

# District Strategic Plan 2022-26

Initial Approval: 10/24/2022

Updated: 9/2023



## Introduction

*A committee of fifteen members representing students, faculty, administration, community members, school council, and an outside consultant met over the course of eight months in 2021-22 to craft the Strategic Plan outline. The committee sought input by reaching out to stakeholder groups using personal contact and survey technology. They researched the work of other school systems, identified the themes for our plan, and collaborated towards a draft. The School Committee reviewed the draft and provided endorsement of the Vision Statement and Core Value Statements. We are committed to use the plan as a guide for future decisions.*

## District Vision

*We commit to providing a high-quality education centered around dynamic learning and personal well-being in a community where everyone can **find belonging**.*

## Core Value Statements

1. Engage in Learning with Courage
  - We strive to inspire all students toward excellence by developing robust academic and social learning habits and skills.
  - We embrace challenges and mistakes as they provide opportunities for deeper learning and build resilience.
  - We believe the educational environment should foster joy, courage, and curiosity.
2. Promote Balance and Well-Being
  - We believe in supporting each person's physical, emotional, and social well-being to help build resilient, connected individuals.
  - We practice kindness towards self and others to strengthen our compassionate school community.
  - We encourage students to ask questions and self-advocate.
3. Cultivate an Equitable, Just & Inclusive School Culture
  - We believe in fostering an inclusive and equitable school culture that affirms the dignity of all.
  - We value diversity and respect towards one's self and others.
  - We develop the confidence and ability to understand diverse perspectives, collaborate, and practice restorative justice.
4. Value Individuals and Relationships
  - We value students as individuals and respect their distinct contributions and perspectives.
  - We recognize that students learn, grow, and define success in different ways.
  - We strive to develop positive relationships through respect, trust, and active listening.
5. Partner with Community
  - We believe that students are best served when schools, families, and communities are committed to open communication, mutual respect, and collaboration.
  - We appreciate that the Harvard community provides the necessary resources to best serve our students, and we hold ourselves responsible for the appropriate use of those resources.

Core Value: Engage in Learning with Courage		
Five Year Goals	District Level Measures/Actions Year	District Level Measures/Actions Year 2
	Use this <a href="#">link</a> to see progress from Year 1	
<p>Update academic pathways and curriculum alignment to ensure dynamic and equitable learning for all students</p> <p>Increase student voice and choice in advocating for their learning needs while increasing a sense of belonging for all</p> <p>Explicitly support social learning and executive functioning for our students' success in school and life</p> <p>Improve assessment, grading and homework practices that embrace students' challenges and support a growth mindset</p> <p>Increase inclusion opportunities for students</p> <p>Intentionally increase joy, courage, and curiosity in student learning</p>	<p>By June 2023 the assessment results for reading will be compared from prior years against the piloted phonics teaching materials and methods in grades K and 1 and we will have a recommendations for grades K-5</p> <p>By June 2023 the project based learning pilot in grades 3 and 4 will be evaluated with recommendations for FY24</p> <p>By June 2023 the co-teaching model at Bromfield will be evaluated and recommendations made for FY24</p> <p>By June 2023 students will have increased opportunities for club involvement, class activities, and school travel experiences</p> <p>By June 2023 a committee will review executive functioning programs and make recommendations for FY24</p>	<p>Throughout the 2023-24 school year information will be shared out to the School Committee and the parents on the implementation of the Universal Design for Learning framework for instruction</p> <p>By June 2024 data will be collected and analyzed on the phonics program in grades K-3 and recommendations from the Literacy Task Force will be shared with the School Committee and the parents</p> <p>By June 2024 data will be collected, analyzed, and shared on the new middle school math pathway, unlevelled 9th grade English, co-taught classes and middle school language acquisition</p> <p>By June of 2024 a recommendation will be shared on the piloted MS schedule and a new pilot for the HS schedule</p>

Core Value: Promote Balance and Well-Being		
Five Year Goals	District Level Measures/Actions Year 1	District Level Measures/Actions Year 2
<p>Create a model for belonging that is embedded across all aspects of a student's school experience</p> <p>Provide supports for all members of the school community that address social, emotional, physical well-being</p>	<p>By December 2022 Organize a K-12 committee to create a model for belonging, model completed by June 2023; Include expectations for culture/climate</p> <p>By March 2023 create and administer a survey for students and faculty that establishes a baseline for belonging</p>	<p>By June 2025 define portraits of a graduate for the Harvard Public Schools as prepared during the NEASC process</p> <p>By December 2024 establish and collaborate with student advisories on pilot schedules, food service changes, travel opportunities, capital</p>

<p>Increase opportunities to promote volunteerism across PK-12 within the community</p> <p>Promote student involvement in identifying and adopting enrichment programs for all students</p> <p>Explicitly promote and develop self-advocacy skills within the content instruction and assessment</p>	<p>By March 2023 set a date for the Challenge Day (or similar program) to return to Bromfield and plan for the continuation and actions connected to the experience</p>	<p>improvements, and other district/school initiatives</p> <p>By June 2024 incorporate the new DESE Health and Physical Education frameworks into the district</p> <p>By December 2023 and again by June 2024 evaluate the food service changes</p> <p>By March 2024 develop an action plan for sharing out and responding to the Title IX report</p>
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Core Value: Cultivate an Equitable, Just, and Inclusive School Culture		
Five Year Goals	District Level Measures/Actions Year 1	District Level Measures/Actions Year 2
<p>Increase consistent restorative justice opportunities for students</p> <p>Evaluate curriculum and resources for DEI and adjust curriculum for bias and culturally responsive teaching</p> <p>Increase the diversity of staff and support their success in our district</p> <p>Assess and address opportunity gaps identified in the equity audit</p> <p>Ensure respectful classroom environments that enable students to demonstrate respect for diverse perspectives and collaborate</p>	<p>By December 2022 create a district restorative practices exploration team/committee to research restorative practices in schools</p> <p>By March 2023 standardize the language and use of reflection practices and share the information with parents, staff, and students</p> <p>By June 2023 review curriculum policies for support of DEI and recommend any changes</p>	<p>By June 2024 refine restorative justice practices at all three levels. Share information with the School Committee and parents</p> <p>By March 2024 update all policies that involve curriculum, curriculum materials, and instruction to ensure support for DEIB</p> <p>By June 2024 plan and host six presentations to the students or parents on DEIB topics</p>

Core Value: Value Individuals and Relationships		
Five Year Goals	District Level Measures/Actions Year 1	District Level Measures/Actions Year 2

<p>Recognition beyond academic honors, sports achievements, and performances</p> <p>Explore other pathways through high school, internships, travel exchanges, and travel opportunities</p> <p>Valuing students' stories and backgrounds</p> <p>Advisory program with trained mentors and mentees.</p>	<p>By December 2022 increase the number of ways and the expand the number of students highlighted to their peers and to the community</p> <p>By April 2023 establish student forums and affinity groups</p> <p>By June 2023 establish a committee to study the schedules at Bromfield and set outcomes and a timeline for the following year</p>	<p>By June 2024 recognize students serving on advisories, club members, artists and writers, and other individuals</p> <p>By June 2024 provide new opportunities for student travel and volunteer opportunities</p> <p>By June 2024 plan a pilot high school schedule that provides opportunities for advisory type programs</p>
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Core Value: Partner with Community		
Five Year Goals	District Level Measures/Actions Year 1	District Level Measures/Actions Year 2
<p>Establish varied pathways for members of the community to be involved and provide input to the district and ensure a range of voices are heard.</p> <p>Design processes and policies that align budgeting with core values and vision statements.</p>	<p>By October 2022 send out bi-weekly summaries of the School Committee meetings</p> <p>By February 2023 create and mail out a communication of district highlights to the town residents</p> <p>By June 2023 host at least 4 public forums and 4 coffee chats</p> <p>By June 2023 establish a curriculum tracking system that will help inform budgeting needs</p>	<p>By December 2023 increase newsletters and communications from the district to the parent community using the new platform</p> <p>By April 2024 prepare and support a budget for FY25 that includes funds for materials, programs, and faculty in alignment with our vision statement and core values</p> <p>By June 2024 interact with the Harvard community through in-person events, surveys, and through on-line forums</p> <p>By June 2024 finish the curriculum tracking system that was started last year</p>