

PORTRAIT OF A NEEDHAM GRADUATE



District's Strategic Plan
Update to the School Committee
June 21, 2022

FY22 Progress on Priority 1: Students Are Drivers of Their Own Learning



Rolled out first full year of in-person Full-Day Kindergarten supporting the development and agency of the whole child, with a curriculum that focuses on exploration, projects, and hands-on learning



Supported student achievement and growth (e.g., sampling of high school students' work); and Elevated student voice (e.g., student initiative for recognizing Indigenous Peoples' Day and student art show entitled "Your Voice Matters")



Provided opportunities for students to report on their perceptions of school climate, safety, wellness, social-emotional learning, etc. by administering the MetroWest Adolescent Health Survey & District Survey; feedback informs plan for next school year



Expanded formal Racial Literacy curriculum as a pivotal step in implementing culturally responsive teaching and learning, guided by the Roadmap for Becoming A Culturally Responsive Educator



Expanded Data Science electives beyond NHS to Pollard, and in partnership with elementary classes; Rolled out 5 new elementary science units with kits for hands-on learning

FY22 Progress on Priority 2: Students Experience Integrative Learning



Worked to provide additional opportunities for Interdisciplinary Learning through a partnership of the Literacy Leadership Team and Social Studies Leadership Team, jointly developing inclusive interdisciplinary content and practices



Furthered high school technology integration with SAMR model (substitution, augmentation, modification, redefinition) to provide students with more options for completing coursework and innovative ways to demonstrate what they learned



Formed a Mental Health Task Force and drafted an initial District Mental Health Plan designed to ensure equitable access to a continuum of evidence-based and data driven mental health supports and strategies



Made progress on an elementary level Multi-Tiered System of Support for students to receive interventions in literacy, math, and social-emotional learning; Piloted Second Step SEL assessment and new elementary Illustrative Math program



Administered the comprehensive STAMP Assessment (standardized measure of proficiency) to all 11th grade students to set goals for their world language skill development and expand opportunities for students to attain the State Seal of Biliteracy

FY22 Progress on Priority 3: Students Learn within Adaptable Environments



Adapted the Fall reopening plan and health protocols (including COVID testing options) to ensure that all schools could remain open to full time instruction throughout the 2021-2022 school year; 1,826 school days saved due to Test & Stay protocol (as of June 1)



Realigned classroom schedules to accommodate Elementary Arts Integration programs where students engaged in a creative process connecting an art form and another subject area and meeting the evolving objectives in both



Identified potential school schedules for maximizing our students' experiences and opportunities; Identified work-arounds to address opportunities not fully possible with current schedules



Expanded curriculum enrichment programs held outdoors (e.g., Navigation Games and Orienteering at SWES) and Revitalized some Field Trip opportunities to see performers and artists from diverse cultures



Engaged families and the community in supporting district priorities through Open Houses, Zoom meetings, Parent University, family programs and curriculum meetings, the REAL Coalition, PTC partnerships, MOU with Needham Police, Performance Report

FY22 Progress on Priority 4: Infrastructure Supports Needs of All Students



Developed and received approval on FY23 Budget in support of equity and Portrait plan; FY22 budgeted resources thoughtfully deployed to ensure safe and healthy schools & additional counseling staff



Worked collaboratively with the Town and School staff to move forward with the School Facilities Master Plan; Secured design and construction funds from Town Meeting for the historic renovation of the Emery Grover School Administration and Operations Building



Recruited and supported a qualified and diverse staff throughout the pandemic; Appointed over 44 educators; Increased the number of staff of color working for the Needham Public Schools (Human Resources SC Presentation)



Provided professional learning to support equity work (e.g., 70+ educators trained on assessment and targeted instruction for students who struggle with reading and language; IDEAS courses; professional development on Culturally Responsive Teaching, Universal Design for Learning, Restorative Practices, etc.)



Developed draft framework for a cohesive professional learning program aligned with the strategic plan -- Portrait of A Needham Educator

Next Steps: Portrait Strategic Plan



In FY23, we will work to **scale and optimize** the Actions for going forward.

FY23

FY24

*As we refine the Actions needed year over year, our **Portrait vision** will guide us.*

In FY22, with a full return to an in-person model, we addressed gaps in student learning & development as we continued to **focus on equity**.

FY22

In FY21, despite the pandemic and remote learning models, we built on the initial year's Actions and looked for ways to **integrate** best practices and new ideas.

FY21

FY20

As we began to implement the Portrait Plan, our focus was on the existing bright spots and foundational Actions we could take to **explore and prepare** for this work.

PRIORITY 1

All Students Are Drivers of Their Own Learning

Strategic Objective A:

Incorporate opportunities for student choice, independent learning, personalized pathways

Strategic Objective B:

Provide structures and experiences that enable student efficacy, leadership, and voice

Strategic Objective C:

Teach students content and skills necessary for them to grow personally and academically

FY23 ACTIONS:

1.1: Expand Universal Design for Learning (UDL) to support a personalized learning experience that allows room for student agency, voice, and choice

1.2: Expand the use of the Roadmap for Becoming A Culturally Responsive Educator so that all students experience learning in a way that is reflective of their backgrounds, cultural differences, interests, and learning preferences

1.3: Implement student-centered and culturally-responsive elementary Math instruction

1.4: Integrate instructional practices and assessments into the curriculum to reinforce Portrait competencies with students in developmentally appropriate ways from grades PreK to 12

PRIORITY 2

All Students Experience Integrative Teaching & Learning

Strategic Objective A:
Extend interdisciplinary teaching and learning practices Pre-K to 12

Strategic Objective B:
Embed Portrait competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices

Strategic Objective C:
Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression

FY23 ACTIONS:

- 2.1: Expand Interdisciplinary Learning for students at all grade levels**, building on progress made by staff through teaming and curriculum mapping across disciplines
- 2.2: Implement a Multi-Tiered System of Support that is data-driven & equity focused** to match academic, social emotional, and behavioral assessment & resources to every student
- 2.3: Strengthen strategies that support a positive climate and learning environment for student engagement**
- 2.4: Prepare for the launch of a comprehensive system of Mental Health support** that widens the mental health safety net for all students

PRIORITY 3

All Students Learn & Grow Within Adaptable Environments

Strategic Objective A:

Support & design classroom models and environments that foster collaboration and innovation

Strategic Objective B:

Provide time, schedules, and spaces that promote learning objectives

Strategic Objective C:

Complement instruction with accessible learning beyond classroom, within community, and in partnership with families

FY23 ACTIONS:

3.1: Expand the use of alternative opportunities for student learning (e.g., community service learning, nature trail, Community Farm, DPW for recycling, internships, local colleges for project-based learning,)

3.2: Refine and optimize school schedules to provide consistent time on learning and allow time for student support, targeted intervention, collaboration/teaming

3.3: Identify and provide additional mechanisms for engagement with families and the community to ensure all students have the resources and support they need to learn and grow (e.g., accessible options beyond the school day; ensuring access points for diverse groups; collaborating on becoming an antibias/antiracist district)

Priority 4

Infrastructure Supports Needs of All Students

Strategic Objective A:

Provide staffing, facilities, and budget resources aligned to district priorities

Strategic Objective B:

Implement recruitment, retention, and development process for staff growth and diversity

Strategic Objective C:

Establish a professional learning structure supporting equity and the Portrait vision

FY23 ACTIONS:

4.1: Develop a fiscally responsible FY24 budget plan that meets student needs and supports innovative programs in response to strategic priorities; Negotiate fair and competitive contracts for Units C, D & E

4.2: Implement the recommendations of the School Facilities Master Plan and the renovation of the Emery Grover Admin building

4.3: Continue to diversify the educator workforce through targeted and measured recruitment and retention

4.4: Develop and launch a cohesive professional learning program aligning implementation of the strategic plan with specific workforce competencies and equity for all

The Portrait represents our commitment to EQUITY and Shared Vision of the Future for our Pre-K to 12 Students:

PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

CREATIVE THINKERS AND PROBLEM SOLVERS

COMMUNICATORS AND COLLABORATORS

SOCIALLY & CULTURALLY RESPONSIVE CONTRIBUTORS

RESPONSIBLE AND RESILIENT INDIVIDUALS

EMPOWERED LEARNERS

