

The port where  
tradition and  
innovation  
converge...



CELEBRATING THE  
100TH DAY  
TRADITION

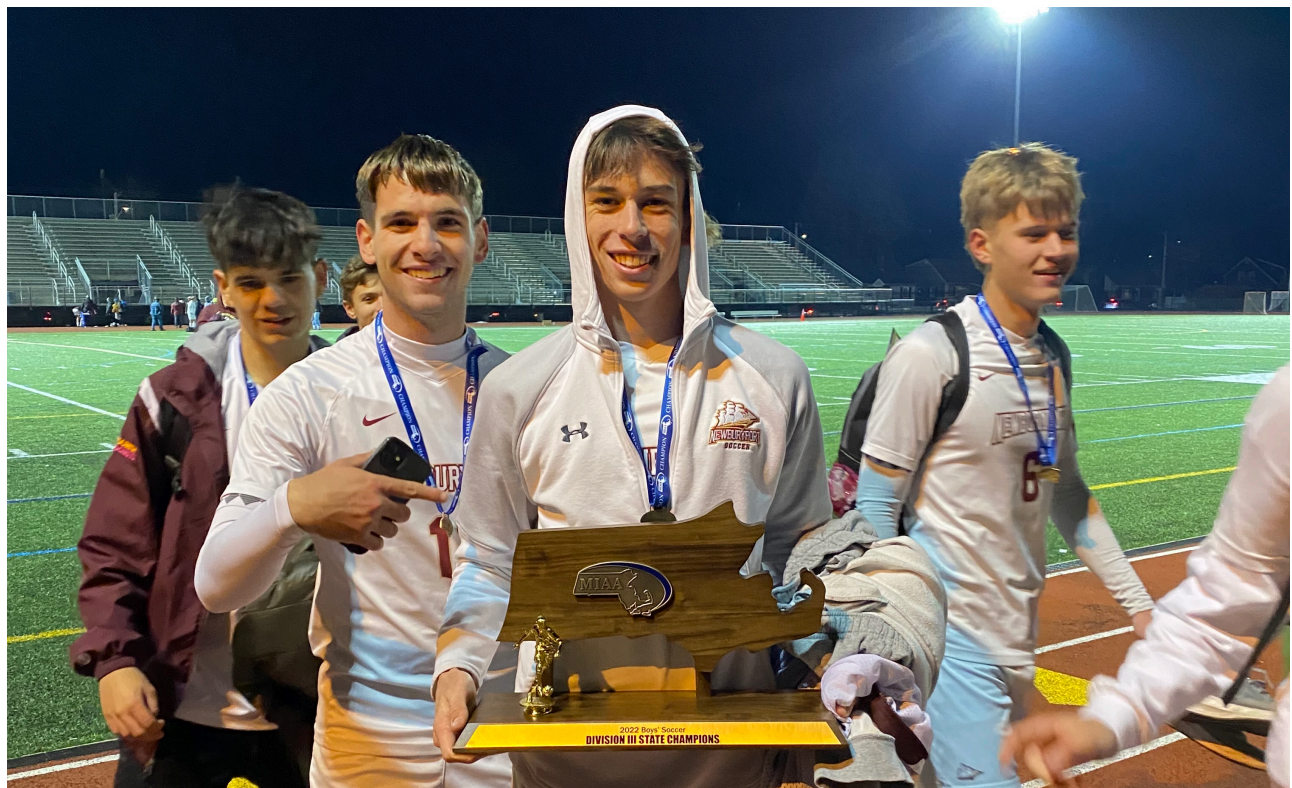


BUILDING SAILING  
ROBOTS  
INNOVATION



ONWARD, FORWARD  
NHS GRADS  
CLIPPER PRIDE

# NEWBURYPORT Public Schools



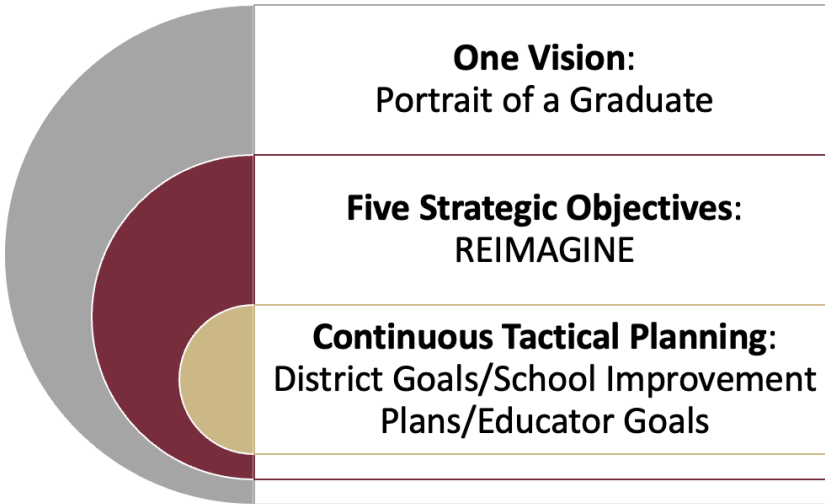
## 2022-23 Strategic Plan Update

From preschool to grade 12, NPS scholars accomplished goals, found passions, and created friends. Educators pursued strategic initiatives, bringing our strategic plan to life and reminding us that continuous learning is the hallmark of effective education.

**It was a great year  
to be a Clipper!**

# NPS Strategic Plan






In an ever-changing world, schools must be responsive and agile. Our Strategic Plan serves as a guide for decision making, goal setting, and operational planning.



## PORTRAIT OF A GRADUATE VISION

Newburyport Public Schools’ decisions begin with the end in mind—a vision of the skills, knowledge, and mindsets every student will have upon graduation.

The Portrait of a Graduate outlines five goals for every graduate. Guided by this clear vision, NPS will provide every child with experiences and opportunities so they can grow, learn, and leave NPS ready for their future.

<p><b>physically, socially, emotionally well</b></p> 	<p><b>literate across all disciplines</b></p> 	<p><b>creative, innovative, collaborative problem solvers</b></p> 	
<p><b>Newburyport Public Schools Graduates are...</b></p>			<p><b>civically engaged</b></p> 
			<p><b>prepared for life after graduation</b></p> 

## FIVE STRATEGIC OBJECTIVES



## REIMAGINE...

Teaching and learning

Supports so all students are ready to learn

A culture of self-discovery and personal growth

Organizational design and operations

An active community of stakeholders

# A Comprehensive Literacy Plan

NPS continued implementation of the District Literacy Plan including professional development for educators in new curriculum resources and the current research on teaching reading and writing.

- Daily phonics lessons using the *Foundations* program in grades K-3
- K-6 literacy lessons focus on fluency, comprehension, and word work
- Science of Reading workshops provide foundational teacher professional development
- We continue to build pathways towards biliteracy with 9 NHS students graduating with a Seal of Biliteracy (languages include Spanish, Portuguese, and French)
- 6-12 curricula develop reading, writing, speaking and listening skills by using best practices for literacy instruction



# Special Education Program Development

The district has invested in professional development and staff to expand supports and programs to meet the needs of all our learners. Our focus has been on increasing educator expertise in the co-teaching model, where a special educator and general education teachers work collaboratively in one classroom.

In addition, we have made significant progress towards our goal of building both Strategies-Based and Language-Based programs for students at every grade level.

- Co-teaching educator workshops with Collaborative for Educational Services
- Investments in staffing to allow for co-teaching classrooms in grades K-12
- K-8 administrators attended DESE professional development: *Paving the Way for Reading Proficiency for all Students Including those with Dyslexia*
- Intensive program development with Landmark Outreach at every school
- Targeted language and strategies-based programs implemented in grades 2-8
- 12 teachers trained in Orton-Gillingham approach to treating dyslexia



## Student Behavioral Health

To meet our strategic objective of reimagining supports so all students are ready and able to learn, the district invested in educator professional development, program supports, and curriculum development.

- Therapeutic and transitional programs for students in every grade level
- Comprehensive PK-12 health and wellness curricula
- 15 teachers certified by Lesley College in Trauma & Learning; an additional 20 teachers completed course one



## Data-Informed Instruction

NPS has invested in tools, staff, and organizational structures to ensure educators can make data-informed instructional decisions. Using a variety of tools and strategies, parents and/or guardians and students can measure progress and growth.

- 85% of all Nock Middle School families participated in the pilot of student-led conferences, helping students and their parents/guardians understand their goals and data
- iReady was implemented in grades K-8 to support math and literacy progress monitoring. Beginning, middle and end of year data will be reported to the community moving forward
- District Data Team of administrators and teacher leaders meet regularly to review data to impact district and school level decision making
- A district data analytics dashboard will support looking at standardized and district-developed assessment data to analyze instructional effectiveness, monitor student growth, and provide parents/guardians with holistic data on student growth



# Student Voice and Leadership

When young people have a voice in their own educational experience, students are invested and teaching is improved. This year, NPS invested in expanding opportunities for your people to speak up, speak out, and lead.

- 2 district dialogue coaches and over 50 teachers trained in dialogical classroom strategies allowed for the creation of student-centered, discussion-based lessons
- 1275 students in grades 6-12 participated in regular small group advisory meetings, providing every student with an adult mentor
- 60+ NHS and 50+ Nock students influenced administrative decision making through participation in student leadership groups
- 115 NHS students and 61 community partners created a vibrant NHS internship program
- Over 200 NHS students participated in 58 in-house college visits and 15 NHS students were accepted at “on the spot” admissions days
- Through School Committee commendations, principal newsletters, and school programs, hundreds of students were publicly recognized for their contributions and accomplishments

# Innovation in Teaching and Learning

The world our students are learning in is changing daily. NPS educators are taking the lead in reimagining curricula and teaching to provide every student with a pathway towards the Portrait of a Graduate vision.

- Educators at every level completed phase one of curriculum mapping, articulating learning standards and outcomes for all NPS courses
- Newburyport Education Foundation (NEF) supported 60+ teachers learning iPad technologies to enhance teaching
- 110 high school students participated in college level dual enrollment classes; 25 seniors graduated with transferable credits; 1 student graduated with an associates degree
- 350+ students participated in Newburyport High School’s iPad Lease-to-Own program
- Strategic growth of NHS’s integrated arts program was enhanced by NEF donations of photography and video labs and district investments in curriculum development
- Teachers across the district continue to participate in professional development programs to create student-centered lessons and units



# Learning Beyond the School Day

Learning does not stop when the bell rings. 2022-23 investments ensured that NPS students have opportunities to learn, grow and explore even when school is out.

- 175 K-3 students participated in a new teacher-led after school classes
- 80+ grade 7-12 students participated in the Advanced Summer Academy
- NHS and Nock Middle Schools continued to offer a wide range of clubs and teams
- Dance, Dungeons & Dragons, and a 3-on-3 basketball tournament were a few of the 9 after school classes offered to 6-8th grade students
- Hundreds of students in grades PK-12 performed at the Newburyport Education Foundation sponsored Arts Festival



# Award Winning Secondary Programs

The NHS Clippers lead the way with award winning engineering, poetry, and athletics! Competing against athletes and scholars across the state (and in the case of Sailboat, university level engineers from across the US and Canada), Newburyport students showcased Clipper excellence.

- Boston Globe Dalton Award
- State Champion Athletic Teams
  - Boys Soccer
  - Girls Lacrosse
  - Girls Tennis
  - Girls Spring Track
- State Champion Slam Poetry Team
- First Place International Sailbot (robot) Regatta Team

# High Impact Educational Leadership

Our people are our greatest resource. By investing in strong relationships with our labor unions and creating opportunities for educators to grow and learn, NPS has built a vibrant work culture.

- 3 unions (Newburyport Teachers Association, Instructional Assistants, AFSCME) with one vision built through collaborative problem-solving and regular meetings
- Over 50 teachers in instructional and building leadership positions
- \$200K-plus investment of operational and grant funds (e.g., Swasey Foundation) supports hundreds of educators in attending classes, conferences, and professional development programs

# Reimagined Organization and Operations

The needs of educational organizations are also changing. Reimagining our organization and operations allowed us to strengthen our capacity to meet every student’s needs and build a responsive organizational culture.

- Investments in intervention teachers at every level provide active supports to address pandemic-related learning loss
- Expansive English Language Learner program ensures a supportive transition into NPS for all our learners
- New Human Resources Director position ensures the district operations and procedures are responsive and compliant, maintaining stability in staffing across the district



# 2023 Graduates—Onward, Forward!

The Class of 2023 will be moving on to work, military, and post secondary education.

- 25 seniors graduated with transferable college credits from dual enrollment programs
- 1 senior graduated with an Associate Degree
- 21 Advanced Placement courses were offered in 2022-23; students in US Gov't and Politics, US History, Calculus BC, Spanish Language and Culture, and Human Geography classes averaged above 4 points
- 88% of students will be attending a 2 year (7%) or 4 year (81%) colleges
- Of the 182 students attending college, 54% of students will be attending a public college and 46% will attend a private college
- 3 students will be enlisting in the US Military

