



Westford Public Schools

Strategic District Improvement Plan 2023-2026

Overarching Mission & Vision

We value the development of curious lifelong learners who are responsible, empathetic members of the community, demonstrating innovation through a wide variety of opportunities within inclusive, joyful learning environments that embrace variability and honor diversity.

We believe in preparing our students for active, positive participation as both local and global citizens by developing and fostering creativity, communication, collaboration and critical thinking.

Core Values

As an entire district, we embrace the SPIRIT core values initially developed by our six elementary schools:

- Safety- physical, mental, and emotional wellbeing
- Perseverance- fostering resilience and growth mindsets
- Inclusion- committing to equity for all
- Respect- both of ourselves and those around us
- Integrity- in our work, in our actions, in our choices
- Teamwork- collaborating with others toward a common goal

Theory of Action

If the Westford Public Schools Strategic District Improvement Plan is clearly articulated with specific actionable initiatives, then the objectives can be effectively assessed and monitored through the annual improvement plan process.

If the individual School Improvement Plans are clearly aligned with the Strategic District Improvement Plan, then the priorities of the district will be consistently exhibited within each school.

If each school within the district articulates annual goals aligned with a current District Improvement Plan, then all of our educators can connect their goals during the Educator Evaluation process to the district initiatives which have the greatest impact directly on students within the classrooms.

Strategic Objectives:
Ensure Equity (1&2), Promote Social Emotional Wellbeing (3), & Increase Sustainability (4)

1. Infuse our equity work into the heart of what we do which is working with students via our curriculum and instruction	2. Assess our organizational structures to ensure equitable learning environments for all of our students	3. Prioritize mental health and wellness for all of our students and staff by exploring strategies to minimize academic and or social emotional “pressure valves” that negatively impact performance	4. Collaborate with our Town partners to support goals outlined in the Westford’s Climate Roadmap authored by the Clean Energy and Sustainability Co.
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Initiatives

1.1 Conduct an Equity Audit of curriculum (prek-12) (yr 1 classroom, grade, department; yr 2 district)	2.1 Conduct a Feasibility Study process examining: -space utilization -educational programming -grade level configurations -geographic assignment of students -overall facility needs	3.1 Identify what can be removed from the curriculum, calendars and schedules while maintaining high expectations and standards	4.1 Ensure that all students and staff are able to explore and understand in an age appropriate manner our local Climate Roadmap
1.2 Expand and implement Universal Design for Learning (UDL) Framework districtwide (yr 1 leadership, yr 2-3 classroom teachers)	2.2 Develop a District Master Plan following a thorough review of the Feasibility Study Report	3.2 Assess the effectiveness of how student progress is communicated to students and families	4.2 Articulate within each School Improvement Plan specific commitments that encourage individual and group behavior adjustments to support climate goals
1.3 Ensure that the variability of all learners is prioritized as an asset and centered in discussions and decisions around instruction and learning	2.3 Determine options to best support healthy school start times for all students	3.3 Secure district wide resources that help support student skill development in fostering resilience and self-regulation	4.3 Articulate sustainability goals and priorities within the District Master Plan
	2.4 Ensure District policies align with our commitment to equity	3.4 Strengthen relationship and community utilizing collaborative and restorative principles and practices	4.4 Research and present the viability of investing in electrifying district vehicles and student transportation

