



# PLAINVILLE PUBLIC SCHOOLS

## 2024 - 2028

### STRATEGIC PLAN





**Plainville Public Schools**  
**68 Messenger Street**  
**Plainville, MA 02762**

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# Dear Plainville Community Members,

In the spring of 2024, the Plainville Public Schools began the process of developing a long-term district strategy, resulting in a comprehensive strategic plan that will guide our work for the next four years. Using a “Planning for Success” model, our strategic planning committee benefited from the guidance of Dr. Ruth Gilbert-Whitner, a retired superintendent who facilitates strategic planning for schools statewide. Plainville’s strategic planning committee included 17 members, representing Plainville’s educators, administrators, parents, and school committee; this team demonstrated a seriousness of purpose and an overarching commitment to the success of the Plainville Public Schools.

In total, the full planning committee and the smaller administrative leadership team participated in nine dedicated working sessions. We began by assessing the status of the goals that framed the 2023-2024 school year, and then we engaged in a process called “Envisioning the Future,” where we articulated our vision for the Plainville Public Schools, focusing on what we hope to accomplish by the year 2028. Our planning team reviewed myriad data points, allowing us to identify Plainville’s strengths and areas where we have room for growth.

Working backwards from our vision for the future, we began identifying strategic objectives, action steps, and our anticipated measurable outcomes.

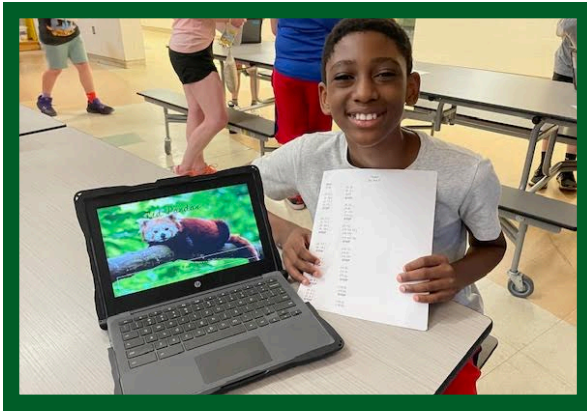


By doing so, the plan began to take shape with the emergence of five key areas that will help us achieve our vision for the Plainville Public Schools. These strategic objectives will focus on:

- 1 Enhancing our Curriculum, Instruction, and Assessment Practices
- 2 Meeting the Needs of All Learners Through a Tiered System of Supports
- 3 Fostering a Community Focus on Climate, Culture, and Well-Being
- 4 Offering High Quality Professional Development
- 5 Ensuring Efficiencies in All Areas of District Operations

By fortifying our efforts in these areas, we will continue to make forward progress towards our district's vision, which states: *The Plainville Public Schools strive to provide high quality instruction in an environment where all students feel a sense of belonging. Plainville envisions a learning environment for all students where they are inspired to think critically, to solve problems, to accept themselves and others and to grow into responsible community members.*





Critical to the success of our strategic plan is our ability to bring our goals to life over the next four years. The plan will serve as a dynamic road map, with embedded opportunities for reflection and flexibility. Our approach to addressing the plan's objectives is thoughtful, with measurable and achievable benchmarks for success outlined one year at a time. Moving forward methodically, and by recognizing this opportunity to grow and achieve on behalf of our students, we have much to look forward to. I am grateful for the efforts of all who contributed to the development of Plainville's strategic plan, and I eagerly anticipate the efforts and outcomes of all who will participate as we bring our goals to fruition!

Truly,  
*Jennifer Parson, Ed.D.*  
Superintendent



# Strategic Planning

## Our Collaborative Process

Preplanning Meeting	Familiarize Admin Team with the Strategic Planning Process and SWOT Planning (Strengths, Weaknesses, Opportunities, Threats)	April 12, 2024
Session I	Envisioning the Future: Participate in the protocol	April 25, 2024
Session II	SWOT Planning	April 12, 2024
Session III	District Data Presentation, Synthesizing Common Vision Themes: Review the 2023-2024 strategy, analyze district demographics, and review any significant findings from current assessment data	May 6, 2024
Session IV	Data and Root Cause Analysis To Prepare For Drafting Strategic Objectives and Initiatives	May 20, 2024
Session V	Drafting Strategic Objectives, Initiatives, and Intended Outcomes	May 30, 2024
Session VI	Quality Plan Review-Finalizing strategic objectives, initiatives, and intended outcomes. Review mission, vision, and theory of action.	June 10, 2024



# Strategic Plan Committee Members

**Jennifer Parson**  
Superintendent

**Dawn Jagannath**  
Reading Specialist

**Catherine Stoddard**  
Parent

**Kristen Skeffington**  
Jackson Principal

**Dot Pearl**  
Wellness Director

**Linda Kavanah**  
Grade 2 Teacher

**Robin Roberts-Pratt**  
Wood Principal

**Gale Clark**  
School Business  
Administrator

**Steve Albert**  
School Committee  
Member

**Stephanie Whitaker**  
Director of  
Technology

**Christine Medici**  
Administrative  
Assistant/HR Director

**Devon Houghton**  
Grade 4 Teacher

**Kim Teague**  
Special Education  
Teacher

**Jess Hoyle**  
Grade 5 Teacher

**Caitlin Nunez**  
STEM Teacher

**Facilitator:**  
**Ruth Gilbert-Whitner,**

Retired Whitman-Hansen Superintendent





## Vision

The Plainville Public Schools strive to provide high quality instruction in an environment where all students feel a sense of belonging. Plainville envisions a learning environment for all students where they are inspired to think critically, to solve problems, to accept themselves and others and to grow into responsible community members.

## Core Values

Plainville has HEART:

**H**igh Expectations

**E**mpathy

**A**cceptance

**R**esponsibility

**T**eamwork

## Mission

The mission of the Plainville Public Schools is to promote lifelong learning throughout the community and to prepare students to become responsible contributing members of a changing society by providing a challenging, rigorous educational program.



# Theory of Action

An organization's theory of action represents a set of actions that will be implemented in order to improve the organization and help it reach its mission. The theory of action is closely related to the strategic objectives and illustrates how executing and implementing these steps will drive organizational improvement.



# Theory of Action



the Plainville Public Schools:

- Continue adopting and implementing a standards-based curriculum to support a cohesive, PK-6 educational program that employs effective measures of student achievement; AND
- Maximize the success of all students through the development and implementation of a Multi-Tiered Systems of Support (MTSS) model; AND
- Ensure all students, staff, and family members feel included, valued, and engaged as important members of the school community; AND
- Develop and implement a professional development plan that provides high-quality professional development opportunities for all staff members; AND
- Ensure safe and secure learning environments by planning and advocating for appropriate funding; AND
- Implement effective, efficient systems of support for all areas of district operations

# Theory of Action



*Then* the development of a challenging, rigorous educational program will result in all students having the tools to become responsible, contributing members of our changing society



**Tiered  
Systems of  
Support**

**Climate,  
Culture &  
Well-Being**

**Teaching  
&  
Learning**

**Strategic**

**Objective**

**Professional  
Development**

**District  
Operations**

# Strategic Objective #1

## Teaching & Learning

Establish, and implement, and continue the use of standards-based programs (literacy/math) and investigate, identify, and implement standards-based programs for science/social studies to support an accessible cohesive, standards-based PK-6 curriculum with effective measures of student achievement.

## Objective

1. By June 30, 2028, the Plainville Public Schools will have established and implemented an accessible cohesive, standards-based PK-6 curriculum with effective measures of student achievement using local and state measures.
2. By June 30, 2028, the district will have produced and implemented an updated, language-accessible report card that offers parents meaningful information regarding student progress.

# Strategic Objective #2

## Tiered Systems of Support

Maximize the success of all students through the development and implementation of an MTSS model that is adapted to the needs of Plainville.

### Objective

1. By June 30, 2028, the Plainville Public Schools have maximized the success of all students through the development and implementation of an MTSS model as measured by improved student achievement in math, ELA, and science in the aggregate and in student cohorts.
2. By June 30, 2028, the Plainville Public Schools will have fully articulated a Tier 1 and Tier 2 system of supports that result in increased application of general education interventions and lower percentages of students requiring special education services.

# Strategic Objective #3

## Climate, Culture & Well-Being

Ensure all students, staff, and family members feel included, valued, and engaged as important members of the school community through the use of equitable and inclusive practices.

### Objective

1. By June 30, 2028, the district will have developed and implemented programs and approaches that ensure equitable and inclusive practices, and where evidence demonstrates that students, staff, and family members feel included, valued, and engaged as important members of the school community.
2. By June 30, 2028, the Plainville Public Schools will have maximized the success of all students through the development and implementation of an MTSS model as measured by improved student feelings of belongingness and inclusion, as well as increased resources and approaches designated for mental health support.



# Strategic Objective #4

## Professional Development

Develop and implement a professional development plan that provides high-quality professional development opportunities for all staff members.

### Objective

1. By June 30, 2028, the district will have a clearly articulated process for identifying professional development needs that will be fulfilled on an annual basis, inclusive of all areas of employment.
2. By June 30, 2028, the Plainville Public Schools will have increased the number of opportunities for educators to collaborate on common goals and instructional practices that will enhance student achievement.
3. By June 30, 2028, the Plainville Public Schools will have systemic opportunities for educators to refine their skills and more adeptly embed culturally responsive and equitable practices.

# Strategic Objective #5

## District Operations

Ensure a safe & secure learning & working environment for all by advocating for appropriate funding that will drive effective, efficient systems for all areas of operations districtwide (budget, facilities management, food services, human resources, technology infrastructure). The current safety committee will establish a common focus and measurable outcomes that ensure safe and secure schools.

## Objective

1. By June 30, 2028, an effective and efficient system of district operations will be created and implemented in all areas of this objective. By June 30, 2028, we will streamline our hiring practices to fill open positions with diverse and highly skilled staff.
2. By June 30, 2028, the Plainville Public Schools will increase the amount of dedicated maintenance/facilities support.
3. By June 30, 2028, Plainville's schools will be further fortified with safety and security measures both in processes and buildings. Implementation of an enhanced physical security plan will be completed.
4. By June 30, 2028, the district will have completed the implementation of a comprehensive cyber security plan..









**Anna Ware  
Jackson School**



**Beatrice H.  
Wood School**

