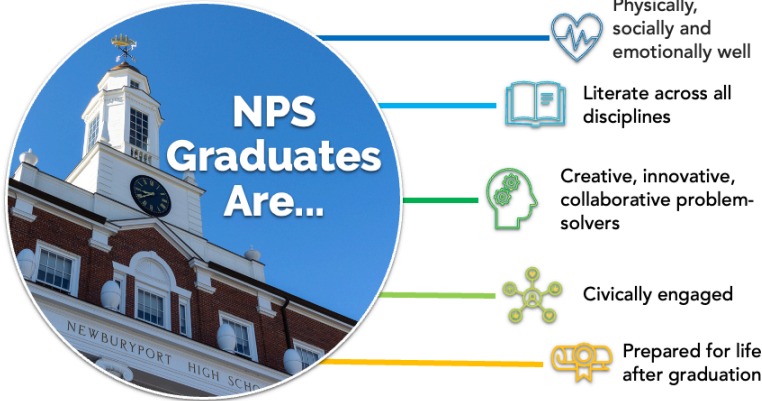


NPS District Strategic Goals, School Year 2023-24

Guided by our Portrait of a Graduate

Newburyport's Portrait of a Graduate



Aligned to our Five Strategic Objectives

Reimagine...

1. Teaching and Learning
2. Supports so all Students are Ready and Able to Learn
3. A Culture of Self Discovery and Personal Achievement
4. Organizational Design and Operations
5. An Active Community of Stakeholders

Our strategic theme is to *reimagine*, an idea that reminds us that continuous learning and a cycle of improvement are the hallmarks of effective educational decision-making.

Structured to Address State Guidelines and Focused on Identified Needs

School districts already have structures in place to guide two-year goal setting plans at all levels. Each of these plans (see below) identify the specific and measurable actions the district, school, or educator will be taking to achieve (1) the Portrait of a Graduate vision and (2) the strategic objectives.

Level	Plan	Development	Reporting
District	District Goals and Improvement Plan	Superintendent and School Committee	Annual updates are reported to School Committee
School	School Improvement Plan	Principals and School Councils	Annual updates are reported to the Superintendent and School Committee
Educators	Educator Goal	Educators	Annual evaluation cycle is overseen by the school administrative team

District Goals

NPS uses a future focused planning model that identifies a 2-year tactical cycle (see graphic). We have aligned this cycle with the DESE guidelines for goal setting.

DESE recommends four areas for the district level two-year goals. Below are the identified NPS goals for the DESE areas.

1. Professional Learning Goal

We will increase our instructional leadership expertise and capacity within the district to support teachers in meeting the needs of all learners as measured by increased teacher leader-run professional development and implementation of instructional-focused PD during building faculty meetings (areas of growth to be identified by principals in SIPs)

2. Student Learning Goals

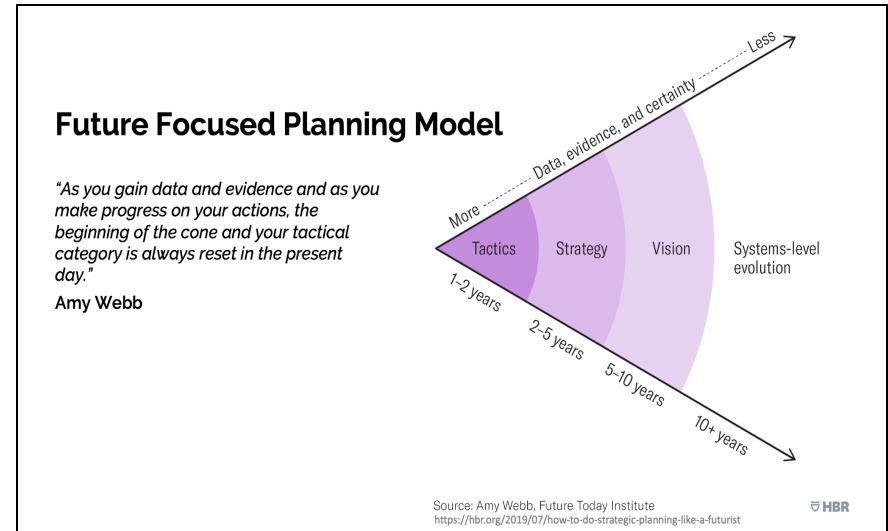
We will increase support to improve student achievement for all students while closing existing achievement gaps for high needs students as measured by 50% of all students in the newly established language based programs achieving high growth in MCAS.

3. School Improvement Goals

We will increase the ability of grade-level and content-specific professional learning communities to use student, parent and teacher-friendly data cycles as measured by implementation of the iReady testing platform in grades 1-8; student-led data conferences in grades 6-8; and regular data meetings at grades 1-8.

4. District Improvement Goals

We will have a system to ensure a comprehensive, rigorous, equitable, and relevant curriculum that is aligned to the Massachusetts curriculum frameworks as measured by ongoing development and documentation of course maps.



Goal-Strategic Objective Matrix

For each goal, our tactical focus areas align with our strategic objectives.

Reimagine:	Teaching and Learning	Supports so all Students are Ready and Able to Learn	Culture of Self Discovery and Personal Achievement	Organizational Design and Operations	Active Community of Stakeholders
<p>Professional Practice Goal We will increase our instructional leadership expertise and capacity within the district to support teachers in meeting the needs of all learners</p>	<p><i>Phase 2</i> Implementation Foundations, MyView curricula (K-3) as measured by observations, schedules and educator feedback</p> <p><i>Phase 1</i> Implementation of Ready Math (K-5) as measured by observations, schedules and educator feedback</p>	<p>Expand Language and Strategies Based Professional Development through Orton-Gillingham training for 10 teachers and Landmark Outreach for NHS grade 9</p>	<p>Expand behavioral health capacity</p> <p>District-level support for student voice programs</p>	<p>Structures to Support Active Teacher Leadership as measured by full participation by teachers in leadership positions (Instructional Leadership Team, Curriculum Leaders, Building Leadership Teams)</p>	<p>Structures to Support Active Teacher Leadership as measured by full participation by teachers in leadership positions (Instructional Leadership Team, Curriculum Leaders, Building Leadership Teams)</p>
<p>Student Learning Goal We will increase support to improve student achievement for all students while closing existing achievement gaps for high needs students</p>	<p>High impact and engaging instructional practices are used across the district as measured by expanded use of district coaching team (literacy, math, technology) and educator participation in in-service offerings</p>	<p>Special education program development (Independent Development, Language Based, Therapeutic) as measured by school schedules, staffing and program evaluations.</p>	<p>Provide high impact vacation and summer programs for intervention and advancement as measured by student participation rates</p>	<p>Reimagine the organization of the special education department to provide more support for program development and teacher evaluation as measured by a new department structure (staffing and budget)</p>	<p>Provide annual MCAS report</p> <p>Support student-led data meetings at grades 6-8</p> <p>Establish Superintendent Advisory Committee</p>

<p>School Improvement Goal We will increase the ability of grade-level and content-specific professional learning communities to use student, parent and teacher-friendly data cycles</p>	<p>Establish & implement communication protocols for sharing DIBELS & iReady data to students and parents</p>	<p>Continue to evaluate intervention programs at K-8 levels using iReady, MCAS & common assessment data</p>	<p>District level support for student-centered data analysis as measured by grade 6-8 student-led conferences and advisory meetings in grades 9-12</p>	<p>Established district-level reporting structure as measured by parent and school committee reports</p>	<p>Established district-level reporting structure as measured by parent and school committee reports</p>
<p>District Improvement Goal We will have a system to ensure comprehensive, rigorous, equitable, and relevant curricula</p>	<p>Ongoing cycle of curriculum and assessment review</p>	<p>Continue to support building level implementation of district-wide multi-tiered systems of support (behavioral health, SSTs) as measured by building-based professional development and principal evaluation of system</p>	<p>Provide high impact vacation and summer programs for intervention and advancement as measured by student participation rates</p> <p>Establish DESE Pathways at NHS</p>	<p>Special education program development</p>	<p>Continue to build community connections to support a culture of belonging (e.g., Human Rights Commission, Peace Prize, Global Citizenship)</p>