



# Hampden-Wilbraham Regional School District

## DISTRICT WIDE IMPROVEMENT PLAN 2007-2008

The District Wide Improvement Plan has traditionally been linked to the District's Strategic Plan. That plan was originally written in 1994. The development of goals and objectives at that time was directly related to the beginnings of the district as a regional K-12 entity. In 2000 the Strategic Plan was reviewed and revised. Since that time we have continued to base our annual improvement goals to the basic mission and direction as stated in that document.

For the 2007-2008 school year the major focus of the goals undertaken by the School Committee and Superintendent involve completing projects and continuing efforts to improve services to students and the communities.

### GOALS

**I. To negotiate an appropriate and timely resolution to the Unit A and other collective bargaining contracts in the District to begin on July 1, 2008.**

#### Reference to Strategic Plan:

**VI. Resources – “The Hampden-Wilbraham Regional School District recognizes the need for quality facilities and adequate resources that provide a positive environment for the educational community.”**

*A. Qualified and committed educators and support staff collaborate in the advancement of educational goals.*

*R1: Employ a sufficient number of faculty and staff and allocate them in a way that best meets student needs.*

*B. Financial resources are acquired and allocated according to clearly established priorities.*

*R4. Establish and implement financial priorities based upon ongoing strategic planning. .*

*R5. Oversee the school budget process and implement fiscally sound practices. .*

#### Action Steps for Goal I.

- 1.) Convene strategy session.
- 2.) Develop negotiation strategies.
- 3.) Conduct negotiations.

#### Persons Responsible:

- 1.) Mr. Salerno
- 2.) Mr. Chapman
- 3.) Dr. Gagliarducci
- 4.) Negotiation Team

Evaluation:

Negotiations outcome.

**II. To continue developing effective strategies for safety and security of the District's students, staff and facilities.**

Reference to Strategic Plan:

**IV. Environment – “The Hampden-Wilbraham Regional School District recognizes the need to maintain safe facilities and a healthful learning environment that meets the physical, social, and emotional needs of the school community.”**

*B. Policies, programs and services support the well-being of students and staff.*

*EN5. Implement policies and procedures that provide a safe environment for all staff and students.*

Actions Steps for Goal II:

- 1.) Continue implementation of safety grants.
- 2.) Develop strategies to assess effectiveness of new program.
- 3.) Continue to involve staff and community on a broader scale.
- 4.) Continue safety audits.
- 5.) Conduct safety/security drills.

Persons Responsible:

- 1.) Dr. Gagliarducci
- 2.) Mrs. Kahn
- 3.) Mr. Cenedella
- 4.) Mrs. Regulbuto
- 5.) Principals

Evaluation:

End of year reports.

**III. To support the District's various technology initiatives, including increase use of technology for communications, student records management parent involvement and instructional strategies.**

Reference to Strategic Plan:

**I. Learning – “The Hampden-Wilbraham Regional School District recognizes the need to foster the desire for lifelong learning and to provide the skills to succeed in a global society in the 21<sup>st</sup> Century.”**

*E All students have access to educational programs that will lead to productive academic and career opportunities.*

*L19. Involve parents on every level to help reinforce classroom lessons, at home, where appropriate.*

*F. Technology is used as an effective tool to support the total learning environment and enhance student learning opportunities.*

*L20. Incorporate the use of technology tools as an integral part of teaching and learning strategies and techniques (Distance Learning)*

*L21. Offer opportunities to all students to become proficient in the use of technology to do research, communicate, and expand the learning environment.*

***V. Community – “The Hampden-Wilbraham Regional School District will actively engage the school, family and community in addressing student needs and in broadening and enriching learning for students, staff, and the larger community.***

*E. Parent-teacher-child interaction is an integral part of the teaching/learning process.*

*C16. Communicate with parents about district curriculum and learning goals.*

*C17. Develop a variety of opportunities for parental involvement in their children’s education.*

*C18. Enhance opportunities for parents and teachers to communicate.*

***VI. Resources – “The Hampden-Wilbraham Regional School District recognizes the need for quality facilities and adequate resources that provide a positive environment for the educational community.”***

*C. Learning is fully supported by the availability of instructional facilities, equipment, technology and materials.*

*R8. Provide technology and communication tools necessary to support curriculum, program, and learning goals.*

Action Steps for Goal III:

- 1.) Implement new communication at the high school and middle schools.
- 2.) Train teachers and other appropriate personnel in the use of software.
- 3.) Hold parent information meeting if necessary.
- 4.) Complete final computer lab upgrades.

Persons Responsible:

- 1.) Dr. Gagliarducci
- 2.) Mr. O’Shea
- 3.) Mr. Hale
- 4.) Mr. Pixley
- 5.) Mrs. Regulbuto
- 6.) Mr. Gilley
- 7.) Dr. Scanlon

Evaluation:

End of year status report.

#### **IV. To complete and implement recommended changes to the School Committee's Policy Manual.**

##### Reference to Strategic Plan:

#### **III. Leadership - "The Hampden-Wilbraham Regional School District supports strong leadership and sound management practices in order to continuously improve the educational system."**

*A. A governance framework ensures consistent implementation of policy, procedures, and curricula.*

*LD1. Revise and communicate policy, goals and objectives in a systematic manner throughout the organization and community.*

*C. The organization enables individuals to perform at optimal levels.*

*LD12. Articulate clear lines of responsibility within schools and across the district.*

*LD13. Encourage flexibility and individual initiative in executing responsibilities with administrative guidelines and school committee policy.*

##### Actions Steps for Goal IV:

- 1.) Complete policy manual review.
- 2.) Implement new policies.

##### Persons Responsible:

- 1.) Mr. Salerno
- 2.) Mr. Chapman
- 3.) Policy Subcommittee
- 4.) Dr. Gagliarducci

##### Evaluation:

Completion of project and approval by School Committee.

PCG/kwb