

Harvard Public Schools
Strategic Plan Development
District Improvement COVID Plan
2020-21

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 2013 to craft the Strategic Plan document. 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, Mission, and Core Value Statements. We are committed to use the plan as a guide for future decisions.

Vision Statement: The Harvard Public Schools community, dedicated to educational excellence, guides all students to realize their highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively, and communicate effectively. They develop the confidence and ability to understand diverse perspectives, collaborate, and contribute to their local, national, and global communities.

Mission Statement: Our mission is to provide an outstanding educational experience for all students and to help them develop curiosity, perseverance, and social responsibility.

Core Value Statements:

Student Achievement – We believe the Harvard public schools inspire, prepare, and challenge all students toward academic excellence while recognizing that students reach their individual potential in different ways.

Personal Growth – We believe in helping all students attain a balance between academic achievement and physical, emotional, and social well-being, so that they become productive, confident, and caring citizens.

Partnerships – We believe that students are best served when schools, families, and community share a common vision and are committed to open communication, mutual respect, and collaboration.

Resources – 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.

School Climate – We believe that the Harvard public schools strive to create a safe and inclusive environment for students, faculty, and staff that values diversity and fosters respect for learning, self, and others.

Core Value: Student Achievement

We believe the Harvard public schools inspire, prepare, and challenge all students toward academic excellence while recognizing that students reach their individual potential in different ways.

Title	Goal	Measures	Conditions	Mid-Year Update/Status
Remote Teaching and Learning	Develop a remote and hybrid learning model that expands students' knowledge, provides safety and support, and capitalizes on the benefits provided by these circumstances.	<p>By 1/4/21 we have implemented changes based on at least 2 survey data collections.</p> <p>By 2/1/21 all teachers have attended 5 PD trainings on the topic of improved remote teaching.</p> <p>By 3/31/21 a presentation has been made to the SC that includes the effectiveness of the changes made in both learning modes.</p> <p>By 5/31/21 principals have provided feedback to teachers at least twice on their remote teaching and learning practices.</p>	<p>Funding for professional development</p> <p>Time for professional development</p> <p>Data organization</p> <p>Parent/guardian/student participation with surveys</p> <p>Technology support and resources</p>	<ul style="list-style-type: none"> - There have been two surveys done to collect feedback from parents/guardians and students. - Changes include adding Wednesdays to the elementary schedule, testing for COVID, streaming more classes, more consistency in the use of remote tools and Google Classroom. - All teachers have participated in 12 professional development days of training. We brought a Teachers21 expert in for 4 all district trainings so far this year. - Principals are doing observations of teachers during their remote classes

				and providing feedback to teachers. Teachers are also using survey data for their specific grade level.
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Core Value: School Climate

We believe that the Harvard Public Schools strive to create a safe and inclusive environment that values diversity and fosters respect for learning, self, and others.

Title	Goal	Measures	Conditions	Mid-Year Update/Status
Antiracism	Create a district culture that confronts racism, actively addresses aggression and educates all on the harm of silence.	<p>By 12/31/20 students will have completed multiple surveys that ask for their insight into the needed work of the district with regards to racism.</p> <p>By 5/31/21 all teachers and staff will have participated in at least 3 professional development offerings on the topic of racism/diversity, equity and inclusion.</p>	<p>Time and funding for professional development</p> <p>Data analysis</p> <p>We will use mistakes as learning opportunities while prioritizing the safety of those</p>	<ul style="list-style-type: none"> - Student participated in one survey so far. We also gathered information from them in faculty/student discussion forums. - Teachers have participated in 3 trainings so far this year with another one planned in March. - The Social Justice Standards were woven into curriculum planning during the professional development day in January.

		<p>By 5/31/21 all teachers will have identified places in their curriculum to include aspects of the anti-racism standards (Social Justice) from Teaching Tolerance.</p> <p>By 6/10/21 students will have shared their experiences and helped shape change through at least four discussion forums with their teachers.</p> <p>By 6/30/21 a presentation has been made to the SC about changes in the curriculum and recommendations have been made for additional resources for continued work.</p>	who call out the bias	<ul style="list-style-type: none">- There have been 4 student discussion forums so far this year.- We are recommending the addition of a DEI coordinator. Other request for funding have been submitted to the HST.
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