

Amesbury Public Schools

Strategic Plan

August 2006

INTRODUCTION

This document presents the strategic plan for the Amesbury Public Schools. It establishes the district's long-range plan for improvement and provides a clear focus for future pursuits.

Strategic Planning is a process for creating an organization's preferred future. It is a long range planning process for organizational renewal and transformation that provides a framework for improving programs, management functions, and evaluation of an organization's progress. Strategic planning helps organizations think and act strategically, develop effective strategies, clarify future directions, establish priorities, improve organizational performance, build teamwork and expertise, and deal effectively with a rapidly changing environment. The strategic planning process involves a series of steps that moves an organization through:

- ◆ understanding relevant external trends and their implications;
- ◆ assessing organizational capacity to change and improve;
- ◆ developing a mission statement and beliefs;
- ◆ establishing objectives, strategies, and action plans designed to move the organization to where it wants to be;
- ◆ setting a strategic direction to follow to achieve its mission and objectives;
- ◆ communicating its mission, beliefs, and objectives to all stakeholder groups;
- ◆ implementing the action plans it has developed; and
- ◆ monitoring progress, solving problems, and renewing action plans.

Organizations engage in strategic planning to effectively deal with change in a proactive rather than reactive manner by establishing a common purpose, a sense of direction, priorities for change, and a blueprint for action. This plan resulted from an analysis of the district's strengths and weaknesses as well as the opportunities and threats anticipated by current trends and future conditions. Based on this analysis, a mission, beliefs, and objectives and strategies were established to guide the district during the next three to five years.

This strategic plan is the culmination of analysis and work by a strategic planning committee consisting of teachers, students, administrators, parents, school committee members, business representatives, and community leaders from the Amesbury educational community.

STRATEGIC PLANNING COMMITTEE

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|-------------------------------------|--|
| <i>Superintendent</i> | Charles Chaurette |
| <i>Mayor</i> | Thatcher Kezer |
| <i>School Committee</i> | Gale Hanshaw |
| <i>District-wide Administrators</i> | David Jack |
| | Telena Imel |
| | Maureen Sczymzak |
| <i>Teachers</i> | |
| AHS | Barb Leary/Peter Dannible |
| AMS | Kristen FitzGerald |
| CES | Mary Ann McGrath |
| AES | Julia Philcrantz |
| ACADEMY | Carol Grosky/Alicia Marescalchi |
| <i>Building Administrators</i> | |
| AES/CES | Peter Hoyt |
| AMS | Mike Curry |
| AHS | Roy Hammond |
| <i>AHS Students</i> | Alex Morris, Kate Miller, Dan Schwartz |
| <i>Parents</i> | |
| AES | MaryEllen Flanagan |
| AMS | Julie Havey |
| CES | Dee Vachon |
| AHS | Paula Iannucillo |
| <i>Community Representative</i> | Woody Cammett |

Mission Statement

The Amesbury School District is unconditionally committed to every child, ensuring that all students experience success through the development of attitudes and skills necessary for lifelong learning by providing the highest quality staff, meaningful learning experiences, and a vitally involved community.

Statement of Beliefs

We believe that:

- ◆ Every person has innate value and worth.
- ◆ All individuals have basic human needs that require attention.
- ◆ A person's actions are motivated by needs.
- ◆ An individual has the capacity to learn.
- ◆ Family and community profoundly influence the development of the individual.
- ◆ Modeling positive behaviors is paramount to an individual's growth.
- ◆ Communication is essential to the quality of community.
- ◆ Time is a valuable and limited resource.
- ◆ Expectations have a direct effect on achievement.
- ◆ Every person can make a difference.

Strategic Objectives and Strategies

Communication/Collaboration

To promote partnerships which foster effective communication and active involvement in collaboration with the Amesbury community.

- ◆ Increase effective partnerships among schools, businesses, and other agencies.
- ◆ Establish an Amesbury educational endowment.
- ◆ Increase the collaboration among school, home, and human service agencies.

Achievement/Academic Excellence

To structure our teaching strategies and resources for students to meet or exceed grade level expectations.

- ◆ Establish an emphasis on mathematics instruction.
- ◆ Identify district resources in all curricular areas, Pre-K-12.
- ◆ Utilize common grade level assessments to determine if students are meeting expectations.
- ◆ Strengthen the arts, humanities, and technology programs.

Organizational Development

To attract, retain, and develop the highest quality workforce.

- ◆ Offer relevant professional development opportunities for all personnel.
- ◆ Expand our active outreach program to recruit and retain high quality personnel.
- ◆ Provide career pathways for personnel advancement.

Parameters

- ◆ We will make no decision that is not in the best interest of students.
- ◆ We will treat all individuals with dignity and respect.
- ◆ We will not tolerate discrimination.
- ◆ We will expect and promote responsibility and accountability throughout the community.
- ◆ We will promote and demand open and honest communication and not discourage the expression of diverse points of view.
- ◆ We will ensure that all programs and practices are consistent with our Strategic Plan.