

SCHOOL DEPARTMENT ACTION TASKS

Priorities: Immediate (I)=within 1 year; Short-Term (ST)=1-3 years; Mid-Term(MT)=3-5 years; Long-Term(LT)=5-10 years

NOTE: Priorities may have two time frames and they may start in the shorter time frame, but take longer to complete.

#	Goal Actions	Primary Entity	Subentity(ies)	Evaluation Metrics	Priority	Status July 2022
G1-2	Encourage young families and schoolchildren to use/enjoy our outdoor resources.	Bike/Walk Committee	School Department, Recreation, Conservation Commission, Commission on Disabilities	Change in numbers of young families/school children using outdoor resources.	I	Bike/Walk Committee reached out regarding signage for upcoming events. District has provided support.
G1-6	Increase awareness among residents about the value of natural resources through learning programming.	Planning & Conservation Department	Conservation Commission, School Department	Types of outreach. Number of people reached. Programs supported as a result of increased awareness.	ST	Pending
G1-10	Provide and support inter-generational programming.	Library	Council on Aging, Historical Commission, School Department	Number of offerings. Number of participants. Participant satisfaction. Ages of persons participating.	ST	Requires further clarification
G1-26	Identify and encourage conditions that attract and support Black, Indigenous, and People of Color population.	Selectboard	Administration, All entities	Process for identifying issues concerning BIPOC population and for monitoring the experience of Town services across all demographics. Process for identifying challenges and addressing them. Change in Town demographics. Change in diversity of people participating in civic life.	ST/MT	School Committee's Racial Justice Task Force comprised of school committee members, district administrators, teachers and community members is actively collaborating to create a culture of inclusion.
G1-27	Increase transportation options for members of the South Hadley community, including affordable and accessible options.	Selectboard	Administration, Commission on Disabilities, Council on Aging, School Department	Types of transportation available. Number of people taking trips. Change in routes. Change in number of routes. Fee for trips.	MT/LT	Administration has re-evaluated transportation routes in order to provide an affordable option to all families to have access to bus transportation.
G1-28	Support changing student demographics and needs.	School Department	Library	Demographics of people served. Change in programs.	MT	The district maintains close oversight of changing demographics and works collaboratively through curriculum processes, resource allocation, teacher professional development to address the evolving needs of a changing school population.
G1-31	Foster Town engagement with college/university personnel and consultants to provide special expertise.	Administration	Other entities as appropriate	Number of personnel used. Type and effectiveness of services provided.	ST, MT, LT	Ongoing
G2-15	Increase visibility of, communication about, and investment in the arts, education, and associated activities in the community.	Cultural Council	Historical Commission, Old Firehouse Museum, School Department, Library	Changes in participation. Change in financial support. Primary entity would change depending on the project.	ST	High School Principal collaborating with Cultural Council on upcoming event at Senior Center. The District has begun a partnership with supporters of music programs to build a sustainable long-term plan for music and band growth in South Hadley Public Schools. The arts will continue to be supported as an integral part of a comprehensive educational program.
G3-10	Consider alternative community heating and cooling sites and work to identify and map new potential sites.	Board of Health	Administration, Council on Aging, School Department, Library, Sustainability & Energy Commission	Number of sites. Date map available. Number of uses. Date of use. Reason for use.	ST	Pending
G3-14	Incorporate addressing climate change/resiliency into routine permitting and operations.	All boards and committees		Date new mandate adopted. Changes to Zoning or subdivision regulations adopted. Impact on projects.	ST	Requires further clarification

Comment

May be discussed at Nov. forum

ongoing

ongoing

Ongoing

ongoing

G3-19	Consider solar energy and install as feasible at public facilities.	School Department	Capital Planning	Date of installation. Change in electricity purchases. Reduction in carbon footprint of power produced.	ST/MT	Pending
G3-20	Hire staff and recruit volunteers from a wide base in terms of diversity and educational backgrounds.	School Department	Administration, Commission on Disabilities	Change in demographics of new hires and volunteers.	ST	We have begun to use additional tools for advertising job openings in the district including Indeed, Linked In, School Spring and other alternative recruiting sites. This allows the district to cast a wider net to increase the diversity of its applicant pool.
G3-21	Install solar arrays on the South Hadley High School with battery storage in conjunction with SHELD.	School Department	SHELD, Sustainability & Energy Commission	Number of arrays installed. Change in cost of energy.	MT	Pending
G3-22	Reach outside South Hadley for hiring purposes.	School Department	Administration	Residential location of hires.	ST	We have begun to use additional tools for advertising job openings in the district including Indeed, Linked In, School Spring and other alternative recruiting sites. This allows the district to cast a wider net to increase the diversity of its applicant pool.
G3-24	Work with boards and committees to produce videos to welcome new members and give them a brief overview of responsibilities.	SHCTV	All boards and committees	Number of videos. Number of boards and committees participating. Feedback from viewers.	ST	Requires further clarification
G3-25	Encourage people of diverse backgrounds to run for boards and/or apply for committees to ensure broad representation of all residents in government functions.	All boards		Number of candidates identified. Number of candidates elected. Change in demographics of candidates.	ST/MT	On-going
G3-28	Establish a grant program to provide internet-enabled devices to low-income households.	SHELD	Council on Aging, School Department, Library	Date grant program established. Number of devices provided.	ST/MT	Requires further clarification
G3-29	Work with Council on Aging and Library to provide training for those unfamiliar with connecting to online resources.	SHELD	Council on Aging, School Department, Library	Number of requests for help. Number receiving training. Primary will depend on population to be served.	ST	Requires further clarification
G4-1	Create working groups of staff and committee and board members to meet regularly around common priorities to identify and work together toward shared objectives.	All boards, committees, and departments	Administration, Selectboard	Date working group created. Number of shared priorities identified. Number of group actions being pursued. Number of actions completed.	ST	On-going
G4-4	Improve inter-departmental communications within the municipality and to the public.	Administration	All departments	Number and types of communications. Feedback from residents and business owners.	ST/MT	On-going - Tiger Times and updated website are efforts to try and enhance awareness of district activities, growth opportunities, needs, etc.
G4-5	Provide professional development for all departments and committees as appropriate to improve skills in website content development and presentation.	Administration	All departments	Date provided. Number of participants.	ST/MT	On-going
G4-8	Create a central resource directory on the Town website for all listing and linking to all current plans, reports and key data.	Administration	All boards, committees, and departments	Date resource created. Relevance of information provided. Use of information.	ST/MT	Pending
G4-13	Prior to Town Meeting, review proposed bylaws as to legality, consistency with other bylaws, and alignment with the goals of this Master Plan Update and make recommendations for action (recommend or not recommend) to the Selectboard and Town Meeting.	Bylaw Review	All other boards and committees	Date(s) bylaws reviewed. Number of committees and/or proposers consulted. Recommendations made. Votes by Town Meeting.	ST/MT	Pending
G4-22	Post articles in area newspapers, Town's website and social media.	All boards and committees		Number of articles posted. Number of responses or other feedback.	ST/MT	Requires further clarification. District maintains ties with local news outlets and works to cultivate positive working relationships.

Ongoing

G4-24	Look at ways to coordinate services with the School Department's Human Resources.	HR/Administration	School Department	Changes in coordination of services. Amount of time and/or money saved.	ST/MT	Requires further clarification
G4-27	Work with boards, committees and departments to identify baseline data for impact evaluation and standard metrics, as appropriate.	Master Plan Implementation Committee	All boards, committees, and departments	Date baseline data identified. Schedule for collection of baseline data. Date(s) data collected.	MT	Requires further clarification
G4-28	Work with boards, committees, and departments to monitor progress towards goals using metrics recommended in this Master Plan Update, as appropriate.	Master Plan Implementation Committee	All boards, committees, and departments	Identify schedule and process for monitoring. Feedback from boards etc. as to usefulness. Dates of progress updates to Selectboard, Planning Board, and Town Meeting.	MT/LT	On-going
G4-29	Work with Town Administrator, Planning Board and Selectboard to determine whether there are additional reporting mechanisms that should be put in place, for example to flag an urgent issue.	Master Plan Implementation Committee	Administration, Planning Board, Selectboard, All Departments	Date additional reporting mechanisms identified. Number of users. Feedback on effectiveness.	ST/MT	On-going
G4-33	Communicate progress on goals twice a year to the entire community.	School Department		Date(s) of communications. Feedback.	ST	The district is prepared to provide quarterly updates in regards to the goals in the Master Plan, particularly those that are listed with "I" and "ST" priorities. Separately the District is prepared to present twice a year regarding the progress of the District Improvement Plan goals.

meeting with MPIC to be scheduled