

MERSD Strategic Plan Overview

Mission		
<i>The Mission of the Manchester Essex Regional School District (MERSD) is to provide a high quality, comprehensive, student-centered educational experience that prepares them for a post-secondary educational or service experience, a career, and life as an engaged member of society.</i>		
Vision		
<i>MERSD, with the partnership and support of member communities, will provide educational opportunities and resources so that all students can realize their individual, unique, and highest potential, achieve academic excellence, value integrity and honesty, and become intellectually curious and critical thinkers.</i>		
Core Values		
Student Centered		
We believe schools must establish a safe environment that supports the development of all students. Schools must engage all aspects of a child’s development, including knowledge, a sense of self, emotional well-being, physical health, and skills and strategies to negotiate an ever-changing and unpredictable world.		
Student Achievement		
We believe MERSD should foster a learning environment that encourages academic achievement, social and emotional freedom and engagement, collaboration and creative problem-solving; the skills to confront new ideas with both rigor and sensitivity, and the awareness to and ability to extend the skills beyond the academic core to include experiential learning, the arts, cultural awareness, and physical and social emotional health.		
Equity		
We believe our schools must strive to create a just and equitable environment that respects individual differences and the diversity of our communities, country, and world.		
Family & Community Partnerships		
Schools are a reflection of their communities. We believe that providing a quality education that prepares our students for an unpredictable world is a shared responsibility, fostered by partnerships among the schools, families, educational non-profits, businesses and the community-at-large.		
Resources		
We believe the District and our community partners should collaborate to provide the necessary funding to equip our students with the essential critical thinking, analytic, communication, and problem-solving skills they need to be productive, contributing members of our local and global communities and deliver on the promise of our students’ potential.		
Vision of the Graduate		
Empathetic Global Citizen Responsible Collaborator Critical Thinker Effective Communicator Personally Accountable Social/Emotional Awareness Innovative and Creative		
Theory of Action		
If we <i>Keep students at the center of decision making and practice Cultivate a collaborative and inclusive culture Articulate the relationship between social emotional well-being and student achievement Engage in two-way communication with our community</i>		
Then... <i>Students will realize their individual, unique, and highest potential, achieve academic excellence, value integrity and honesty, and become intellectually curious and critical thinkers.</i>		
Strategic Priorities		
<i>Establish and foster an authentic Pre-K-12 learning environment.</i>	<i>Integrate social emotional learning into all aspects of the school day.</i>	<i>Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of each learner.</i>
<i>Maintain a sustainable multi-year operational budget and capital improvement plan.</i>		

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District Improvement Plan Objectives 2021-2024

<p style="text-align: center;"><u>Strategic Initiative</u> <i>Establish and foster an authentic Pre-K-12 learning environment.</i></p>
Objectives
1. Implement and define student centered authentic learning and assessments. [Student Centered]
2. Conduct school level assessments of current practice.
3. Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school based assessments.
4. Implement consistent district data collection and analysis practices across all grade levels to support student learning and growth. [Student Achievement]
5. Document K-12 curriculum, assessments, tools, and common practices. [Student Achievement]
6. Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]
7. Prioritize and support programming to promote creativity, innovation, and the arts.[Student Centered, Family Community Partnership]

<p style="text-align: center;"><u>Strategic Initiative</u> <i>Integrate social emotional learning into all aspects of the school day.</i></p>
Objectives
1. Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]
2. Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]
3. Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]
4. Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]
5. Investigate a variety of SEL tools, materials, and strategies for staff to integrate into their daily practice. [Student Centered, Resources]

<p style="text-align: center;"><u>Strategic Initiative</u> <i>Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.</i></p>
Objectives
1. Identify and hire Diversity, Equity & Inclusion (DEI) consultant/coach. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]
2. Conduct a DEI District assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]

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3. Build on and expand inclusion and anti-bias training for staff and students.

4. Pilot MyCAP at the middle and high school levels to establish ways for students to identify their own needs and uniqueness as learners. [Student Achievement, Student Centered, Equity, Family and Community Partnerships]

Strategic Initiative

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

Objectives

1. Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.

2. Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]

3. Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Student Achievement, Resources]

4. Review personnel needs to improve or adjust delivery of program. [Student Centered, Student Achievement, Equity, Resources]

5. Improve HR practices to reflect current and emerging needs and skills. [Equity, Resources]



Every student is at the center of decision-making.

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MERHS Vision of a Graduate

Empathetic Global Citizen

- Understands and accepts different cultures and beliefs
- Seeks out and participates in authentic cultural experiences
- Participates in meaningful community service
- Demonstrates an awareness of current events
- Recognizes cause and effect within a variety of global networks
- Understands the importance of acting as a responsible citizen

Responsible Collaborator

- Acknowledges and respects the perspective of others
- Active and equitable participation in group settings
- Seeks appropriate resources to carry out responsibility as part of a group
- Can identify and work towards a common goal
- Advocates for ideas while resolving conflict within a group

Critical Thinker

- Recognizes and questions implicit/explicit bias
- Evaluates ideas, information, and sources for validity, relevance, and impact
- Reasons and weighs evidence from multiple perspectives to reach conclusions
- Recognizes patterns and can make inferences
- Draws appropriate conclusions
- Considers multiple perspectives

Effective Communicator

- Mindful of audience interpretation
- Demonstrates responsible digital communication
- Expresses ideas in a purposeful and confident manner both verbally and in writing
- Writes and speaks clearly for a variety of audiences and purposes
- Employs active listening
- Acknowledges multiple perspectives
- Sustains and advances the conversation
- Able to present to a variety of audiences

Personally Accountable

- Mindful of audience interpretation
- Accountable for own words and actions
- Practices academic integrity
- Practices self-care skills
- Overcomes academic and personal barriers to meet personal goals
- Maintains work/life balance

Social/Emotional Awareness

- Demonstrates empathy
- Expresses emotions in a meaningful way

Innovative and Creative

- Demonstrates open-ended thought
- Takes risks
- Demonstrates curiosity
- Demonstrates habits of mind that identify the requisite skills and knowledge needed to solve a complex problem.

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- When faced with a problem, recognize and understand failures and seeks alternate solutions independently