



*Sharpening The Vision Toward 2020:  
Cumberland School Department  
Strategic Plan  
2017-2020*



Adopted by the Cumberland School Committee  
September 14, 2017

# Process:

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## **By the numbers:**

**17** Steering Committee Members representing Administration, Certified Staff, Parents, Students, Community Members, Town Council, Mayor’s Office and School Committee

**8** Strategic Planning Constituent Workshops held for: Parents, Certified Staff, Administrators, School Committee, CHS Students, NCMS Students, McCourt Students, and Community Members

**225** Participated in one or more of the Strategic Planning Workshops

**157** Action Items and Opportunities Submitted for review

**4** Themes identified: School Structure and Organization, Whole Child and Wellness, Communication and Budget and Funding

**54** participants representing a cross section of the constituent workshops attended a theme workshop. Top ideas and themes were refined and prioritized.



# Mission and Values

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## **Mission:**

We Believe

## **Values:**

We Believe:

- In treating all with dignity and respect
- In setting high expectations
- In accountability
- In no excuses; only results

We Believe:

- In our students
- In our teachers
- In our community

We Believe:

- We can be in the top 5 districts across all grade levels
- All decisions shall be data driven using evidence-based best practice
- We can conquer any challenge

We Believe

# 4 Areas of Strategic Emphasis:

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1. School Structure and Organization
2. Wellness and Whole Child Development
3. Communication
4. Proper Funding and Fiscal Management



## **School Structure and Organization:**

We believe in an educational system that is based on learning outcomes that defines what the students should know and be able to do.

To that end:

- Student performance data shall drive all curricular revisions
- The standards-based grading system will be reviewed and revised and effectively communicated to all stakeholders
- A professional development plan will be developed to improve the practice of all staff.
- All schools will set measureable growth targets based on standardized test outcomes in the areas of ELA, mathematics, and science
- The district will develop a consistent and comprehensive K-12 Response to Intervention (RTI) system
- The district shall review enrollment numbers and forecasts to maximize space in the elementary and middle schools to minimize overcrowding in our schools

## **Wellness and Whole Child Development:**

We believe all stakeholders in our school community are responsible to identify, communicate and respond to the emotional, nutritional and physical needs of our community members. We believe in mindfulness; the intent to remain present from moment to moment with awareness of our emotions, sensations and surrounding environment.

To that End:

The District shall:

- Identify and define how our food service provider meets the wellness needs of our community
- Provide learning opportunities to connect nutrition and kinesthetic effects on learning including academic, social, and emotional learning opportunities across content areas
- Provide all stakeholders with research and information to increase awareness of mindfulness practices in education and the importance they have on the development of the whole child
- Develop a social and emotional curriculum system aligned with the RI Social and Emotional Learning Standards
- Provide staff with professional development training opportunities for social and emotional learning focused on mindfulness practices in education
- Implement a social and emotional learning curriculum primarily focused on mindful education practices which support wellness of all stakeholders
- Utilize current Positive Behavior Intervention and Support strategies in collaboration with mindful education practices to address the needs of the whole child.
- By 2020, school start times shall be adjusted to reflect best practices, indicating performance of high school students increases with later start times

## **Communication:**

We believe that an educational system focused on multiple channels of communication that assists in creating a more engaged, and informed community. We will focus on results! We will communicate how Cumberland Public Schools can and will become one of the top performing systems in the State of Rhode Island.

To that end: Communication issues focus on 3 main focus areas including branding, student reporting and a master calendar:

1. Branding
2. Student Reporting
3. Calendar

### **Branding:**

- Develop a written plan for attracting and retaining families to our school system
- Evaluate the current use of individual brands and identifies for each school
- Review the pros and cons of developing a single brand/identity that transcends individual schools
- Review strategies for breaking down the North/South 295 divide...unify
- Market Pre-Kindergarten opportunity to parents making the Cumberland Public School system the system of choice for parents

### **Student Reporting:**

- Enhance the clarity around the standards-based grading system
- Provide greater clarity regarding formative versus summative assessments
- Publicize the availability of the mobile app for Aspen

### **Calendar:**

- Consider developing a single point of access that will provide information to all constituent groups such as a master calendar
- Consider allowing programs such as athletics, Clef, band, Student Government, etc. to have updating rights to the calendar

## **Proper Funding and Fiscal Management:**

We believe a vibrant school community is properly funded and efficiently managed to the benefit of all children.

To that end:

- Central administration shall review and revise the process for budgeting and forecasting to create an “ideal” budget process from the bottom up
- We will find a way to apply for grants
- Evaluate whether the right resources are dedicated to supporting strategic goals at the school level
- Partner with the Town Council and Mayor’s office to establish an economic development committee in Cumberland to drive additional financial support to the town and create collaborative opportunities between the school department, Town Hall and the business community
- Design and execute a strategy for communicating the value of a Cumberland education, the need for parity for Cumberland students, and a recognition that action shall generate immediate results

# Call to Action:

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The Superintendent Shall:

- Insure that each Principal and functional area director develops action plans that support and drive each strategic priority
- Insure the Strategic Plan is relevant and executed

School Principals/Central Office Administrators Shall:

- Develop at least 3 and no more than 5 “We Believe” statements that articulate how each school relates to the overall mission and values
- Develop 3 to 5 action plans for the 2017-2018 school year that support student outcomes specific to each strategic focus area