



# **FY20 DISTRICT ACTION PLAN**

**YEAR 1 of Implementing our Vision:  
PORTRAIT OF A NEEDHAM GRADUATE**

*School Committee presentation - June 18, 2019*

# Continuing the District's commitment to Equity: 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**

A poster titled "PORTRAIT OF A NEEDHAM GRADUATE" with the subtitle "SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS". It features a silhouette of a diverse group of people of various ages and heights. Below the silhouette, the text reads "PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...". The poster lists five categories of skills and attributes: Creative Thinkers and Problem Solvers, Communicators and Collaborators, Socially and Culturally Responsive Contributors, Responsible and Resilient Individuals, and Empowered Learners. Each category includes a brief description of the skills. The poster is framed with a blue and white circuit-like pattern.

**PORTRAIT OF A NEEDHAM GRADUATE**  
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**  
Raise questions driven by curiosity; Analyze relevant information;  
Express creativity; Design and innovate solutions

**COMMUNICATORS AND COLLABORATORS**  
Listen effectively; Articulate ideas using a variety of communication  
strategies and skills; Interact with others respectfully and productively;  
Contribute to teamwork

**SOCIALLY AND CULTURALLY RESPONSIVE CONTRIBUTORS**  
Understand and respect diversity; Act with empathy and courage to  
ensure equity, access, and an anti-racist culture; Address local and  
global issues through civic and community engagement

**RESPONSIBLE AND RESILIENT INDIVIDUALS**  
Take responsibility for actions; Make healthy choices to achieve  
physical and emotional well-being; Self-advocate;  
Persist to overcome personal challenges; Adapt to change

**EMPOWERED LEARNERS**  
Discover and integrate content from multiple disciplines;  
Engage in self-directed learning; Use technology to support  
learning and navigate a digital world

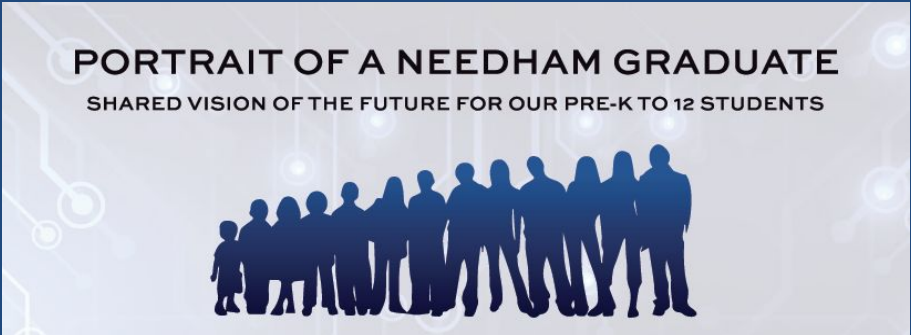


Needham  
Public Schools

# DISTRICT-WIDE APPROACH TO PORTRAIT IMPLEMENTATION

- Take Action steps over 5 years with success measured in terms of outcomes of our students (Portrait competencies)
- Start where we are now and work toward ***DISTRICT PRIORITIES:***
  - 1. All Students Are Drivers of Their Own Learning***
  - 2. All Students Experience Integrative Teaching and Learning***
  - 3. All Students Learn and Grow Within Adaptable Environments***
  - 4. Infrastructure Supports Needs of All Students***

# PORTRAIT Roadmap FY20-FY25



Three years from now, we will work to **scale and optimize** the Actions for going forward.

FY22

FY23

*As we refine the Actions needed four years from now and beyond, the **Portrait vision will guide us.***

In FY21, we will build on the initial year's Actions and start to **integrate** best practices and new ideas.

FY21

FY20

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

# PORTRAIT Roadmap FY20-FY25

**1. ALL STUDENTS ARE DRIVERS OF THEIR OWN LEARNING**

Expand opportunities for student-centered learning, including independent study, career exploration, elective paths; Integrate technology to support personalized learning.

**FY22**

**FY23**

*We envision: Every student engaged in student-centered learning, with choice and voice in how they learn.*

Focus on students' opportunities for personalized learning; Identify/eliminate barriers to access.

**FY21**

**FY20**

Collect data and assess our current practices; Introduce our students to Portrait competencies.

# 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:*

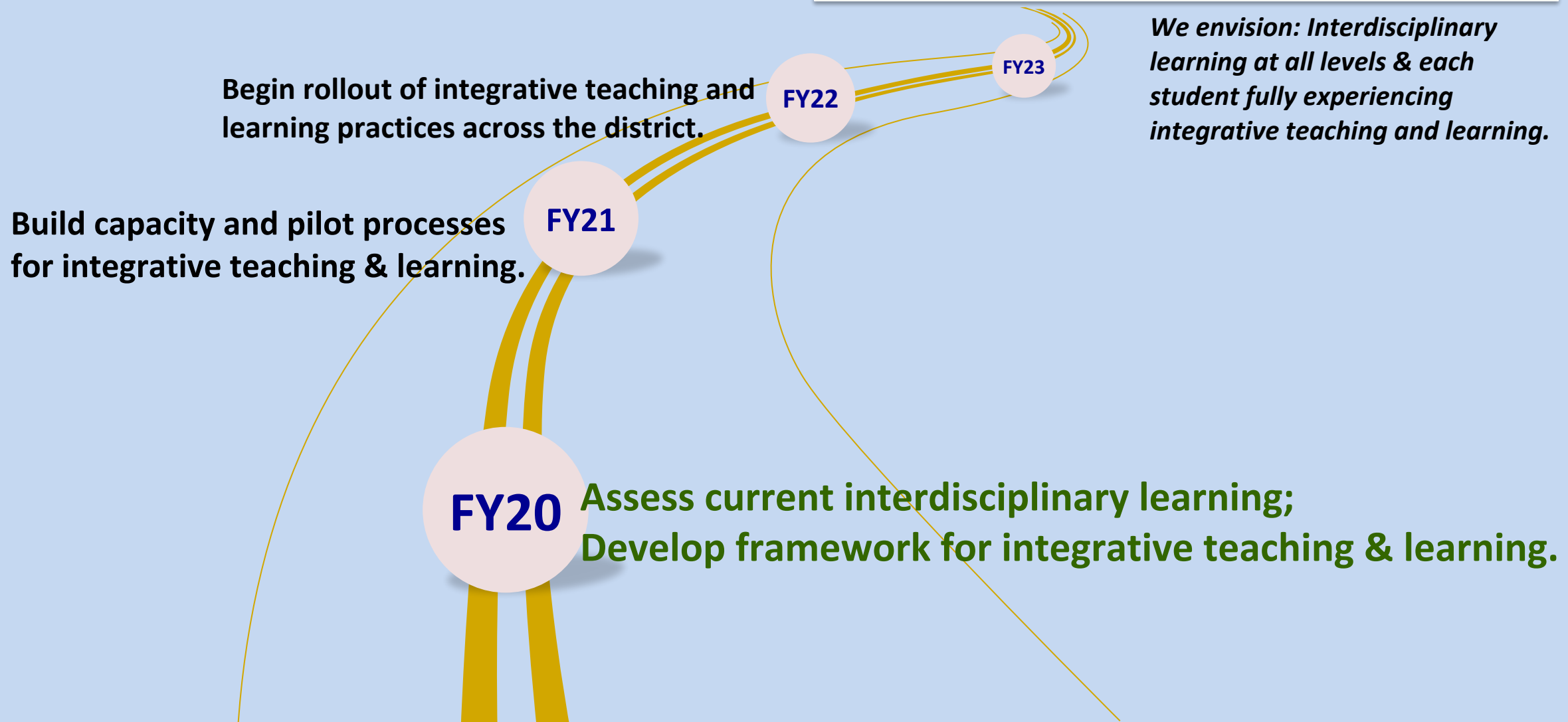
Teach students content and skills necessary for them to grow personally and academically

## ***ACTIONS for exploring & preparing in FY20:***

- Develop common understanding of student-centered learning & assess current practices
- Launch Full-Day Kindergarten and document fit with Portrait competencies
- Assess & expand existing structures/experiences for student efficacy, leadership, voice
- Continue to align Science and Social Studies curriculum and student-centered instruction to state standards
- Introduce Portrait to all students in developmentally appropriate ways
- Report results of student self-assessment on Portrait competencies

# PORTRAIT Roadmap FY20-FY25

## 2. ALL STUDENTS EXPERIENCE INTEGRATIVE TEACHING & LEARNING



## 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

## ***ACTIONS for exploring, preparing, and bringing cohesion to our work in FY20:***

- Develop common understanding of interdisciplinary teaching and learning and assess current practices
- Support existing interdisciplinary teaching and highlight best practices
- Align and synthesize district's multiple plans, initiatives, and assessments\*
- Develop framework for integrative teaching & learning

\* Technology Strategic Plan, District Curriculum Accommodation Plan, District Framework for Social & Emotional Learning, Equity REAL Plan, multiple assessment methods, Portrait



# PORTRAIT Roadmap

## FY20-FY25

### 3. ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS

Provide schedules to allow for internships & flex time;  
Expand K2 model, makerspaces, break-out rooms;  
Pilot cross-grade/multi-age classrooms, Innovation Cluster;  
Offer more accessible field trips/travel.

FY22

FY23

*We envision: Flexible spaces & schedules for full engagement within school, and learning enhanced outside with local & global community and in partnership with families.*

Continue to plan for providing adaptable environments and engage community in Portrait process.

FY 21

FY20

Develop plans for providing adaptable environments;  
Provide Family Education on Portrait.

## Priority 3: ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS

### *Strategic Objective A:*

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

### *Strategic Objective B:*

Provide time, schedules, and spaces that promote learning objectives

### *Strategic Objective C:*

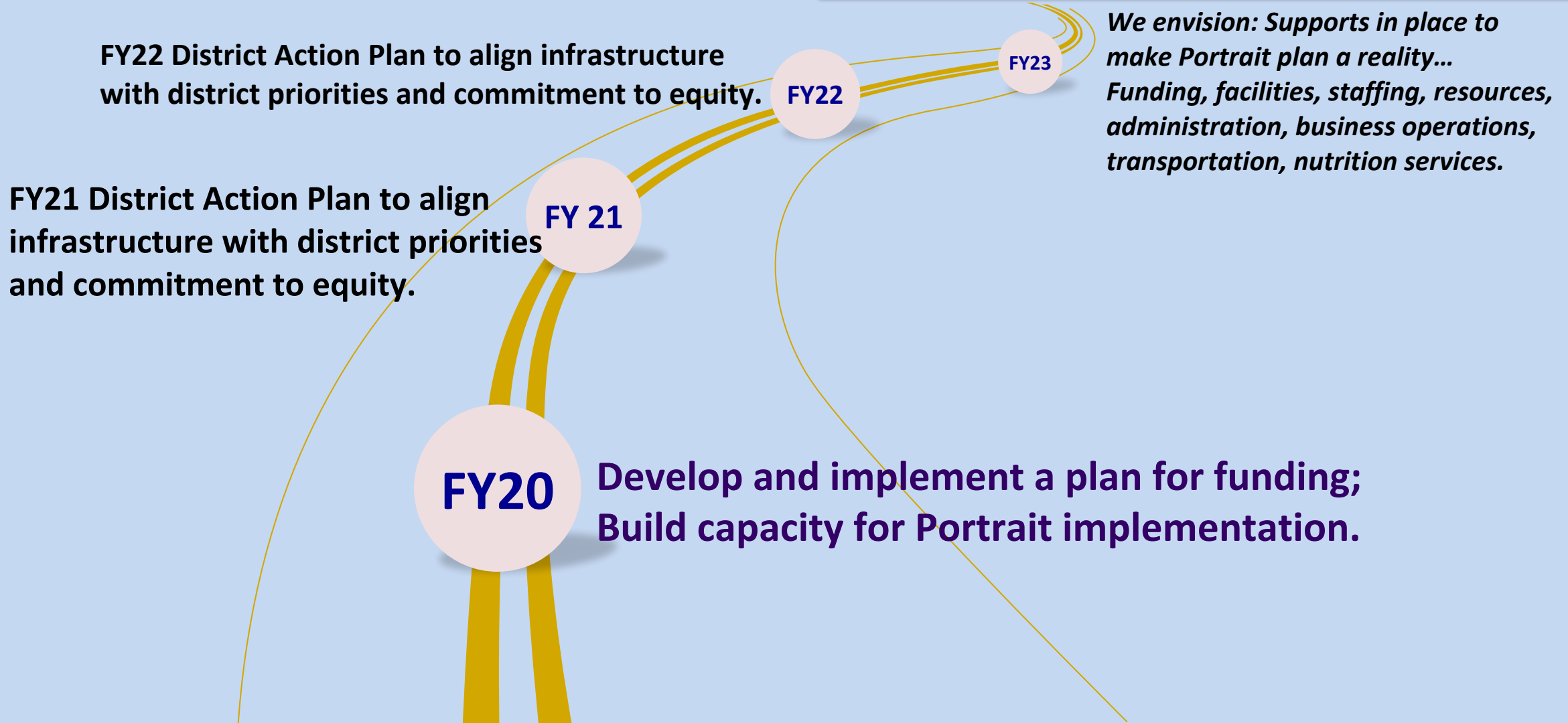
Complement instruction with accessible learning beyond the classroom, within community, and in partnership with families

### ***ACTIONS for exploring & preparing in FY20:***

- Plan for expansion of classroom models and environments for collaboration, innovation, cross-grade & multi-age learning experiences (e.g., Buddy classes)
- Develop plans for alternative scheduling
- Plan and prepare to adapt existing spaces within classrooms & schools to meet students' needs (e.g., creative seating, standing desks)
- Evaluate learning opportunities beyond the classroom for accessibility & Portrait alignment
- Partner with community members and businesses to plan for learning opportunities beyond the classroom (e.g., internships)

# PORTRAIT Roadmap FY20-FY25

## 4. INFRASTRUCTURE SUPPORTS NEEDS OF ALL STUDENTS



## 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

### ***ACTIONS for exploring & preparing in FY20:***

- Prepare FY21 District Budget supporting equity and Portrait vision
- Assess potential impact of Portrait plans on the district's future organizational structure, staffing, facilities, business operations and systems, transportation, & nutrition services
- Formalize Human Resources plans and structures for recruitment and retention of diverse & qualified staff
- Assess the district's current Professional Learning and plan for a cohesive program (e.g., Portrait of A Needham Educator)

# NEXT STEPS

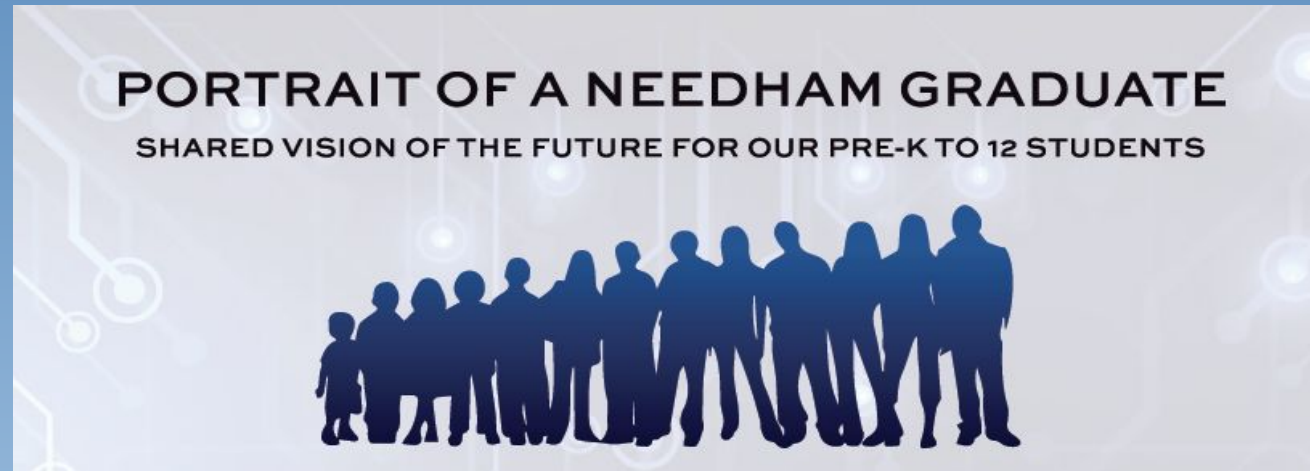
- ✓ **School Committee approval of FY20 District Plan at July School Committee Meeting**
- ✓ **Systems, processes, & structures will be created to complete work outlined in this plan**
- ✓ **Annual District Plans over 5 years will build on FY20 actions/outcomes to integrate, scale, and optimize the implementation of our Vision**
- ✓ **Portrait progress will be reported as actions/outcomes of District Plan, School Improvement Plans, Department Goals, Professional Practice Goals, and Evaluations**

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***District's commitment to Equity: Portrait planning focuses on ALL our students and the impact of our actions on them***



# QUESTIONS? COMMENTS?



## FY20 DISTRICT ACTION PLAN