

Wareham Public Schools

Strategic Plan
2009 - 2013

INTRODUCTION

This document presents the revised strategic plan for the Wareham Public Schools. It establishes a long-range direction for the district and provides a clear focus for future planning by establishing priorities for improvement.

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.

This strategic plan is the culmination of analysis and work by a strategic planning committee consisting of teachers, administrators, parents, school committee members, government officials, students, and community leaders.

Wareham Public Schools

Strategic Planning Committee Members

Leslyn Hayes	WHS Student
Randy Bemis	WHS Student
Cindy Correia	Parent
Geoff Swett	Business/Community
Christopher Smith	Community
Sally Morrison	Teacher
Rhonda Veugen	Parent
Grace Kish	Parent
Rev. David Shaw	Parent
Lynne Burroughs	Parent
Ann Pearle	Community
Rhonda Josey	Parent
Barbara Sullivan	Community
Jack Ducey	Community
Mike Murray	Teacher
Michelle Montrond	Teacher
Jo-Anne Gibbs	Teacher
Debbie Maxim	Teacher
Tracie Coté	Teacher
Kathy Moore-Minkle	Teacher
Dick Paulsen	Town Finance Committee
Pam Schluter	Teacher
Bethany Chandler	Teacher
Mary Morgan	Teacher
Chris Mars	Teacher
Ken Fontes	School Committee
Robert Brousseau	School Committee
Joan Seamans	Principal, Minot Forest & Hammond Schools
Pat Clark	Principal, Wareham High School
Howard Gilmore	Principal, Wareham Middle School
Kevin Lynn	Principal, Wareham Cooperative School
Aaron Viera	Principal, John W. Decas School
Teri DeFilippo	Technology, Curriculum Leader
Ana Miranda	Director of Operations/Finance
Jan Rotella	Director of Curriculum & Instruction
Bob Louzan	Director of Student Services
Dr. Barry Rabinovitch	Superintendent of Schools

Dr. Ralph Jasparro – Facilitator

Mission Statement	<i>The mission of the Wareham Public Schools is to educate all students for life's responsibilities, challenges, and opportunities.</i>
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Guiding Beliefs

We believe...

- ◆ All children can achieve.
- ◆ Education is key to a successful life.
- ◆ Education sets high expectations for each individual in the school community.
- ◆ Education requires respect for one another, the community, and ourselves.
- ◆ Education requires a commitment to life-long learning.
- ◆ Excellence requires diligent effort and responsibility.
- ◆ Education is a partnership among home, school, and community.
- ◆ Communication is a cornerstone to fulfilling our vision.

Vision Statement	<p><i>The Wareham Public Schools, in partnership with the community, provides a valuable, safe, and supportive learning environment for its most cherished resource, our children.</i></p> <p><i>District educators are committed to challenging and empowering all students to reach high academic achievement by celebrating the diversity, interests, and individual abilities of each child. Our school district is dedicated to offering excellent educational experiences that focus on the entire community as life-long learners.</i></p>
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Goals and Objectives

The Wareham Public Schools will:

1. **Student Achievement** – Provide a system of integrated programs and curriculum with rigorous expectations that assures proficiency in all core subject areas for all students.
 - 1.1 Develop and expand formative assessments that reflect rigorous grade level benchmarks.
 - 1.2 Expand professional learning communities to enhance the rigor of classroom instruction and build professional collaboration.
 - 1.3 Implement additional student support programs for all students pre K-12.
2. **Technology** – Expand the application and integration of technology to improve learning, instruction, and the organization of the school community.
 - 2.1 Develop and implement a comprehensive pre K-12 Tech Literacy curriculum that is embedded in WPS Priority Standards.
 - 2.2 Provide professional development to all staff to support on-going and changing technological advances.
 - 2.3 Upgrade the network infrastructure to support 21st century skills.
3. **Community** – Facilitate school-community partnerships to enhance the education of our children.
 - 3.1 Improve communication with everyone who has, or should have, an interest in the education of our children.
 - 3.2 Build community partnerships to explore resources to support the expected achievement of all students.
 - 3.3 Expand student involvement in the larger community.
4. **Resources** – Procure sustainable resources necessary to provide an excellent learning experience.
 - 4.1 Improve the physical space of facilities to maximize educational opportunities.
 - 4.2 Expand upon and effectively utilize present funding sources.
 - 4.3 Engage stakeholders for the improvement of the educational experience.