

# OXFORD PUBLIC SCHOOLS

## 3-YEAR DISTRICT IMPROVEMENT PLAN STRATEGY IN ACTION

### Vision

It is the vision of the Oxford Public School District that through implementation of best educational practices, utilizing technology and rigorous curriculum, our students will lead and shape the future. The District can accomplish this by engaging ALL students in a comprehensive and challenging learning experience through high quality instruction that supports each student’s academic, social, and emotional development, while fostering a commitment to community so students thrive in a technological global society, prepared for life, college, career, or the military.

### Theory of Action

**IF** the Oxford Public School District ensures high quality teaching through implementation of an aligned instructional system:

- Hiring, training, and retention of effective teachers and staff;
- Increased use of a management system that provides access to diagnostic and summative data on student learning;
- Improving teacher practice and school performance through high quality professional development with coaching and mentoring; and
- Reinforcing a culture of open mindedness and collaboration for academic rigor, high standards, accountability, and community partnerships;

**THEN** students will progress through the Oxford Public Schools graduating from high school ready for college, career, the military, and life as a contributing citizen.

### Strategic Objectives

1. <u>Curriculum, Assessment, and Instruction</u>	2. <u>Parent and Community Engagement</u>	3. <u>Professional Culture</u>	4. <u>Management and Operations</u>	5. <u>Social, Emotional, and Health Well-being of Students and Staff</u>
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### Strategic Initiatives

<b>D1A.</b> Support teachers in improving their classroom effectiveness through coaching in the area of literacy and mathematics at the elementary and middle school level.	<b>D2A.</b> Encourage parental and community collaboration to support student growth and development through effective communication.	<b>D3A.</b> Ensure that time and resources are available for high quality professional development reflecting staff and program needs.	<b>D4A.</b> Work with the Town to establish a school facility improvement plan to ensure yearly capital expenditures to support improvements.	<b>D5A.</b> Increase the District’s ability to meet students’ social, emotional, and health needs with a focus on how these impact student outcomes.
<b>D1B.</b> Support teachers in improving their classroom effectiveness by focusing on analysis and application of student data to improve outcomes for students.	<b>D2B.</b> Promote student to community connections through parent and community involvement in the classroom and in the community.	<b>D3B.</b> Promote collegiality and collaboration among faculty, staff, and administration.	<b>D4B.</b> Review, update and provide staff and students training in Districtwide safety protocols such that they reflect best nationwide safety practices.	<b>D5B.</b> To help students develop connections to school and community, and support positive behaviors.
<b>D1C.</b> Establish a Districtwide Professional Development Plan in collaboration with personnel.	<b>D2C.</b> Engage families in two-way communication about student progress, programs, and performance.	<b>D3C.</b> Build parental and community support through effective communication with multiple opportunities and collaboration in District and Town programs.	<b>D4C.</b> Ensure that the school lunch program is meeting with state regulations and best nutritional practices/regulations.	<b>D5C.</b> To empower staff to seek resources offered in the District and create a sense of belonging to the Oxford community.
<b>D1D.</b> Establish an instructional environment that fosters critical and creative thinkers and effective communicators in a technological rich environment.		<b>D3D.</b> Utilize the in-house expertise of staff for professional development as well as leadership opportunities.	<b>D4D.</b> Continue to build a fiscally sound and conservative budget to meet our students’ needs.	
<b>D1E.</b> Support teachers in improving collaboration vertically and horizontally by adjusting schedules to provide time needed for such collaboration.				
<b>D1F.</b> Revise curriculum Districtwide to be reflective of current DESE standards and make curriculum available to families.				