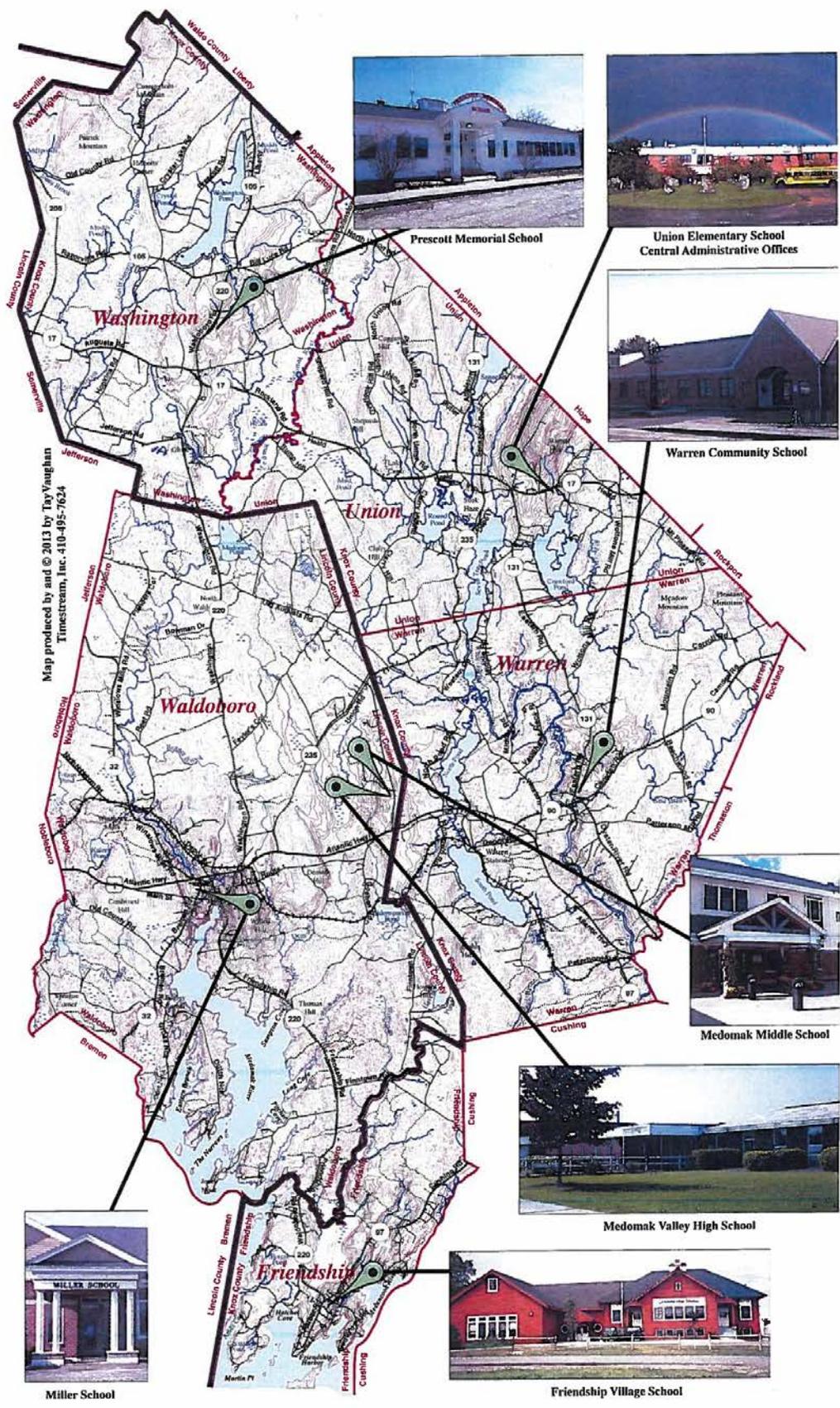




# Regional School Unit 40

Proudly Serving Friendship, Waldoboro, Warren, Washington, and Union

Comprehensive Education Plan



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## Comprehensive Planning Team

**Danny Jackson**

Board Chair, Waldoboro

**Steve Nolan**

Superintendent

**Karen Brackett**

Director of Special Services

**Tod Brown**

Board Member, Warren

**Natasha Irving**

Board Member, Waldoboro

**Karla Miller**

Business Manager

**Sandra O'Farrell**

Board Member, Waldoboro

**Linda Pease**

Assistant Principal, Medomak Valley High School

**Kim Schroeter**

Director of Instruction

**Dan Swindler**

Parent, Warren

**Linda Trenholm**

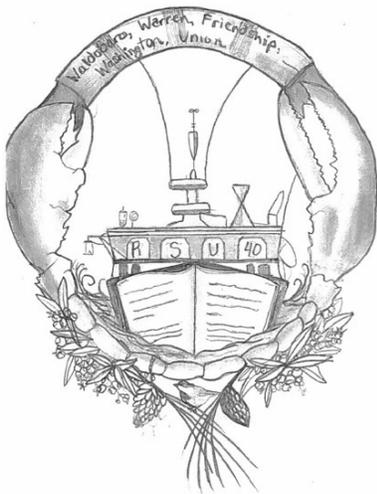
Director of Technology

**Patrick White**

Student, Medomak Valley High School

**Bob Williams**

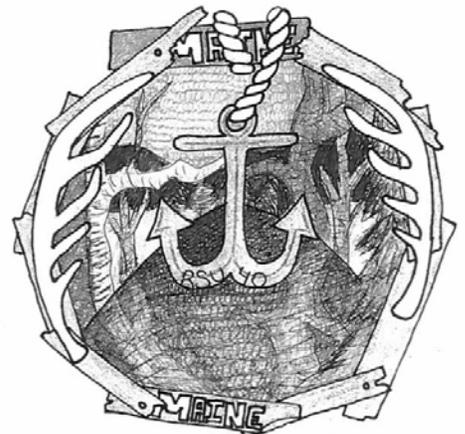
Board Member, Union



William Cox  
Class of 2019



Kaitlyn Schweiker  
Class of 2017



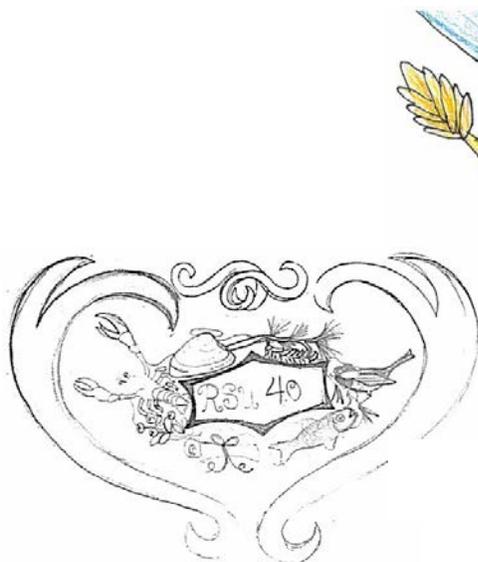
Juliette Keene  
Class of 2019

## Executive Summary

In the fall of 2015, a survey was conducted to solicit input from parents, students and staff members throughout the district to learn the values and priorities community members want to see in their school system. After the Administrative Team and the Board of Directors reviewed the survey results, a Comprehensive Education Planning Team was developed to guide the work set forth in this document. This team included representatives from different stakeholder groups in the towns served by Regional School Unit 40: students, parents, staff, administration and community members.

The Team began its work in April 2016 by reviewing the data from the community survey, existing district guiding documents and Maine regulations which outline the expectations for school approval (Chapter 125). From that review, the team identified the broad areas of work to be addressed in the comprehensive plan: Student Learning, Personnel Development and Support, and Facilities and Finances. Team members served as co-chairs of each of the committees which met on a regular basis from June 2016 through April 2017. Each committee shared its work with the Comprehensive Education Planning Team at their monthly meetings and solicited feedback from other stakeholders throughout the process.

The results of the community survey formed the basis for the clarification of the vision, mission and values. An extensive review of existing programs by the respective committees served to define the objectives and strategies for each of the goal areas; unless otherwise noted, references in the text (e.g., Section 2.04) are to Chapter 125 Basic Approval Standards: Public Schools and School Administrative Units.



Hattie Watmough  
Class of 2019



Kaitlyn Schweiker  
Class of 2017



Kaitlyn Genthner  
Class of 2020

## Vision, Mission & Values:

### Vision:

Inspire students to achieve life-long success.

### Mission:

Graduate all students with the knowledge, skills and understandings needed for success in the 21<sup>st</sup> century.

### Values:

- Ensure the safety and well-being of all students and staff
- Challenge students with a rigorous curriculum
- Use a variety of approaches and activities to help students learn
- Assign school work that is meaningful to students
- Give regular feedback about what students need to do to improve
- Provide students with extra help when they need it
- Take responsibility to ensure all students learn
- Help students to be self-confident, self-directed learners
- Work with community organizations to enrich student learning



## Outline of Goals and Objectives

### Goal 1: Student Learning

**Improve learning for all students.**

**Objective 1 – Curriculum:** Thoughtfully, effectively, and collaboratively plan and implement curriculum, instruction, and assessment that is horizontally and vertically aligned to a shared set of district-wide learning goals, guided by the Understanding by Design framework.

**Objective 2 – Professional Learning Communities (PLCs):** Provide time and support to plan, monitor and adjust instruction to impact student learning.

**Objective 3 – Resources:** Provide resources needed to support teaching and learning.

### Goal 2: Personnel Development and Support

**Increase the effectiveness of all RSU 40 staff.**

**Objective 1 – Health and Safety:** Ensure the safety and well-being of all students and staff.

**Objective 2 – Professional Development:** Provide embedded professional development to support the personal learning and growth of all staff.

**Objective 3 – Professional Growth:** Implement district-wide models for professional practice and growth.

**Objective 4 – Quality:** Ensure the quality of all personnel.

### Goal 3: Facilities and Finances

**Ensure all schools have resources to support student learning.**

**Objective 1 – Facilities:** Ensure school facilities are safe and healthy to meet students' learning needs.

**Objective 2 – Food Service:** Ensure the school nutrition program has the resources to provide an appealing, nutritious and healthy breakfast and lunch to all students, regardless of their ability to pay.

**Objective 3 – Transportation:** Provide safe and efficient transportation for all resident students to and from school, field trips, and co- and extra-curricular activities.

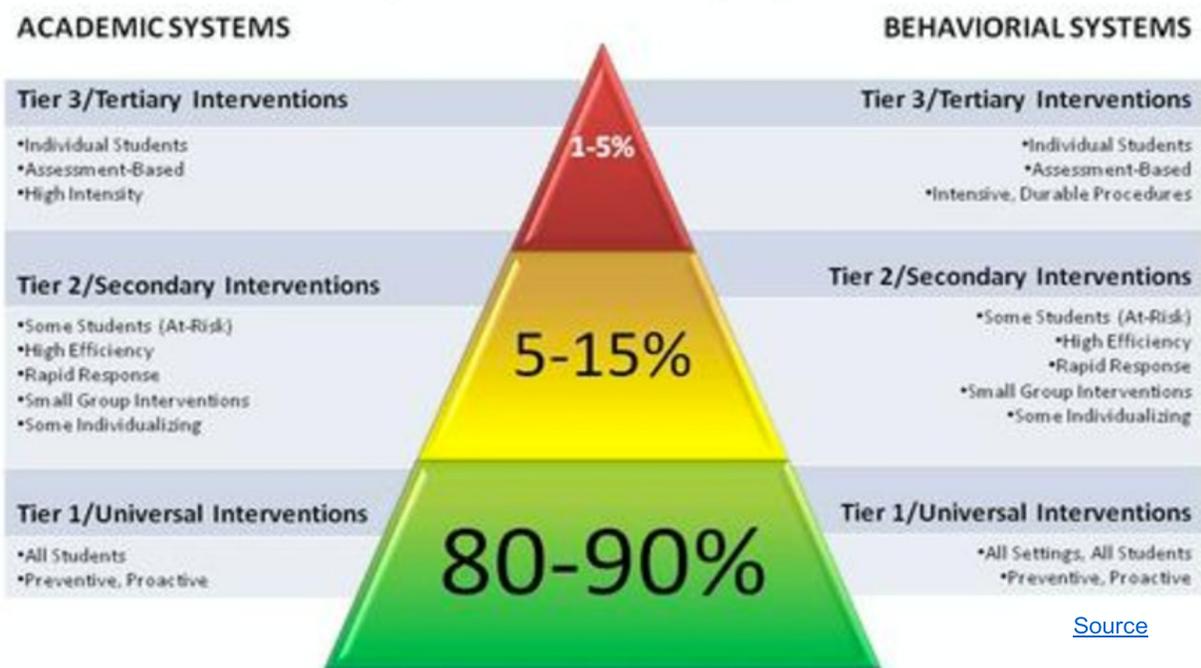
**Objective 4 – Finances:** Finance and budget at an appropriate level.

## Goals, Objectives and Strategies

<b>Goal 1: Student Learning</b> Improve learning for all students.	
<b>Objective 1 – Curriculum</b> Thoughtfully, effectively, and collaboratively plan and implement curriculum, instruction, and assessment that is horizontally and vertically aligned to a shared set of district-wide learning goals, guided by the <i>Understanding by Design</i> framework.	
<b>Strategy 1</b>	Implement an agreed upon curriculum based on the <i>Understanding by Design</i> framework to identify learning expectations and provide continuity for curriculum development. <div style="text-align: right;"><i>Section 2.04</i></div>
<b>Strategy 2</b>	Design or select common assessments aligned with the district’s learning expectations and transfer goals. <div style="text-align: right;"><i>Sections 2.01, 5.07</i></div>
<b>Strategy 3</b>	Design instructional units that provide learning experiences aligned with the learning expectations and transfer goals.
<b>Strategy 4</b>	Utilize <i>Eduplanet 21</i> to track and communicate learning expectations and goals for each content area Pre-K-12 and share this information with students, families and our community.
<b>Objective 2 – Professional Learning Communities (PLCs)</b> Provide time and support to plan, monitor and adjust instruction to impact student learning.	
<b>Strategy 1</b>	Ensure time is provided for PLCs to meet.
<b>Strategy 2</b>	PLCs focus on four essential questions: <ul style="list-style-type: none"> <li>• What do we want students to understand, know, and be able to do?</li> <li>• How will we know when they have learned it?</li> <li>• How will we respond when some students don’t learn?</li> <li>• How will we respond when some students already know it?</li> </ul> <div style="text-align: right;"><i>Sections 2.01, 2.04, 5.07</i></div>
<b>Strategy 3</b>	Monitor and support PLC work to ensure a focus on learning, a collaborative culture, and a focus on results.

<b>Objective 3 – Resources</b> <b>Provide resources needed to support teaching and learning.</b>	
<b>Strategy 1</b>	Provide library media resources to support teaching and learning. <i>Section 5.04</i>
<b>Strategy 2</b>	Ensure necessary staffing / personnel as recommended by the Maine Department of Education (Chapter 125). <i>Sections 5.02, 5.08</i>
<b>Strategy 3</b>	Procure technology tools and services that support student learning objectives as outlined in the Technology Use Plan. <i>Section 5.04</i>
<b>Strategy 4</b>	Provide multiple pathways to support teaching and learning. <i>Section 5.01</i>
<b>Strategy 5</b>	Develop and implement a multi-tiered system of support, Pre-K-12, that provides each child with differentiated learning experiences and/or assistance to achieve social and emotional development, meet the content standards of the system of Learning Results, and graduation requirements. The multi-tiered system of support will be shared with students, families and our community. <i>Section 5.18</i>

**School-Wide Systems for Student Success:  
A Response to Intervention (RtI) Model**



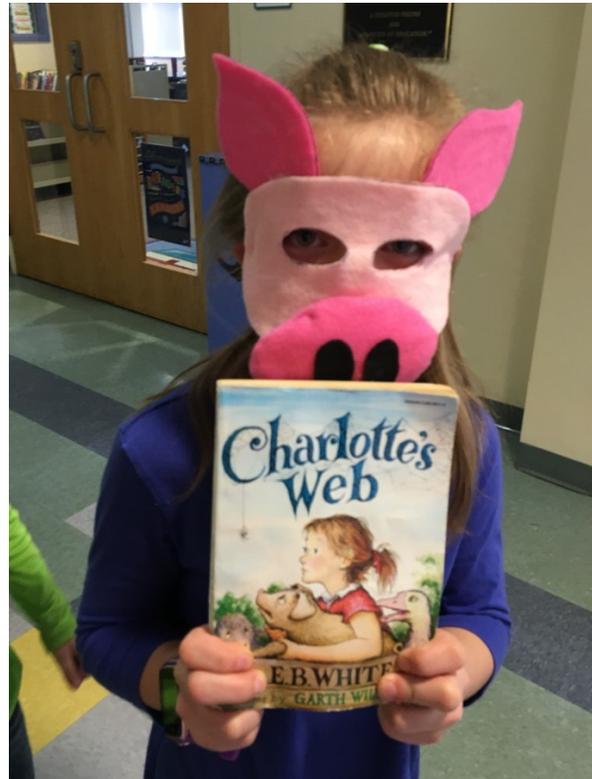
## Goal 2: Personnel Development and Support

Increase the effectiveness of all RSU 40 staff.

### Objective 1 – Health and Safety

Ensure the safety and well-being of all students and staff.

<b>Strategy 1</b>	Appoint a school physician and certified school nurse to supervise and coordinate health services. <i>Sections 5.02, 5.13</i>
<b>Strategy 2</b>	Support our school-based health and wellness center to meet the needs of the entire school community.
<b>Strategy 3</b>	Provide each school with social workers and/or school counselors to address issues related to mental health, behavior, and substance abuse. <i>Section 5.08</i>



<b>Objective 2 – Professional Development</b> <b>Provide embedded professional development to support the personal learning and growth of all staff.</b>	
<b>Strategy 1</b>	Identify and schedule all required trainings. <i>Sections 5.11, 5.12</i>
<b>Strategy 2</b>	Update job descriptions for every position.
<b>Strategy 3</b>	Recruit and train mentors for new teachers.
<b>Strategy 4</b>	Ensure all appropriate staff receive training for evidence-based universal social and emotional learning strategies, behavioral supports, and screening for behavioral health needs. <i>Sections 5.08, 5.12, 5.18</i>
<b>Strategy 5</b>	Consider additional teacher days for planning and in-service professional development.

<b>Objective 3 – Professional Growth</b> <b>Implement district-wide models for professional practice and growth.</b>	
<b>Strategy 1</b>	Provide training and support for teachers and principals in the Performance Evaluation and Professional Growth system. <i>Section 5.11</i>
<b>Strategy 2</b>	Use summative rubric scores for teachers and principals to inform professional development. <i>Section 5.11</i>

<b>Objective 4 – Quality</b> <b>Ensure the quality of all personnel.</b>	
<b>Strategy 1</b>	Review hiring and retention patterns to identify reasons staff seek employment in RSU 40; why they stay; and why they leave. <i>Section 5.02</i>
<b>Strategy 2</b>	Recruit and compensate all staff competitively within our region.
<b>Strategy 3</b>	Employ a sufficient number of certified administrative and professional personnel to deliver the approved instructional programs of the district. <i>Section 5.02</i>
<b>Strategy 4</b>	Employ a superintendent of schools certified in the State of Maine to oversee the operations of the district’s schools. <i>Section 5.02</i>
<b>Strategy 5</b>	Employ full-time certified principals for each school to supervise the operation and management of each school and school property. <i>Section 5.02</i>
<b>Strategy 6</b>	Ensure all professional personnel hold certification appropriate to their assignments and any state licenses required by statute and Maine Department of Education Rule Chapter 115. <i>Section 5.02</i>
<b>Strategy 7</b>	Ensure all support personnel meet all applicable state requirements for authorization or approval, as specified in Maine Department of Education Rule Chapter 115. <i>Section 5.02</i>
<b>Strategy 8</b>	Appoint an attendance coordinator who is certified or registered in mental health, social welfare, or educational systems and approved by the Commissioner. <i>Section 5.02</i>

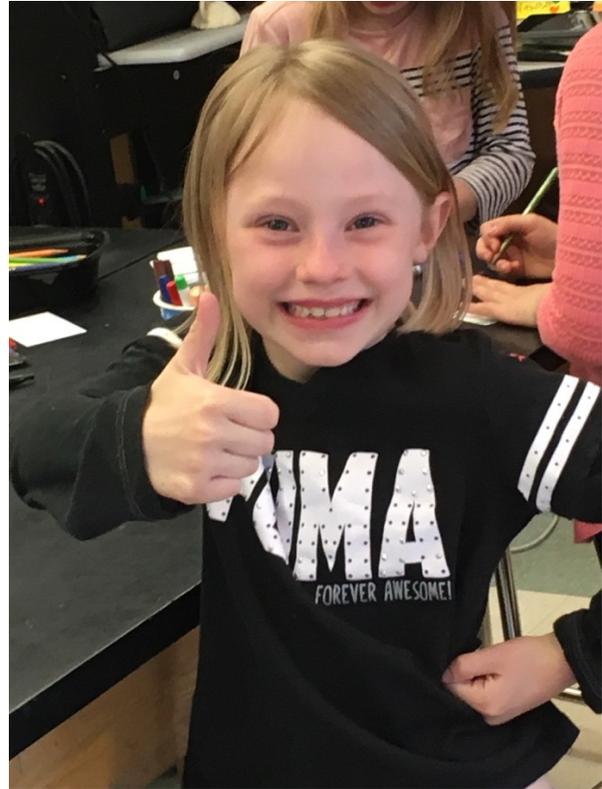


**Goal 3: Financial and Facilities Oversight**  
**Ensure all schools have resources to support student learning.**

**Objective 1 – Facilities**  
**Ensure school facilities are safe and healthy to meet students’ learning needs.**

<p><b>Strategy 1</b></p>	<p>Conduct studies to evaluate options and inform plans to renovate/upgrade each school.</p> <p style="text-align: right;"><i>Section 5.03</i></p>
<p><b>Strategy 2</b></p>	<p>Maintain a 5-year maintenance plan for HVAC, plumbing and electrical, roof systems, as well as interior and exterior of the buildings. Budget each year for maintenance, personnel resources and unexpected maintenance issues.</p> <p style="text-align: right;"><i>Section 5.10 and Chapter 64, Section 2(B)</i></p>
<p><b>Strategy 3</b></p>	<p>Plan and budget for a 10-year capital improvement plan and allocate a sum of money to fund the improvements.</p> <p style="text-align: right;"><i>Chapter 64, Section 2(C)</i></p>





**Objective 2 – Food Service**

**Ensure the school nutrition program has the resources to provide an appealing, nutritious and healthy breakfast and lunch to all students, regardless of their ability to pay.**

<b>Strategy 1</b>	Allocate sufficient resources to the school nutrition program for personnel, training and equipment.
<b>Strategy 2</b>	Develop a survey for students to find out why they do not participate in the breakfast and lunch programs and address the issues.

**Objective 3 – Transportation**

**Provide safe and efficient transportation for all resident students to and from school, field trips, and co- and extra-curricular activities.**

<b>Strategy 1</b>	Purchase or construct a bus garage.
<b>Strategy 2</b>	Maintain buses and replace buses on an appropriate cycle.
<b>Strategy 3</b>	Continue to fund and execute bus and van drivers' physicals and random drug testing.

<b>Objective 4 – Finances</b> <b>Finance and budget at an appropriate level.</b>	
<b>Strategy 1</b>	Educate residents about the district’s financial standing throughout the year to include current needs and the associated costs.
<b>Strategy 2</b>	Establish and maintain a fund balance up to the amount allowable by law and create reserves for maintenance projects and capital improvements.
<b>Strategy 3</b>	Build a budget that accurately supports the needs of the district.





Katie Wescott  
Class of 2017

## Regional School Unit 40

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Friendship Village School  
Miller Grade School  
Prescott Memorial School  
Union Elementary School  
Warren Community School  
Medomak Middle School  
Medomak Valley High School