

Barnstable Public Schools District Improvement Plan

Strategic Objectives and Initiatives 2023-2024
September 6, 2023



BPS Vision and Core Values

The Barnstable Public Schools educate the whole child by creating a student centered school culture that addresses students' physical, social, emotional, and academic needs by creating a safe and healthy learning environment in which students are challenged, supported, and engaged.

In Barnstable Public Schools, we value commitment, collaboration, and community...

- **Commitment:** We are dedicated to the continuous learning and growth of all.
- **Collaboration:** We work together while keeping student needs at the center of all decision making.
- **Community:** We build strong, respectful partnerships that support student success.



The “Big Ideas”

Self Aware Graduate/Inner Explorer:

- personal development
- growth mindset
- resilience
- self-management
- emotional regulation

Adaptive Thinker:

- problem solving
- creative thinking
- critical thinking
- life long learning
- optimistic/realistic thinking

Knowledge seeker:

- Foundational knowledge
- multiple types of literacy
- technology/digital literacy
- real life skills
- physical literacy
- mental health
- SEL literacies
- Background knowledge for efficiency

Action Taker:

- Action for local/global impact
- Application of skills
- Civic mindedness

Thoughtful communicator:

- empathy
- perspective taking
- feedback
- listening
- relationships
- collaboration
- consensus building
- conflict management



Adaptive Thinker:

Definition: An adaptive thinker is a graduate who possesses the ability to approach challenges and changes with flexibility, creativity, and open-mindedness. They can critically analyze situations, think independently, and adjust their strategies accordingly.

Self Aware Graduate/Inner Explorer:

Definition: A self-aware graduate possesses a deep understanding of their strengths, weaknesses, values, and emotions. They demonstrate a sense of personal identity, confidence, and the ability to reflect on their actions and choices.



Knowledge Seeker:



Definition: A knowledge seeker is a graduate who demonstrates a genuine curiosity and thirst for knowledge. They have a passion for continuous learning, are open to new ideas, and actively seek out opportunities to expand their understanding.

Thoughtful Communicator:

Definition: A thoughtful communicator is a graduate who can express themselves effectively, listen actively, and engage in respectful and empathetic conversations. They can convey their thoughts and ideas clearly while valuing diverse perspectives and building meaningful connections.

Action Taker:

Definition: An action taker is a graduate who demonstrates initiative, perseverance, and a commitment to making a positive impact. They take responsibility for their actions, set goals, and actively contribute to their community.



Next Steps to Refine VOG

- **Solicit feedback from students, community members, families to add to the feedback from faculty/staff from May 2023**
- **Iterate feedback into a Second Draft**
- **Finalize language and graphic representation to present to the School Committee**

District Improvement Plan – The Big Ideas

- Strategic Objective #1: **DRAFT**

A Culture of Belonging, A Safe and Inclusive Climate, and a Shared Vision of Student Success

- Strategic Objective #2:

Rigorous Curriculum and Effective, Engaging Instruction that is Aligned with the Vision of a Barnstable Graduate

- Strategic Objective #3: Talent Development

Recruit, Retain, and Develop a Skilled, Engaged, and Diverse Workforce to meet Contemporary Student Learning Needs

- Strategic Objective #4: Facilities Development

Equitable School Facilities that Enable Each Students' Development of the Skills of Barnstable's Vision of a Graduate

In each strategic objective - data needs to be examined to assess each goal area with respect to EQUITY.



*A Culture of Belonging, A Safe and Inclusive Climate, and a Shared Vision of Student Success**

Strategic Initiatives:

- **Complete Vision of a Barnstable Graduate**
- **Complete Vision of a Barnstable Educator**
- **Develop baseline data and work towards improvement of feelings of belonging among students, families, and faculty/staff**
- **Reaffirm and communicate District practices in the area of addressing bullying, harassment, and discrimination**
- **Continue to calibrate responses to student behavior - restorative justice and discipline**
- **Develop and enhance wraparound services**
 - Redhawks Food Pantry
 - Family Involvement for Student Success
 - Behavioral Health Supports
- **Collaborate with families and community organizations to support student success**
- **Reinforce and enhance school safety practices with school partners**

* School Improvement Plans must align/include goals in this area



*Rigorous Curriculum and Engaging, Effective Instruction Aligned with the Vision of a Barnstable Graduate**

Strategic Initiatives:

- **Growing Literacy Equity Across Massachusetts: evaluation and field testing (K-5)**
- **Meeting the Moment: Redefining the student learning experience at Barnstable High School for all students (BHS and beyond)**
- **Define and further develop the BPS MTSS model for academics PreK-12+**
- **Define and further develop the BPS MTSS model for social emotional learning PreK-12+**
- **Develop BPS expectations for curriculum review and development (incorporate Vision of a Graduate, UDL, MA DESE frameworks) and incorporate into Atlas documentation**
- **Review ILC, NECC, and transitions specialized programs**
- **Support Crossroads across District**

* School Improvement Plans must align/include goals in this area



Recruit, Retain, and Develop a Skilled, Engaged, and Diverse Workforce to meet Contemporary Student Learning Needs

Strategic Initiatives:

- **Continue efforts on recruiting and retaining diverse workforce by establishing a District-wide task force focused on this goal area**
 - Recruitment
 - Retention
 - Growth
- **Create more formal career ladders to support growth of new practitioners**
- **Develop District Professional development plan/model based on Vision of a Barnstable Educator**

Equitable School Facilities that Enable Each Students' Development of the Skills of Barnstable's Vision of a Graduate

Strategic Initiatives:

- **Leverage Enrollment Forecast, Facilities Conditions and Capacity Assessments to plan for equitable facilities based on space and adequacy of education**
 - Prioritization of Capital Improvement Projects
 - “Space Mining” for short term facilities gains
 - Longer term Facilities Planning

Questions/Comments

