCE, and families	Spring 2016	Ongoing	

2. Explore the feasibility of providing full day Kindergarten for all	Central office personnel, school administrators, school staff	Spring 2016	Spring 2017	TBD
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- \*Some Indicators of Accomplishment:**
- **A comprehensive plan/report summarizing the review of curricula and activities.**
  - **Analysis of student results as compared to state and regional assessments and competitions**
  - **Agenda of seminar offerings for students during Freshman Orientation, PLC, and graduation week**
  - **Prepare an implementation plan for full day Kindergarten for all including fiscal responsibility, rooms and staffing, time line – phasing in plan, etc.**

**Walpole Public Schools  
Action Plan Form**

**Goal 2:** To ensure balanced and rigorous curricula measured by authentic assessment which inform instruction and demonstrate student growth. **Plan # 9**

**Objective 2.1: Develop and implement curricula that are in alignment with Massachusetts Curriculum Frameworks and state and national standards**

**Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Using a backward design approach, design units of instruction with measurable outcomes and challenging tasks requiring higher order thinking skills that enable students to learn the knowledge and skills defined in the state and national standards.	Administrators, Department Chairs, Respective school staff	Fall 2015	Ongoing	TBD
2. Identify and/or create uniform curriculum map template for use by staff across the District.	Administrators, Department Chairs and respective school staff	April 2015	Spring 2017	TBD
3. Using a uniform template, create a district wide curriculum map that can be posted on school and District websites to inform parents and the community.	Administrators, Department Chairs, and respective school staff	Fall 2015	Spring 2017	TBD

**\*Some Indicators of Accomplishment:**

- A uniform unit design template has been developed and is currently in use across the District
- Curriculum units will be developed across all levels PreK-12
- A curriculum map template will be identified and piloted
- A web-based curriculum map will be posted that articulates student outcomes

**Walpole Public Schools  
Action Plan Form**

**Goal 2:** To ensure balanced and rigorous curricula measured by authentic assessment which inform instruction and demonstrate student growth. **Plan # 9**

**Objective 2.2:** Utilize student data to inform instruction and maximize student growth.

**Date:** 2/11/16

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Begin Date</b>	<b>Completion Date</b>	<b>Projected Expenses</b>
1. Continue to design, administer and analyze a variety of formal and informal methods of assessment, including common interim assessments, to measure each student’s learning, growth, and progress toward achieving the standards.	Administrators, Department Chairs, respective School staff	Fall 2015	Ongoing	TBD
2. Demonstrate adjustments to practice by analyzing results from a variety of assessments	Administrators, Department Chairs, and respective school staff	Fall 2015	Spring 2017	TBD

**\*Some Indicators of Accomplishment:**

- PLCs report results of their adjustments to practice to administrators and Department Chairs.
- Analysis of benchmark assessments indicates student progress and effectiveness of adjustments to practice.
- Evidence of support, interventions, and enrichment opportunities provided to students is reported.
- Evidence provided through the Educator Evaluation Model.

**Walpole Public Schools  
Action Plan Form**

**Goal 2:** To ensure balanced and rigorous curricula measured by authentic assessment which inform instruction and demonstrate student growth. **Plan # 9**

**Objective 2.3:** Provide Professional Development and support in curriculum, planning and assessment. **Date:** 2/11/16

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Professional Development for PLC protocols, looking at student work, and data analysis	Administrators, Department Chairs, and respective school staff	Spring 2016	Spring 2018	TBD
2. Professional Development to effectively utilize technology to enhance student learning	Administrators, Department Chairs and respective school staff	Spring 2016	September 2017	TBD

**\*Some Indicators of Accomplishment:**

- Analysis provided by PLCs and observed by administrators and Department Chairpersons
- List of participants in various workshops
- Schedule of PD offerings
- Report of PD workshops, conferences and approved courses

**Walpole Public Schools  
Action Plan Form**

<b>Goal 3:</b> To build family and community support and engagement through effective communication with multiple opportunities for involvement in the school and town programs.	<b>Plan # 9</b>
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**Objective 3.1:** Provide easily accessible information about the Walpole Public Schools to the citizens of Walpole

**Date:** 2/11/16

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Complete Annual Performance Report for the Walpole Public Schools. Post it on school websites and distribute it to the community.	Beth Muccini, Ed Thomas, Nancy Gallivan	January 2016	May 1, 2016	
2. Expand the use of school and district websites, and social media, Twitter, public meetings and other sources to share the news from each of the schools with the community	Ed Connor, Brendan Dearborn, Mary Mortali, Nancy Gallivan	February 2016	Ongoing	
3. Collaborate with The Rebellion at Walpole High School	Rebellion Editors, BJ Burke, Conor Cashman	February 2016	Ongoing	
4. Explore best ways to expand the content covered by Local Government and Education Cable TV and other local media outlets	BJ Burke, Nancy Gallivan, Mary Mortali	February 2016	February 2017	
5. Identify current methods of home-school communications used at various grade levels with a goal of standardizing the tools used at each level. Advertise the methods to parents at open houses and other school functions.	BJ Burke, Mary Abplanalp	February 2016	February 2017	

<p><b>*Some Indicators of Accomplishment:</b></p> <ol style="list-style-type: none"> <li>1. 2014-2015 Annual Performance Report</li> <li>2. Updated content on websites and increase Twitter followers</li> <li>3. Every School Committee meeting will include exemplary highlights of either student or teacher work</li> <li>4. Walpole Cable TV – Education Channel will produce and promote content from the schools.</li> </ol>
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**Walpole Public Schools  
Action Plan Form**

**Goal 3:** To build family and community support and engagement through effective communication with multiple opportunities for involvement in the school and town programs. Plan # 9

**Objective 3.2:** Involve students in the process of constant improvement of and support for the Walpole Public Schools **Date:** 2/11/16

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Investigate with WHS Guidance opportunities to post/host volunteer opportunities via social media for HS students. To make these opportunities more accessible to students.	Stephen Imbusch, BJ Burke, Marianne McCann, Rebellion	April 2016	Ongoing	
2. Build programming on the Walpole Media Education channel via the WHS TV Production Program	BJ Burke, Peter O'Farrell, Jeff Fountain	April 2016	Ongoing	
3. Survey recent graduates to determine their satisfaction level around their level of preparedness for college, career or military	Nancy Gallivan WHS Guidance	April 2016	Ongoing	

**\*Some Indicators of Accomplishment:**

1. Establishment of online volunteer opportunity site – increased volunteer opportunities
2. Increased programming on Educational Channel
3. Survey returns from Walpole High School graduates

**Walpole Public Schools  
Action Plan Form**

**Goal 3:** To build family and community support and engagement through effective communication with multiple opportunities for involvement in the school and town programs. **Plan #9**

**Objective 3.3:** Create a more inclusive community for all families to access the variety of programs, activities, fundraisers and events across the entire district. **Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Continue to host a district-wide information session to inform parents and the community about how educational policies, procedures and initiatives (i.e. Common Core and state testing, etc.) have and will affect the Walpole Public Schools. Create on-demand programming from this content.	Lincoln Lynch Jean Kenney Brendan Dearborn Nancy Gallivan, WCTV	February 2016	Ongoing	
2. Investigate professional development opportunities for staff to be educated in cultural competency – to help understand issues of race, gender, religion and nationality	District, PD Committee	February 2016	Ongoing	
3. Monitor and assess current capacity to translate school and district information into other languages as needed. Continue to educate staff on Google Translation features.	Brendan Dearborn	February 2016	Ongoing	

- \*Some Indicators of Accomplishment:**
- **Agenda and packet information for informational session meeting**
  - **On demand programming on WCTV of district meeting**
  - **Include some component of cultural competency programs in staff PD day**



**Walpole Public Schools  
Action Plan Form**

**Goal 4: To maximize opportunities provided by technology to enhance teaching and learning and efficient operations. Plan # 9**

**Objective 4.1: Expand use of technology tools to maximize student achievement, curriculum delivery and assessments Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Investigate curriculum mapping tools that include Understanding by Design template	Assistant Superintendent, Technology Department, Principals, Department Chairs	Summer 2016	June 2017	TBD
2. Implement Common Sense Media online safety and digital citizenship curriculum for elementary students.	Assistant Superintendent, Principals, Director – Tech Integration	September 2016	June 2017	TBD
3. Provide opportunities to establish a blended learning environment that facilitates 24/7 access for students.	Assistant Superintendent, Director – Tech Integration, Department Chairs	September 2016	June 2017	TBD
4. Identify digital textbook resources to support blended learning opportunities	Assistant Superintendent, Director – Tech Integration, Department Chairs	September 2016	June 2017	TBD
5. Identify methods to collect, track and report DDM's	Assistant Superintendent, Technology Department, Department Chair, Software Application Specialist	September 2016	June 2017	TBD
6. Investigate additional products to use with limited-English proficient families	Assistant Superintendent, Director – Tech Integration, ELL Teachers	September 2016	June 2017	TBD

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Begin Date</b>	<b>Completion Date</b>	<b>Projected Expenses</b>
7. Investigate CopLink to communicate safety/security issues with staff/families	WPS Administration, Walpole Police Department	September 2016	June 2017	TBD

**\*Some Indicators of Accomplishment:**

- **Evaluations and recommendation of curriculum mapping tool**
- **Instructional Technology position established**
- **Teacher goals, observations**
- **List of available textbooks**
- **DDM data and reporting method identified**
- **List of additional resources**
- **Access to CopLink**

**Walpole Public Schools  
Action Plan Form**

**Goal 4: To maximize opportunities provided by technology to enhance teaching and learning and efficient operations. Plan # 9**

**Objective 4.2: Continue technology professional development to enhance student learning**

**Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Identify alternative ways to provide PD to all staff within, or outside, the typical schedule (i.e., video tutorial subscription, Tech Teacher Leaders stipend, dedicated Early Release dates)	Leadership Council, Technology Department PD Committee	September 2016	June 2017	TBD
2. Investigate regional PD opportunities with other districts (i.e., TEC)	Leadership Council, Technology Department PD Committee	September 2016	June 2017	TBD
3. Prioritize blended learning PD opportunities	Leadership Council, Technology Department PD Committee	September 2016	June 2017	TBD
4. Restore stipend for Tech Teacher Leaders at all levels	Leadership Council, Administration	September 2016	June 2017	TBD
5. Promote the use of Google Classroom at elementary level	Leadership Council, Technology Department PD Committee	September 2016	June 2017	TBD

6. Provide specific training to teachers on data security/student privacy with online resources	Leadership Council, Technology Department PD Committee	September 2016	June 2017	TBD
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**\*Some Indicators of Accomplishment:**

- PD schedule that will be developed
- Teacher/staff attendance at our of district Professional Development opportunities
- Prioritize requests for conferences regarding blended learning/1:1 learning
- Tech Teacher Leaders funded and named
- Number of teachers utilizing Google Classroom
- Training outline/Professional Development schedule

**Walpole Public Schools  
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**Goal 4: To maximize opportunities provided by technology to enhance teaching and learning and efficient operations. Plan # 9**

**Objective 4.3: Expand our communication within the community about how technology enhances learning**

**Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Provide demonstrations/support for parents at Open Houses, other school functions, on technologies used by students/teachers (i.e., Aspen, Google Apps, etc.)	Principals, Technology Department	September 2016	June 2017	TBD
2. Develop a plan to implement Aspen student/family portal at elementary level	Elementary Principals, Technology Department,	September 2016	June 2017	None anticipated
3. Explore student technology ambassadors at PAC Meetings	WPS Administrators and student leaders	September 2016	June 2017	None anticipated
4. Provide webpage on 'For Parents' tab to communicate District safety initiatives	Leadership Council, Director – Tech Integration	September 2016	June 2017	None anticipated

**\*Some Indicators of Accomplishment:**

- **Demonstration/'help desk' set up at Open Houses**
- **Recommendations established for elementary Aspen portal**
- **PAC meeting agendas**
- **Webpage with information posted**

**Walpole Public Schools  
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**Goal 4: To maximize opportunities provided by technology to enhance teaching and learning and efficient operations. Plan # 9**

**Objective 4.4: Provide adequate physical and human resources to deliver and support digital learning environments. Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Continue implementation of upgraded switches and wireless access build-out plan	Technology Department, WHS Administration	September 2015	Anticipated through 2019	TBD
2. Investigate a process for implementation of 1:1 devices	Technology Department	September 2016	June 2017	TBD
3. Investigate use of School Messenger to include absence calling	Technology Department	February 2016	June 2017	TBD
4. Advocate for elementary Curriculum/Technology Integration positions	Director – Tech Integration	February 2016	June 2017	TBD

**\*Some Indicators of Accomplishment:**

- **Better and more consistent wireless signals throughout the buildings**
- **Development of a roll out sequence for the 1:1 integration**
- **Streamlined and efficient attendance management process**
- **Elementary Tech/Curriculum Integration position funded and filled**

**Walpole Public Schools  
Action Plan Form**

**Goal 5: To identify, secure and responsibly manage district resources to support educational objectives of the district. Plan # 9**

**Objective 5.1: Identify needs based 21<sup>st</sup> Century learning skills and the impact these learning skills have on current or future middle and high school facilities** **Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Identify middle school and high school 21 <sup>st</sup> Century needs/skills and enrollment projections	School leadership, School Committee, community members, students	February 11, 2016	April 1, 2016	0
2. Based on identified needs (Action Step 1), determine if current facilities can meet the needs or will only be met with new or renovated facility	School Leadership, School Committee, Town Administrator, DPW, community members, students	March 1, 2016	April 1, 2016	0
3. Develop Statement of Interest	School Leadership, School Committee, Board of Selectmen	March 1, 2016	April 9, 2016	0

**\*Some Indicators of Accomplishment:**

- Identification of 21<sup>st</sup> century skills
- Identification of facilities/structures needed to sustain and support 21<sup>st</sup> Century learning
- Comprehensive building condition and maintenance report for the middle and high schools
- Statement of Interest

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**Goal 5: To identify, secure and responsibly manage district resources to support educational objectives of the district. Plan # 9**

**Objective 5.2 Promote awareness and advocate for state and community support of the recommendations made for the facilities necessary to accommodate 21<sup>st</sup> Century learning. Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Develop an education plan that further defines the design measures/structures that contribute to 21 <sup>st</sup> Century learning	School leadership, School Committee	February 2016		
2. Promote education plan to stakeholders to ensure transparency and communication	School leadership, School Committee	February 2016		0
3. Prepare the documentation necessary to secure state funding	School leadership, School Committee	Spring 2016		0

**\*Some Indicators of Accomplishment:**

- Well-disseminated Education Plan – presentable to both the local community and the State
- Funding secured for each stage of the project



**Walpole Public Schools  
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**Goal 5: To identify, secure and responsibly manage district resources to support educational objectives of the district. Plan # 9**

**Objective 5.3: Promote the safety and welfare of all members of the Walpole School community**

**Date: 2/11/16**

Action Steps	Person(s) Responsible	Begin Date	Completion Date	Projected Expenses
1. Identify additional opportunities for security enhancements through capital funding and other sources. Seek input from stakeholders to improve building security via walkthroughs, meetings, and ongoing communication	Central Admin. School Committee Capital Committee Finance Committee	Spring 2013	Ongoing	TBD
2. Continue to foster the relationship between Walpole Public Safety Departments and the School Department and review safety protocols and assess their perceived effectiveness	Central Admin.; Leadership Council; WPD; WFD; SRO	Spring 2013	Ongoing	\$6,000

**\*Some Indicators of Accomplishment:**

- 2. Revision of security protocols with Walpole Police Department and Walpole Fire Department**
- 3. Share input with safety professionals and share feedback with stakeholders**

**Walpole Public Schools  
Action Plan Form**

**Goal 5: To identify, secure and responsibly manage district resources to support educational objectives of the district. Plan # 9**

**Objective 5.4: Develop, utilize, and support a high-quality, skillful, and knowledgeable staff, faculty, and administration**

**Date: 2/11/16**

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Begin Date</b>	<b>Completion Date</b>	<b>Projected Expenses</b>
1. Secure resources to support, maintain and improve staff, faculty, and administration	PD Committee	Spring 2013	Ongoing	TBD
2. Maintain sustainable resources from the community and other external sources to provide a robust professional development program. Retain and attract a skilled and motivated workforce.	PD Committee	Spring 2013	Ongoing	TBD

**\*Some Indicators of Accomplishment:**

- 1. Increase in funding resources**
- 2. Implement improved evaluation tools**
- 3. Study turnover trends**

**Walpole Public Schools  
Action Plan Form**

**Goal 5: To identify, secure and responsibly manage district resources to support educational objectives of the district. Plan # 9**

**Objective 5.5: Obtain predictable and sustainable funding for educational programs, services, and facilities**

**Date: 2/11/16**

	<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Begin Date</b>	<b>Completion Date</b>	<b>Projected Expenses</b>
1.	Develop a long-term plan to sustain funding that will support the goals, objectives, and action steps of the Strategic Plan	Central Admin. Leadership Council School Committee	Spring 2013	Ongoing	0
2.	Identify the major capital needs for equipment and facilities inclusive of the priorities of the Municipal Building Study, to provide adequate infrastructure to support the educational community	Central Admin. Town Administrator School Committee Leadership Council	Fall 2013	Ongoing	0

**\*Some Indicators of Accomplishment:**

1. **Annual Budget**
2. **Capital budget plan**