

## West Hartford Public Schools

**Agenda Item:** District Development Plan

**Meeting Date:** November 5, 2014

**From:** Nancy DePalma, Assistant Superintendent for Curriculum, Instruction and Assessment

**Through:** Thomas Moore, Superintendent

### Background

The West Hartford Public Schools District Development Plan (DDP) identifies the broad guidelines and specified areas of emphasis for school and department planning which in turn should identify the specific efforts undertaken to advance and achieve our district goals. What follows are the goal areas that the district has identified as the critically important strategic initiatives (our strategy) to ensure that we are preparing *all* students to realize their potential and enhance our global community.

*Advance achievement for all students and reduce disparity between and among groups.*

The focus of our work needs to rest heavily on pedagogy and instruction to balance our recent efforts with curriculum development. Professional learning targets encompass not only the key instructional shifts necessary to achieve depth of understanding, but also principles of universal design, differentiation, and formative assessment – all critically important to ensure the success of individual students.

*Nurture the intellectual, physical and emotional well-being of students and create a safe and respectful learning community where all students are held to high expectations.*

The focus of our work involves promoting student engagement, independence and interdependence as well as trusting and collaborative student, parent, and community partnerships. Proactive and responsive communication is critically important. Efforts should include reflection and improvement strategies for honest communication and relationship building among our constituents and ourselves as a professional organization.

*Attract, retain and develop high quality staff by providing professional development resources and appropriate learning environments.*

Collaborative inquiry is the primary means for delivering effective and engaging professional learning. The district supports a more self-directed approach to professional development in which learning goals are both aligned to district strategic efforts and individualized to a teacher's specific learning needs. Administrators seek to refine formative and evaluative feedback to enhance teacher development and performance. Building diversity within our teaching and administrative ranks remains an area for continued effort and emphasis.

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The District Development Plan provides additional focus by framing these areas of emphasis into specific strategic initiatives. School and department development plans provide a structure to catalog specific action steps aligned to these strategic efforts. Coherence between and among each plan at each level is critical.

Dr. Nancy DePalma, Assistant Superintendent, Kerry Jones, Directory of Elementary Education, and Paul Vicinus, Director of Secondary Education will be available to answer questions.