

## Equity Statement

The Whitman-Hanson Regional School District strives to provide an inclusive environment for students, employees, and families by respecting the race, ethnicity, national origin, languages, gender identity, gender expression, sexual orientation, religion, ability, family composition, and socioeconomic status of each community member. The District is committed to providing all students with meaningful opportunities to explore interests and safely engage in learning.

## Vision

The Whitman-Hanson Regional School District is committed to providing each student with a high-quality education that promotes student success and responsible citizenship.

## Vision of WH Student

Every Whitman-Hanson student will be equipped with the skills to choose their own path and contribute to an ever-changing community in a healthy, vibrant way.



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## Mission

The Whitman-Hanson Regional School District provides a safe learning environment and comprehensive student-centered learning opportunities that are relevant and challenging. In supportive partnership with all stakeholders, our district is committed to developing an academic foundation that emphasizes critical thinking, creativity, and communication skills. Each student, as a lifelong learner, is prepared to face the challenges of the future with the skills needed to become a responsible citizen.

## Core Values

We believe our schools:

- Make all decisions in the best interest of students.
- Are committed to providing a safe, secure, and healthy environment.
- Set high academic standards that provide an opportunity for all students to reach their full potential.
- Model personal responsibility and an understanding and respect for others.
- Provide student-centered learning environments where successes and mistakes are valued as part of the learning process.
- Support staff initiative, innovation, and professional development.
- Share the responsibility for education with students, families, and community.
- Promote broad-based communication and school-family-community partnerships.
- Utilize technology as an essential part of teaching and learning.

# Whitman-Hanson Regional School District FIVE-YEAR STRATEGIC PLAN 2023-2028





## Student Access

Provide students with a comprehensive learning experience through equitable access to tiered support.

### **Strategic Initiatives:**

- Expand offerings for EL students and increase their access to human and curriculum-based support.
- Create a framework connecting Social Emotional Learning (SEL) to academic work at both the elementary and secondary levels.
- Promote and expand a balanced, inclusive experience for Special Education students at all levels.
- Create opportunities to develop students' sense of belonging to the WHRSD community by increasing the opportunity for students' voices to be heard and increasing opportunities for student participation.

## Resources (Fiscal, Human, Physical)

Commit to efficient planning, acquisition, and allocation of fiscal, human, and physical resources to achieve the mission and vision of the district.

### **Strategic Initiatives:**

- Continue to revise, adjust, and forecast the WHRSD five-year budgetary growth projections and share them with the towns of Whitman and Hanson for feedback and meaningful dialogue.
- Continue to establish, revise, adjust, and forecast the WHRSD five-year capital growth matrix and share it with the towns of Whitman and Hanson and their appropriate committees.
- Oversee the MSBA building project for a new Whitman Middle School and work with members of the Building Committee to make thoughtful decisions about design, materials, and construction.
- Develop an effective staff recruitment and retention plan to meet the needs of our ever-changing student population.
- Continue to evaluate human capital across the District to ensure fiscal responsibility and efficiency while maintaining appropriately tiered supports for students.



## Communication

Develop effective communication strategies that increase mutual understanding, engagement, and empowerment.

### **Strategic Initiatives:**

- Establish expectations and methods of effective communication among families, the District, and the community.
- Establish expectations and methods of effective communication among the District, staff, and administration.
- Increase the ability for greater communication between the District and our high needs populations.

## Staff

### (Recruitment, Development, Retention)

To create an environment that is diverse, inclusive and engaging to attract, develop, and retain highly qualified staff.

### **Strategic Initiatives:**

- Develop an effective staff recruitment and retention plan to increase diversity, equity, and inclusion practices that will assist in attracting varied candidates.
- Foster an environment where staff voice is heard and ideas regarding academics, SEL, and the physical environment of school operations are shared and valued.
- Work with local institutions of higher education to establish partnerships to identify potential future teachers while they are still in high school and to enhance the pedagogy of current WHRSD staff members.

## Community/Culture

Provide a welcoming and affirming school environment that removes barriers, one where students, staff, families, and community members feel valued and have a sense of belonging.

### **Strategic Initiatives:**

- Create a multifaceted plan that ensures opportunities to share student growth, work, and success in a way that is accessible and meaningful for all.
- Build systems and spaces necessary to foster and nurture relationships among students and staff, so that every student has at least one staff member to whom they feel connected.
- Design systems and processes to engage community members in varied and meaningful dialogues to share insights, thoughts, and feelings.

## Curriculum

Provide a comprehensive, innovative, and culturally responsive curriculum that fosters engaged and adaptable students who have foundational skills that can be universally applied in an ever-changing world.

### **Strategic Initiatives:**

- In alignment with the District's MTSS framework, institutionalize the use of data in decision-making regarding instructional and learning practices.
- Ensure the curriculum integrates the Collaborative for Academic, Social and Emotional Learning (CASEL) competencies and is culturally responsive in all forms.
- Promote instructional practices that are culturally responsive and support students' social-emotional health.
- Ensure the existence of a K-12 continuum of student knowledge and data that will promote a shared responsibility for shaping a Whitman-Hanson student.