Mt. Blue Regional School District RSU #9

COMMUNITY | CULTURE | CURRICULUM

Working together to provide high-quality educational opportunities for all.

CHESTERVILLE – FARMINGTON – INDUSTRY – NEW SHARON – NEW VINEYARD – STARKS – TEMPLE – VIENNA – WELD – WILTON

2023 - 2028

Strategic Plan

2023-2024 Goal Focus & Action Steps

Updated on 8/22/23
Revised: 12/1/2023

Table of Contents

Mission Statement **2**
Vision Statements **3**
COMMUNITY 3
CULTURE 3
CURRICULUM 3
Core Learning Principles **4**
Long-Term Goals and Action Steps **5**
RSU 9 District Goals 5
Community 5
Our Students 5
Our Staff 6
Our District 6
Culture 8
Our Learning Environment 8
Our Physical Environment 9
Curriculum 9
Our Instruction 9
Our Content 10
2023 - 2024 Focus Areas **12**

Mission Statement

"Working together to provide high-quality educational opportunities for all."

Our mission highlights the importance of collaboration and teamwork in achieving the goal of providing high-quality educational opportunities to everyone. This mission statement emphasizes that education should be accessible to all, regardless of their background or circumstances.

By working together, we can identify the needs of learners, develop plans to meet those needs, and implement strategies to achieve our goals. This mission statement also highlights the importance of quality in education, emphasizing that the educational opportunities provided should be of the highest standard. It is a powerful statement of intent that sets out a clear goal for those involved in education. It emphasizes the importance of collaboration, accessibility, and quality in achieving this goal.

Vision Statements

Our vision statements were crafted by a small subgroup of the Strategic Planning Committee. Hours were spent reviewing data, discussing trends, and prioritizing values that the community, staff, and students shared throughout the process. These vision statements are used to move our goals forward.

COMMUNITY

OUR STUDENTS

Students are confident, resilient, critical thinkers who have the life skills necessary for success. Students are appreciated for their differences and are supported on their educational path.

OUR STAFF

Staff are a dedicated and passionate group of individuals who are supported by the community and each other. Staff are highly skilled and well equipped to support learning and use best practices.

OUR DISTRICT

The district prioritizes communication, building relationships, engaging community, and sharing resources that enrich learning in and out of the classroom. The district promotes strong partnerships with families as they are critical to student success.

CULTURE

OUR LEARNING ENVIRONMENT

All students, staff, and families feel safe, welcome, and included in our schools. We listen to our students, staff, and families, provide resources to help them thrive, and support multiple pathways for learning.

OUR PHYSICAL ENVIRONMENT

District facilities maximize student learning by investing in modern, comfortable, flexible spaces that support innovation. Students and staff are supported by scheduling that fosters learning, greater access to community learning spaces, and equitable access to technology.

CURRICULUM

OUR INSTRUCTION

Students are engaged in meaningful, hands-on, challenging learning experiences. Staff encourage each student to actively engage in their education and guide them to be successful members of their communities.

OUR CONTENT

The district designs and delivers a varied and comprehensive curriculum which is crafted to develop skills to communicate effectively, collaborate successfully, think creatively, and apply knowledge gained to new situations.

Core Learning Principles

Part of our Strategic Planning process was working with a team of educators to designate what we, as RSU 9, believe are the Core Learning Principles. These will be used to guide our work and align our practices.

Crafted by a team of RSU 9 teachers, reviewed by staff and the Strategic Planning Committee.

Teacher Team: Donna Barber, Matt Fournier, Frank Giampietro, Carly Georgen, Doug Hodum, Heather Ingraham-Quimby, Kelli Sanborn

- All students can learn. Each student is unique in how they learn, the rate at which they learn, and how they demonstrate that learning.
- Positive relationships and safe environments empower, engage, and motivate learners.
- Students learn best when the content inspires curiosity, is connected to student interests, and is relevant to their goals.
- Success in learning encourages future growth and positively influences self-esteem, attitude, and motivation.
- Learning often involves taking risks, making mistakes, and perseverance.
- Students learn best when educators communicate appropriately high expectations and provide strong, flexible learner supports.
- Students succeed when schools, students, families, and communities partner in education.

Long-Term Goals and Action Steps

RSU 9 District Goals

Community

Our Students

Long Term Goal 1: All RSU 9 students experience a wide array of programs, strategies, & interventions that ensure their individual learning success.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Establish a district Multi-Tier System of Supports (MTSS)	1. Identify the team. 2. Outline professional development and resources needed. 3. Map out professional development. 4. Create an implementation timeline.
B. Establish a CTE Program at Mt. Blue Middle School	1. Outline programs and resources. 2. Align standards and outcomes. 3. Create a handbook that outlines procedures.
C. Strengthen and expand the relationship between Mt. Blue High School and Foster Career and Technical Education Center.	1. Conduct a standards review of courses. 2. Align and agree upon credit earnings in FCTEC. 3. Outline professional development opportunities for both
D. Investigate opportunities for world language at the elementary level.	1. Create a committee. 2. Develop models. 3. Gather community and staff input. 4. Present models to the school board.

Our Staff

Long-Term Goal 2: All RSU 9 staff will be provided with the support they need to perform at increasingly higher levels.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Outline an evaluation procedure for all employees.	1. Create a committee. 2. Outline all evaluation procedures. 3. Update or create handbooks for each evaluation system.
B. Create a thorough framework of support for new and existing staff members.	1. Review mentor programs and propose updates. 2. Establish consistent training for new teachers. 3. Initiate a cohort for new teachers and assign facilitators. 4. Review and assign teacher coaches.
C. Create an outline of all training and expectations that we require staff to have.	1. Assign a committee with the task of outlining professional development. 2. Review any gaps that are currently in place. 3. Outline a plan for filling in missing gaps with evidence-based training and support.

Our District

Long-Term Goal 3: All RSU 9 community members will be well informed about education in their schools and utilize frequent opportunities for feedback to give their input.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Review forms of communication.	1. Outline communication. 2. Review and propose updated communication.
B. Create a structure of communication.	1. Outline a timeline for school communication. 2. Update and review with the administrative team.

Long Term Goal 4: RSU 9 will have many strong community education partnerships actively engaged in supporting real-world student learning inside and outside of the classroom.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A.Establish a process for identifying and evaluating community school partnerships.	1. Review current community partnerships. 2. Identify needs in the district that could benefit from a community partnership. (What are we doing already and building on? Explain what we are doing?)
B. Outline clear procedures for how to become a school/district partner.	1. Create clear pathways for community partnership. 2. Present to the School Board procedures on partnerships.

Long Term Goal 5: Families will be consistently engaged as partners with RSU 9 in support of students' learning experiences.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Establish district procedures in engaging families.	1. Each school will review current procedures (What do we do? Should it change?) 2. Investigate student-led conferences and other options that could increase family engagement. 3. Propose changes or modifications.
B. Improve our relationship with PTO, PTA, Boosters, and other family-based clubs.	1. Outline all family and community-based clubs. 2. Meet and review where our goals align and how we can work together.
C. Investigate the BARR Model K-12.	1. Discuss with building leaders options. 2. Review potential funding sources. 3. Present at Board Committee Meeting.

Culture

Our Learning Environment

Long Term Goal 6: All members of the RSU 9 community (students, staff, families) will experience a safe, inclusive, caring learning environment based on the inherent value of every individual.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Ensure RSU 9 has a comprehensive system for students' social emotional learning.	1. Investigate areas of SEL to include restorative justice, trauma informed teaching, etc. 2. Establish screening procedures for students regarding mental health concerns.
B. Establish a district curriculum and expectations for social emotional learning.	1. Investigate current offerings. 2. Review research based curriculums. 3. Propose final decision to Educational Policy Committee.

Long Term Goal 7: RSU 9 will have strong student voices in the school system at the classroom, school and district level.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Increase student voice and engagement.	1. Research and establish district practices that encourage student voice in the classroom and district-wide. (consistency questions?) 2. Establish student focus groups for major district decisions.
B. Continue to foster and support student board representatives.	1. Assign mentors for student board representatives. 2. Gather feedback from student representatives.

Our Physical Environment

Long Term Goal 8: ALL RSU 9 students, staff and community will experience a safe, clean, flexible environment designed for innovative student centered learning.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A.Establish a 10 year building and facility plan.	1. Review evaluations done by architects based on our current buildings. 2. Review projected enrollment for the next 10 years. 3. Create a plan for our buildings and facilities. 4. Establish a timely yearly review on the facility plan.
B. Review options for the Superintendent's Office.	1. Review current sites for the superintendent's office. 2. Outline costs. 3. Propose options.

Long Term Goal 9: RSU 9 time structures and schedules will be flexible to serve the needs of **student-centered learning.**

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step 5
A. Complete a study and review of our schools' schedule.	1. Review current school schedules (planning time, school day, special ed, project-based ideas, LAWs etc.). 2. Review other types of scheduling. 3. Propose any adjustments to schedules.

Curriculum

Our Instruction

Long Term Goal 10: All RSU 9 students will regularly engage in active, meaningful student-centered learning.*

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. High-yield teaching and learning strategies will be reviewed and implemented at each grade span.	1. Review and evaluate high-yield teaching strategies (subject-area, grade-span, high yield-practices/strategies). 2. Learning strategies will be aligned to the RSU 9 Learning Principles with partnered professional development. 3. Provide professional development at each grade span for these strategies.

Our Content

Long Term Goal 11: All RSU 9 student learning is based on the system's comprehensive curriculum that defines learner expectations in all content areas that are reviewed/adjusted on a 7-year rotating basis.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Curriculum outline.	1. Establish and implement a review cycle of updating and aligning curriculums. 2. Review and outline areas of need for professional development and resources.
B. Increase professional development in science practices.	1. Partner with MMSA to provide continued support in science instruction. (Crash PD courses have been started) 2. Evaluate partnership and support.
C. Outline financial literacy throughout the K-12 curriculum.	1. Review social studies curriculum K-12 to outline financial literacy. 2. Review and outline areas of need for professional development and resources.

Our Results

Long Term Goal 12: RSU 9 annually informs the community about RSU 9 student achievement.

Strategies and Action Steps: To achieve this goal, we will:

Strategy	Action Step
A. Create a district assessment dashboard.	1. Outline aspects of the assessment dashboard (create our own report card, determine what data yields the most info on school success). 2. Collaboratively work with schools and technology departments to create a way to gather the data and share it in an easy-to-read form.
B. Curriculum and learning resources will be posted on the district website.	1. Post the approved curriculum on the district website. 2. Add approved learning resources for families based on standards to our district website.

2023 - 2024 Focus Areas

2023-2024 Theme: “Every day In School Matters.”

Value	Goals	Action Steps	District Outcomes	Progress/ Accomplishments
Community	**#1, #5**	- MTSS reorganized - MBMS CTE program development - MBC27 Committee started - Multilingual programming review & update - Investigate BARR	*	
Culture	**#6, #7, #8, #9**	- Comprehensive system for SEL completed - Increase student engagement - 10 yr building & facility plan completed - Review options for Super’s Office & implement - Schedule Review Committee & study begun	*	
Curriculum	**#11**	- PD in sciences - Phonics adjustments implemented - English adjustments updated - Develop 7-yr. Review Cycle	*	

*District Outcome Focus 2023 - 2024

a. Reduce Chronic Absenteeism 50% by spring 2026
b. Improve each school’s Overall Daily Attendance 5% by spring 2026