



SPS Strategic Plan

*School Committee Meeting
Sept. 9, 2024*

The “Why?”

Roadmap for Success

- Provides clear, actionable path for achieving goals in a transparent and equitable manner
- Student success is our “why”

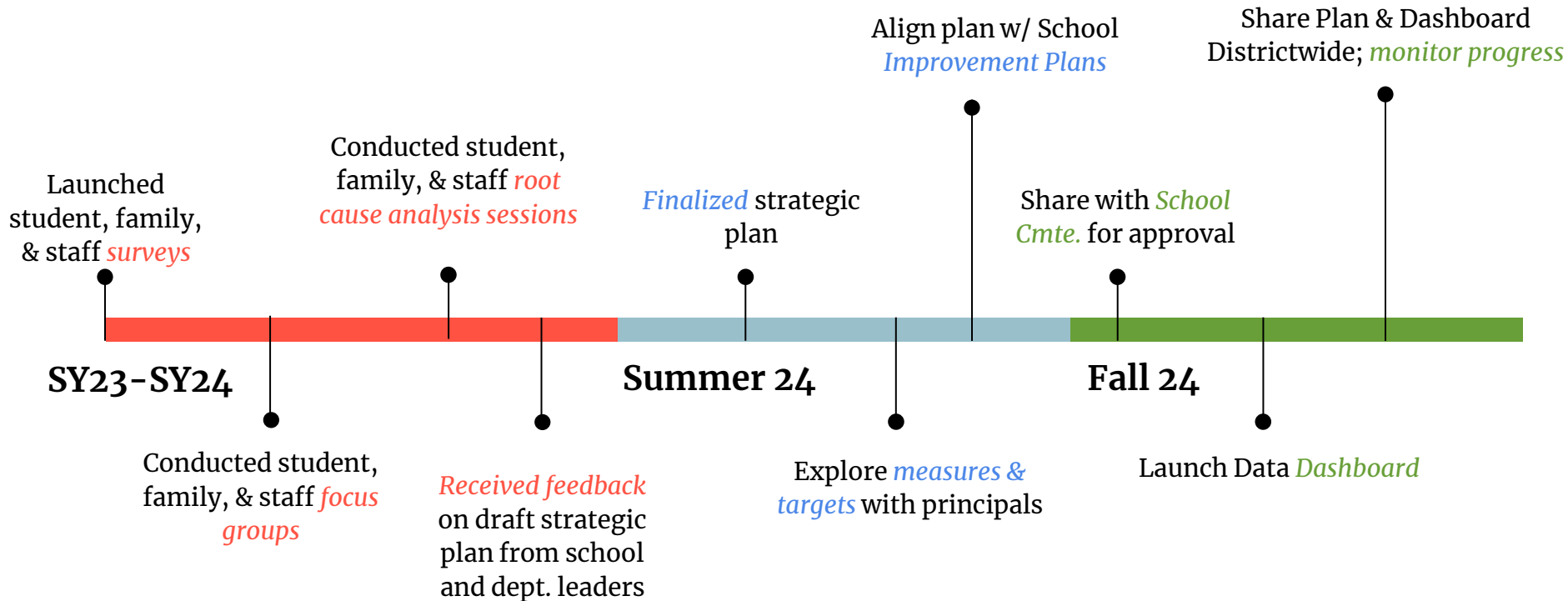
1st Plan in 10+ Years

- Reflects a commitment to meet current and future needs

Accountability Framework

- Enables us to stay focused on our goals and track progress over time as an entire school community

Strategic Plan Development Process



42

Focus Groups

22 Student | 16 Staff | 4 Family

2,607

Survey Responses

Responses from all
11 schools

Taken in
6 languages

English, Spanish, Portuguese,
Haitian Creole, Arabic, Nepali

Out of 2,607 survey respondents:

66% from students

26% from families

8% from staff*

**<1% from community
partners**

Students in
Grades **4-**
12

33%

Multilingual Family
respondents

Staff responses from:
**educators, administrators,
Specialists, Coaches,
Paraprofessionals,
Counselors, Social Workers,
Secretaries, and more**

40%

Of families access district services
such as: carrot cards, free food
market, support from School &
Community Liaisons, and/or MBTA
cards

Emergent Themes

Academics



- ❑ Curriculum & Instruction
- ❑ Tiered Support

Wellness



- ❑ Social Emotional Learning and Curriculum
- ❑ Behavioral/Mental Health

Access



- ❑ Facilities
- ❑ Special Programs

People



- ❑ Talent Development
- ❑ Staff & Student Diversity
- ❑ Family & Community Engagement

Summary

Areas of Strength

- ❑ Joy in learning and high quality educators
- ❑ Strong mental and behavioral supports - continue to invest in this
- ❑ OST programming, athletics, and CTE
- ❑ Professional development, coaching, and leadership opportunities
- ❑ Robust translation services

Areas for Improvement

- ❑ Review of curriculum, instructional practices, and tiered supports
- ❑ Facility updates needed for the Winter Hill and Brown schools
- ❑ Staff diversification
- ❑ More middle school OST programming
- ❑ Access to CTE for MLE students
- ❑ Better communication between district and families

Collaborative Visioning

Mission

Vision

Values

Priorities &
Action Steps

Key Measures



SPS Mission and Vision

Mission

Our primary mission is to cultivate independent and inspired learners who are equipped to make a positive impact on the world. We achieve this by fostering rigorous and joyful learning environments where students, families, staff and community partners collaborate with a shared commitment to academic excellence and well-being.

Vision

We envision a student-centered learning community where every student – honoring their unique strengths and background – is empowered to thrive academically, socially, and emotionally through tailored supports and equitable access to opportunity.



SPS Core Values: “We believe in...”

Empowering every child to realize their potential to become leaders and achieve **academic excellence** through academic rigor, a commitment to consistent, high standards, and access to caring and attentive adults.

Cultivating robust partnerships and **engagement with families** and community stakeholders, prioritizing the essential need for collaboration, family partnership, and shared accountability.

Prioritizing the **whole child**, recognizing that their social, emotional, mental, developmental and physical health are foundational pillars for academic success.

Using data to drive decision-making to inform strategic initiatives, measure progress, and continuously improve student outcomes.

Embedding **equity and access** into every aspect of our school culture and community by maintaining a multicultural, multilingual, and inclusive school community, and disrupting and eliminating roadblocks to quality outcomes through strategic systems and practice.

Sharing responsibility across staff, students, families and community members to promote a culture of collaboration, transparency, and mutual respect.

Overview of Priority Areas

Academic Excellence



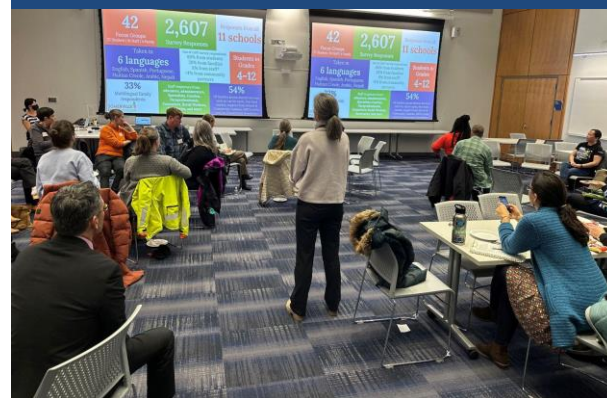
Wellness & Joy



Equity & Access



Family & Community Engagement



Academic Excellence

Establish a shared instructional framework of academic achievement.

(1) Implement **high-quality, evidenced-based, and culturally responsive PK-12 curriculum**

(2) Promote **instructional rigor** through educator development and by cultivating a culture of educators as leaders

(3) Identify and implement **best practices for targeted supports** to meet the academic and social emotional needs of students

(4) Create a **“portrait” of an SPS learner**

Progress Monitoring: An increase in students’ academic growth on MCAS, ACCESS, i-Ready, and DIBELS in line with DESE accountability targets and assessment specific growth targets.



Equity and Access

We will expand equitable access to programming, supports and structures in order to bridge opportunity gaps and foster belonging.

(1) Develop a **comprehensive system to disrupt persistent disparities** across various student populations

(2) **Strengthen workforce diversity initiatives**

(3) **Expand access to and increase enrollment in out-of-school time programming**

(4) **Expand access to CTE and SCALE**

(5) **Ensure access to safe, welcoming and inclusive facilities**

Progress Monitoring: Narrowing of opportunity gaps among subgroups of students, increased enrollment in OST, CTE, and SCALE programming, increased diversification of our workforce.

Wellness and Joy

Proactively invest in wellness and joy to support student and staff well-being.

(1) Strengthen implementation of **evidenced-based and culturally responsive social and emotional PK-12 curriculum**

(2) Create systems and leverage teams to **promote wellness, prevent crisis, and proactively respond to students' needs**

(3) **Enhance student community-building opportunities** through the expansion of clubs, athletics, and other out-of-school time offerings

(4) Implement a system for **acknowledging and showcasing educators and initiatives that demonstrate exceptional leadership.**

Progress Monitoring: A continued decline in chronic absenteeism, a consistent increase in graduation rates, and increase in students reporting feeling a sense of belonging and positive relationships with peers and staff as measured by the annual Conditions for Learning survey.

Family and Community Engagement

Strengthen family and community engagement to foster a collaborative system where families, community partners, and schools work together to help students to thrive.

(1) Streamline communication

to ensure easy access to information for families

(2) Leverage families as partners in learning,

recognizing them as their children's first educators


(3) Strengthen partnerships with local universities, businesses and community members

to increase wraparound opportunities

Progress Monitoring: An increase in families feeling well-informed and involved in their child's school community as measured by the Conditions for Learning survey.



Data Dashboard and Tracking Progress



District Strategic Plan Outcomes Dashboard

Vision

We envision a student-centered learning community where every student – honoring their unique strengths and background – is empowered to thrive academically, socially, and emotionally through tailored supports and equitable access to opportunity.

Mission

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The SPS Strategic Plan is divided into four key areas:

- (1) Academic Excellence
- (2) Equity and Access
- (3) Wellness and Joy
- (4) Family and Community Engagement

Click on the links to the right to explore the data that will inform our progress towards our goals in each of the priority areas.

Click this [link](#) to view the full strategic plan on the Somerville Public Schools website.

Literacy

Graduation Rates

Early Literacy

Conditions for Learning

Mathematics

Out-of-School Time

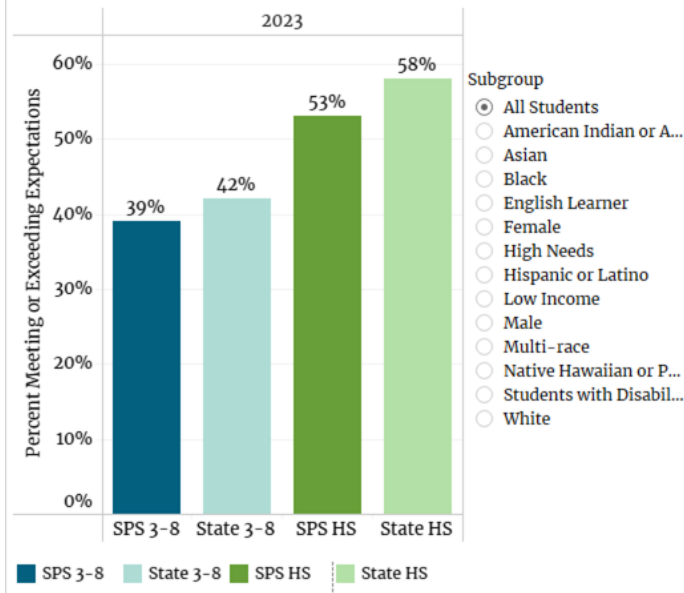
Chronic Absenteeism

Workforce Diversity

Glossary of Terms

The Massachusetts Comprehensive Assessment System, or MCAS, helps educators, families, and students understand how they are mastering their grade level content.

State Comparison: Percent Meeting or Exceeding Expectations in ELA



Next Steps



Somerville Public Schools' Strategic Plan 2024



Graphic designer
finalizing the visuals for
the strategic plan

Share official strategic
plan with community
at large

Share progress towards plan
goals with School Committee
and community at large

September

October

Beyond...

Draft of strategic plan
shared with School
Committee for approval

Launch public data
dashboard to the
community at large

School Improvement Plans
(aligned to strategic plan)
shared with the
community

Thank you!