

Regional
School Unit 22

24 MAIN ROAD NORTH
HAMPDEN, MAINE 04444
(207) 862-3255

2022-2027

Strategic Plan

The plan consists of four key building blocks:

1. Student Success

- ~ Academic Excellence & Achievement
- ~ Foundational Skills
- ~ Instructional Models
- ~ Engagement

2. Professional Excellence

- ~ Recruitment & Retention
- ~ Professional Development
- ~ Best Practices

3. Community Partnership

- ~ Family & Community Engagement
- ~ RSU 22 Educational Foundation
- ~ Communication & Transparency
- ~ Campus Based Services

4. Operational Excellence

- ~ Budget Development
 - ~ Fiscal & Facilities Management
 - ~ Comprehensive Planning
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Our FOCUS is CONSISTENT RIGOR and RELEVANCE through engagement, differentiation, interventions, and relationships.



From Traditional Roots to Future Focus

Education enables all students to learn the skills, acquire the knowledge, and develop the attitudes necessary for them to reach their potential as citizens who can meet the challenges of a changing global society.

DISTRICT MISSION

RSU 22 is committed to the optimal learning of all students. To achieve our mission, we are further committed to:

- ~ fostering and modeling a love of learning
- ~ developing self-reliant, creative, and responsible citizens
- ~ providing the necessary resources
- ~ creating a community of respect and caring



A history of student and educator excellence in RSU 22.

- 2013 – Mary Giard – Maine Curriculum Leader of the Year
- 2013 – Rick Lyons – Dr. Alice Duckworth Achievement in Education Award
- 2014 – Andrea Lee – Dr. Richard H. Bartlett Adapted Physical Education Teacher of the Year
- 2014 – Barb Parent – School Nurse of the Year
- 2014 – Zach Gilpin – Gatorade Player of the Year
- 2014 – Zach Gilpin – BDN Player of the Year
- 2014 – HA Boys Basketball State Champions
- 2015 – Kathryn Foran – Waldo County Teacher of the Year
- 2015 – Emil Genest – Assistant Superintendent of the Year
- 2015 – Unified Basketball State Champions
- 2015 – HA Boys Basketball State Champions
- 2016 – Reeds Brook named Blue Ribbon School by the Department of Education
- 2016 – Dana Ross – Music Teacher of the Year
- 2016 – Unified Basketball State Champions
- 2018 – Dawn Moore – Principal of the Year
- 2018 – Kelly O'Brien – School Counselor of the Year
- 2018 – Wagner Middle School - Eastern Maine Math League Champions
- 2018 – Pat Michaud, Matt Madore, Dana Ross, Heidi Corliss, Becky Mallory – Dale F. Huff Outstanding Music Program Award
- 2019 - Russell Bartlett – Basketball Coach of the Year
- 2019 – HA Boys Basketball State Champions
- 2019 – Hampden Academy named on ESPN Honor Roll as part of its Special Olympics Unified Champion Schools National Recognition Program
- 2019 – Weatherbee – Maine Chess K-6 Division State Champions
- 2019 – Weatherbee honored by the American School Counselors Association and designated as a Recognized ASCA Model Program (RAMP).
- 2020 – Bryce Lausier – Gatorade Player of the Year
- 2021 – Susan O'Brien – Instructional Coach of The Year
- 2021 – Kimberly Raymond – School Counselor of the Year
- 2021 – Wagner Middle School - Maine Environmental Education Association grant
- 2021 Samantha Poll – Annual Award of Excellence from Maine STEM Partnership
- 2021 – HA Boys XC State Champions
- 2021 – Brittany Layman – KVAC Volleyball Coach of the Year
- 2021 – Danielle Johnson – XC Coach of the Year
- 2021 – Abbott Valentine – Boys' XC Runner of the Year
- 2022 – Hillary Hoyt – Waldo County Teacher of the Year
- 2022 – Kelsey Stoyanova – Penobscot County and Maine Teacher of the Year

We believe that:

- All citizens in our communities share the responsibility to educate our children and themselves,
- Our schools are community support systems and should welcome and encourage all members of our communities to participate, and
- Our schools will have a supportive and empowering atmosphere for all students and community members.

Four Building Blocks



Student Success

Professional Excellence

Community Partnerships

Operational Excellence

Academic Excellence & Achievement

Recruitment & Retention

Family & Community Engagement

Budget Development

Foundational Skills

Professional Development

RSU 22 Educational Foundation

Fiscal & Facilities Management

Instructional Models

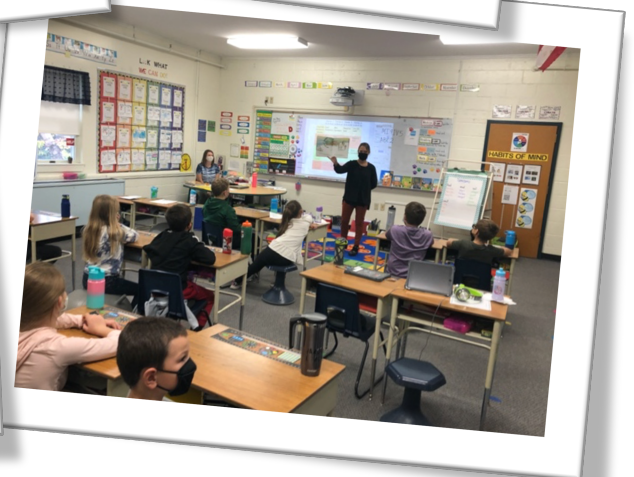
Best Practices

Communication & Transparency

Comprehensive Planning

Engagement

Campus Based Services



Student Success

Goal 1

Academic Excellence and Achievement

Action Steps

- Increase the number of students who participate in full day PK programs.
- Implement and measure rigorous curriculum consistently.
- Ensure engaging high impact instructional strategies.
- Initiate restructuring of the middle level experience.
- Evaluate and improve relevant and authentic project-based learning programming assessment tools.

Goal 2

Foundational Skills

Action Steps

- Prioritize and evaluate **PK-2** Literacy and Numeracy Fundamentals
- Amplify **3-5** Reading to Learn, Computing and Problem Solving and Writing.
- Utilize **6-8** Critical Thinking, Application of Reading, Writing, Math.
- Cultivate study skills curriculum (AVID) **3-12**
- Develop and implement concrete Advisory curriculum **9-12**
- Restructure and prioritize Civics course implementation
- Focus on Guiding Principles and Citizenship curriculum

Goal 3

Instructional Models, Pathways and Opportunities

Action Steps

- Relevant, rigorous, and innovative academic opportunities will prepare students to succeed in their chosen path. Provide early opportunities for awareness of local and regional careers (see partnership goals).
- Create a master menu from which students personalize learning pathways and map out personal goals starting in 8th grade.
- School scheduling development

Goal 4

Engagement in a diverse, global society

Action Steps

- Decrease the number of students defined as chronically absent.
- Ensure inclusive and varied opportunities for all students.
- Complete a curriculum audit for compliance with Maine state law, including measuring the degree to which our curriculum complies.
- Implement and sustain training to improve cultural competency* to better address individual student needs.

**Cultural competency: The ability to understand, appreciate and interact with students, families, and colleagues from cultures and belief systems different than our own, including but not limited to: age, disability status, gender identity, military/veteran status, national origin, race, religion, sexual orientation and/or socioeconomic status.*

Aligned Core

Critical Thinker - Problem Solver – Collaborator - Effective Communicator - Perseverance

Professional Excellence

Goal 1

Attract and Maintain High Performing Professionals

Action Steps

- Through ongoing, curriculum-focused professional development, staff will apply and discern high yield strategies that promote academic excellence and inclusion. (Skill building-three measures of success)
- Foster and develop administrators as effective leaders of human capital.
- Retain highly effective and qualified staff through less than 2% attrition.
- Increase the number of qualified candidates for the annually identified difficult to staff areas by 5%.
- Strengthen evaluation processes across all staff areas. Consistently include calibration of teacher observations, student grading, standard benchmarking, and what it means to perform at grade level in each content area.
- Prioritize student/teacher productive relationship development as an essential instructional practice.
- Response to Interventions will be implemented completely and correctly in every school.

Goal 2

Professional Development

Action Steps

- Encourage and support National Board Certification cohort growth.

Goal 3

Best Practices

Action Steps

- Foster development of effective teaching practices (i.e., project-based learning, flipped learning, research-based practices)

Aligned Core

- Critical Thinker - Problem Solver – Collaborator - Effective Communicator - Perseverance



Community Partnerships

Goal 1

Family and Community Engagement

Action Steps

- Increase the percentage of parents who participate in involvement opportunities at their child's school.

Goal 2

RSU 22 Educational Foundation

Action Steps

- Re-establish and define Educational Foundation Board and initiate activity.

Goal 3

Communication and Transparency

Action Steps

- Connect with the community to earn and promote community trust through ongoing communication, transparency, and marketing of RSU 22.
- Development of a comprehensive RSU 22 Communications Plan.

Goal 4

Campus Based Service

Action Steps

- Create and implement organized systemic on campus partnerships to increase community engagement with students.
- Partner with local organizations to provide wrap-around services to students including healthcare, nutrition, academic and social and emotional support.
- Expand the use of the RSU 22 facilities, i.e., Performing Arts Center, turf, multi-purpose room.

Goal 5

Develop Authentic Student Academic Programming Based on Community Partnerships

Action Steps

- Partner with community organizations to implement learning projects and activities with the RSU 22 community or region that are aligned with current curriculum and provide opportunities for authentic learning.
- Build partnerships with local, state, and national businesses, organizations and governments to support a variety of learning experiences.

Aligned Core

Critical Thinker - Problem Solver – Collaborator - Effective Communicator - Perseverance



Operational Excellence

Goal 1

Budget Development

Action Steps

- Maintain prudent budget development as an investment in students and sustainable practices.
- Perform ongoing review and re-evaluation of budget for expense redundancies and waste.
- Ensure equitable purchasing/procurement practices.
- Implement per pupil expenditure system; monitor and adjust, as needed.

Goal 3

Comprehensive Planning

Action Steps

- Analyze the impact (financial and academic) of streamlining programming beginning at middle school level.
- District middle level reorganization.
- Optimize technology resources district wide.

Aligned Core

Critical Thinker - Problem Solver – Collaborator - Effective Communicator - Perseverance

Goal 2

Fiscal and Facilities Management

Action Steps

- Maintain a strong financial position.
- Ensure efficient and effective business practices.
- Establish and implement sustainability practices.
- Increase funding for the district by annually attaining or superseding the per student statewide average.
- Strive to maintain K-12 enrollment at no less than 99% of previous year.
- Increase the amount of supplemental funding acquired through partnerships and competitive grant opportunities by engaging a grant writer.
- Ongoing assessment of campus facilities for immediate and anticipated need (i.e., construction, preventive maintenance, etc).

