

STRATEGIC PLAN

Progress Update



School Committee Meeting - December 15, 2025

- **Mission & Vision**
- **Progress on Goals**
- **Family Listening Sessions**
- **Next Steps**



Mission & Vision

- **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** Our primary mission is to cultivate 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.

ACADEMIC EXCELLENCE

Promote equitable outcomes, and enable targeted supports based on need by focusing on quality curriculum, instructional rigor, multi-tiered systems of support (MTSS), with an emphasis on strengthening supports for multilingual learners and special education students.



Priority #1: Academic Excellence

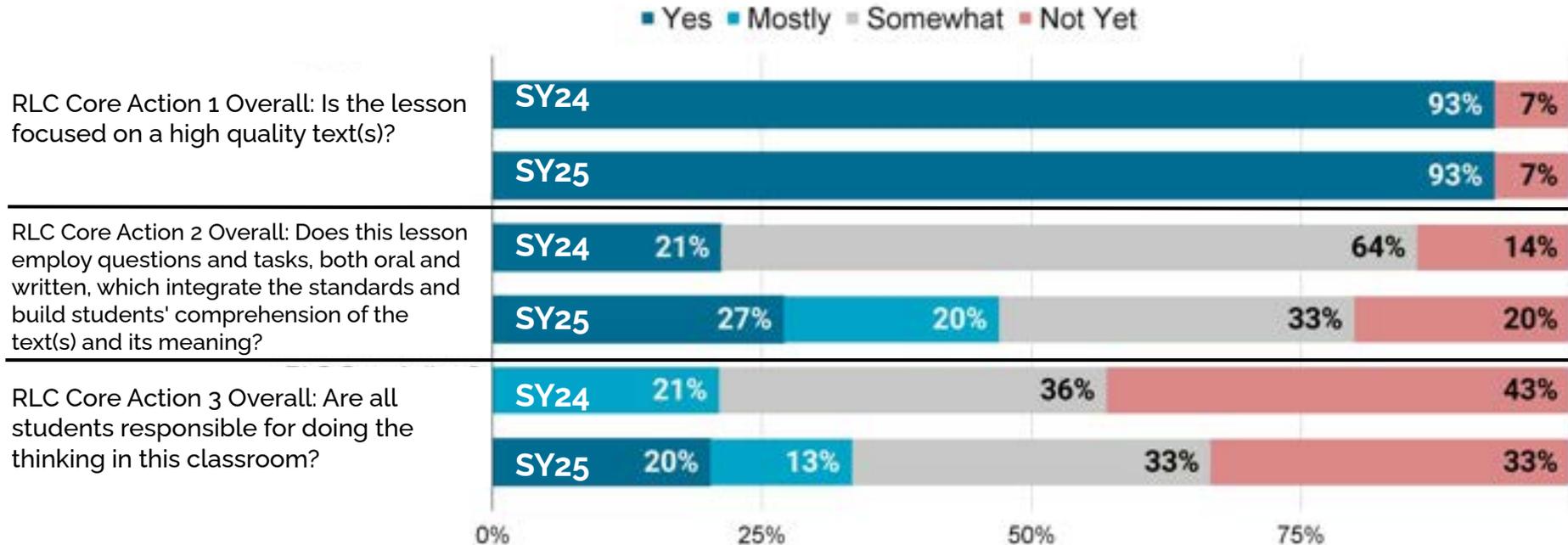
Promote equitable outcomes, and enable targeted supports based on need by focusing on **quality curriculum**, instructional **rigor**, multi-tiered systems of support (**MTSS**), with an emphasis on strengthening supports for **multilingual learners** and **special education students**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">● Full time MTSS Specialist to align & strengthen systems● Sonday Systems multi-sensory reading training for special ed and ESL educators● Principal meetings which drive improved practice through instructional rounds● Common planning time - meaningful collaboration for educators to plan for their students● Lynch Leadership Academy for all principals, APs, and other admin <p>IN PROGRESS:</p> <ul style="list-style-type: none">● Curriculum rollouts in every grade PK - 8 (incl. specialized programs)● Professional development specific to the HQIM● Learning Acceleration Network ELA & District Illustrative Math walkthroughs at every school● Partnership with Boston Children's Hospital to strengthen universal screeners and tier 2 supports● Launched Middle Grade Experience district working group	<p>Curriculum:</p> <ul style="list-style-type: none">● Training on IM, Wit & Wisdom, FunDations, and Fishtank through CPT and full-day PD sessions <p>CPT:</p> <ul style="list-style-type: none">● All CPT leaders trained through HGSE, RBT, or internal modules <p>Assessment:</p> <ul style="list-style-type: none">● Seeing positive progress and growth on DIBELS and i-Ready, incl. for MLs

Priority #1: Academic Excellence cont.

Key Indicators Snapshot

Outcomes from most recent Learning Acceleration Network Walkthrough with TNTP (focused on Fishtank Implementation). **Core Actions Site Visit 1 Comparison (2024 vs 2025):**

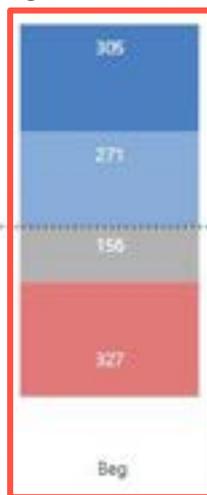


Priority #1: Academic Excellence cont.

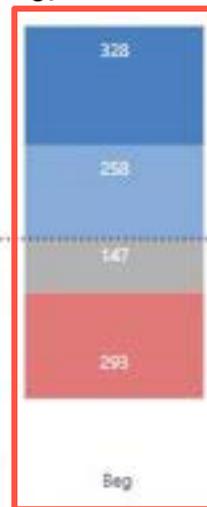
Key Indicators Snapshot

When comparing BOY results for students in grades 1-3, each year, we've had a **higher proportion of students starting at or above grade level.**

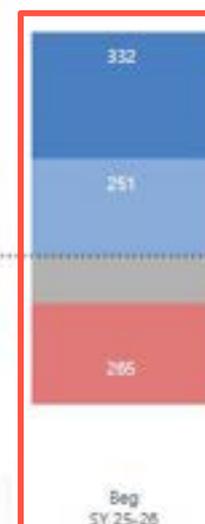
SY23-24:
54% Core, Core+



SY24-25:
57% Core, Core+



SY25-26:
60% Core, Core+



Composite

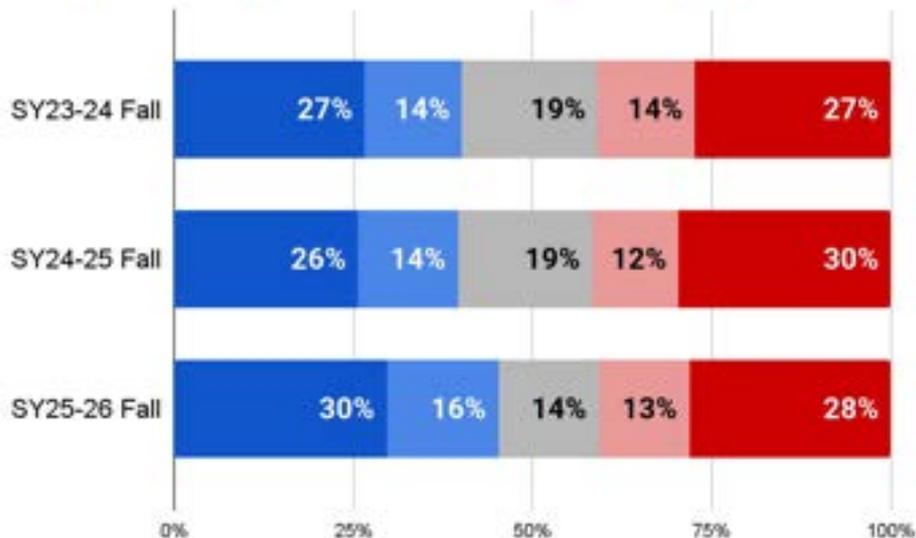
Priority #1: Academic Excellence cont.

Key Indicators Snapshot

When comparing beginning-of-year reading and math i-Ready results for students in grades 3-8, we see a **higher proportion of students starting the year “mid/above” or “early on” grade level** this year compared to past years:

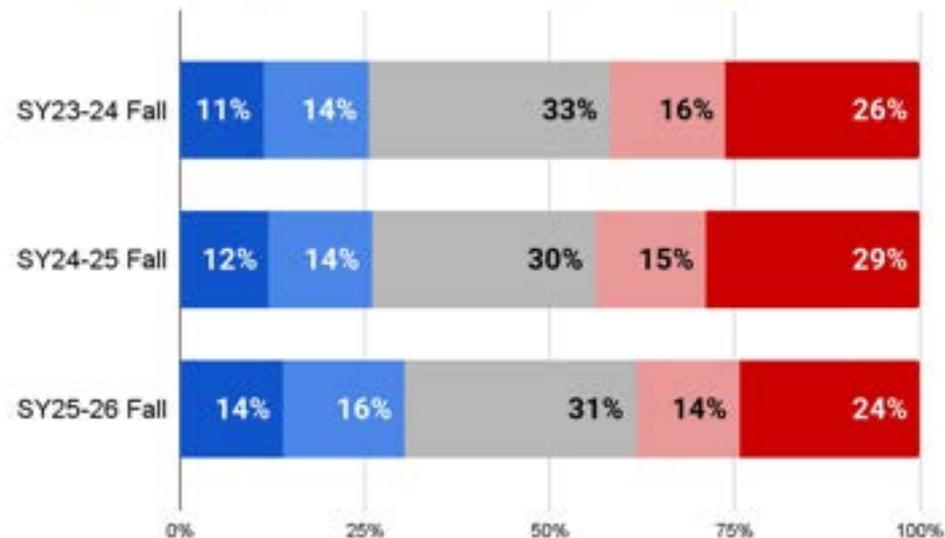
Reading

■ Mid/Above ■ Early On ■ 1 Below ■ 2 Below ■ 3+ Below



Math

■ Mid/Above ■ Early On ■ 1 Below ■ 2 Below ■ 3+ Below

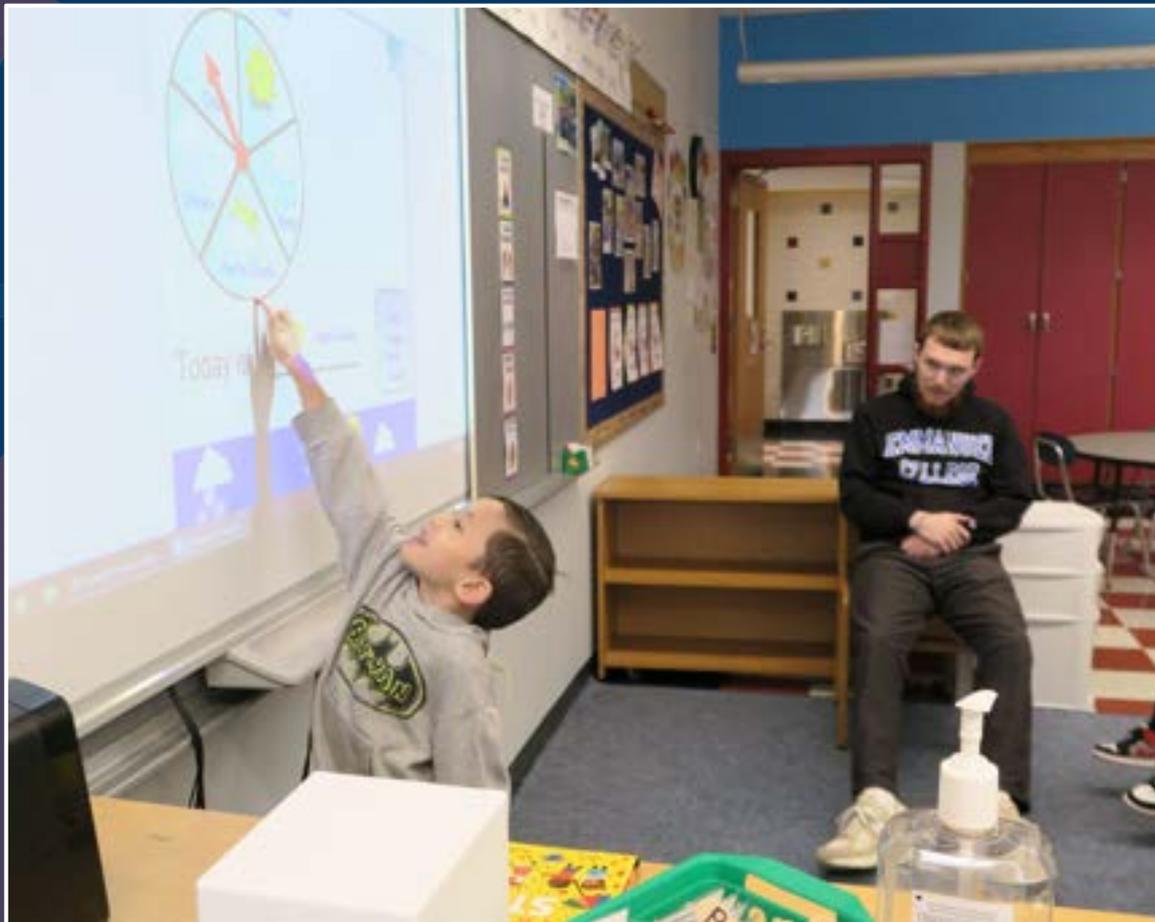


EQUITY

&

ACCESS

Address persistent gaps; deploy resources based on need; diversify the workforce; expand OST, CTE & SCALE programming/enrollment; ensure access to welcoming facilities.



Priority #2: Equity & Access

Address **persistent gaps**; deploy resources based on need; **diversify the workforce**; expand **OST, CTE & SCALE** programming/ enrollment; ensure access to **welcoming facilities**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none"> ● New district production kitchen, AFA classroom addition, Accessibility ramp at WHCIS + ● Cummings MOU for use and District swingspace planning ● Conduct annual walkthroughs with City departments (DPW, ISD, IAM) ● New Facilities Coordinator ● Annual Diversity Recruitment Fair ● Strategic partnerships with local universities e.g. HGSE student teacher ● Increased OST, SCALE, and CTE enrollment ● Enhanced SCALE programming including: <ul style="list-style-type: none"> ○ High school equivalency programming; Bridge to College; Added ESOL Certified Nursing Assistant and Early Childhood; Facilities Maintenance and HVAC; Pre-apprenticeship program. <p>IN PROGRESS:</p> <ul style="list-style-type: none"> ● MSBA coordination for Winter Hill Building Project (& potentially the Brown) ● Exploring options for hiring international candidates (e.g. visa sponsorship, the Teacher's Council, ChileMass, etc.) ● Creating alternative pathways to licensure (e.g. SCALE paraprofessional pipeline) ● Inclusive Practices working group with educators, administrators, parents/caregivers 	<p>Community Schools Enrollment:</p> <ul style="list-style-type: none"> ● 22% increase in enrollment (SY23-24 768 students to 937 students in SY25-26) <p>OST Club Enrollment:</p> <ul style="list-style-type: none"> ● 26% increase in enrollment (SY24-SY25 334 students to 422 in SY25-SY26) <p>SCALE Enrollment:</p> <ul style="list-style-type: none"> ● 35% increase in enrollment (SY23-24 432 students to 585 students in SY25-26) <p>CTE Enrollment:</p> <ul style="list-style-type: none"> ● 28% increase in enrollment (SY22-23 695 students to 891 students in SY25-26) ● 5.4% point increase in ML students in CTE (SY22-23 11.9% to 17.3% in SY25-26) ● Since SY22-23, 48 HS seniors have participated in affiliation program ● This year 37 students in co-op education (up from three prior years)

WELLNESS

& JOY

Invest in student and staff wellbeing by implementing quality SEL curriculum, Leveraging teams toward prevention, expanding clubs and OST offerings with focus on community-building, and celebrating educators.



Priority #3: Wellness & Joy

Invest in student and staff wellbeing by implementing quality **SEL curriculum**, Leveraging teams toward **prevention, expanding clubs** and OST offerings with focus on community-building, and **celebrating educators**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">● Second Step PreK-8 curriculum fully implemented.● SEL Specialist in every Prek-8th grade building to support all SEL Programming● SEL Block on schedule in every building.(including SHS)● Creation of a Social Emotional Behavioral Support team● Added 2 full time Prevention and Intervention Specialists districtwide● Expanded mediation team (80 middle and high school)● Annual Staff Recognition Ceremony - 1st one in June 2025 was a great success● Expanded club offerings at many schools● Community Circles in every school (daily or weekly) <p>IN PROGRESS:</p> <ul style="list-style-type: none">● Restorative Justice circle keeper tier 1 internal trainings on going (66 new staff trained; 55 students trained)● Developing an educator showcase through district instructional leadership team (DILT)	<p>Conduct Incidents Decreasing:</p> <ul style="list-style-type: none">● 18% decrease across all PK-8● 23% decrease at SHS <p>Chronic Absenteeism Decreasing:</p> <ul style="list-style-type: none">● Approximately 5% point decrease from SY23-24 to SY24-25 <p>Attendance Rate Increasing:</p> <ul style="list-style-type: none">● Current 94.6% attendance (as of week 12/8 - 12/12) compared to 92.8% end of SY24-25 <p>Conditions for Learning (2025):</p> <ul style="list-style-type: none">● 92% of students feel their school values the diversity of their school community● 73% of students said they enjoy going to their school.

FAMILY & COMMUNITY ENGAGEMENT

Create clear, accessible, and streamlined communication channels with families, more opportunities for engagement and strengthen community partnerships.



Priority #4: Family & Community Engagement

Create clear, accessible, and **streamlined communication channels with families**, more opportunities for **engagement** and strengthen **community partnerships**

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• Updated multilingual process information sheets for SPS Enrollment and Community Schools• Implemented Arbiter, a NEW streamlined platform for OST Clubs registration• Established direct channels of communication with PTAs, SEPAC, MLPAC, Padres Latinos, SAFN• Started collecting differentiated feedback from families for each SFLC office <p>IN PROGRESS:</p> <ul style="list-style-type: none">• Expanding the use of Arbiter as a single-point of entry for families to register for afterschool & summer programs• Development of new communications platforms and publications for broad messaging, including SPS: In Print newspaper and SPS Podcast.• Expanding use of video to deliver district messaging on curriculum enhancements, state of schools, etc.	<p>Enrollment Info Sessions:</p> <ul style="list-style-type: none">• 94% positive feedback <p>Enrollment in-person support</p> <ul style="list-style-type: none">• 25% families come to TAB for in-person support <p>Enrollment Team feedback form: (launched 11/3/25)</p> <ul style="list-style-type: none">• 40 responses• Avg 95% satisfaction rating <p>Arbiter Registration System:</p> <ul style="list-style-type: none">• 235 registrations for session 2 OST Afterschool Clubs

Priority #4: Family & Community Engagement, cont.

Create clear, accessible, and **streamlined communication channels with families**, more opportunities for **engagement** and strengthen **community partnerships**

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none"> • Coordinated second Get Ready for School Fair • Advocated for and secured funding to support additional food resources • Regular tabling at monthly markets for community partners to share key resources with families • Collaborated with PTAs to distribute grocery gift cards to families impacted by food insecurity • Partnered with Food for Free and the Healey community to launch a third monthly food market • Strengthen partnerships with the Growing Center, EPH, Strategies for Children, SPL, C2C, Bullpen • Launched first of five (5) Family Listening Sessions • Developed a Kindergarten Transition roadmap <p>IN PROGRESS:</p> <ul style="list-style-type: none"> • Developing opportunities for focused family and community engagement, such as <ul style="list-style-type: none"> ◦ Curriculum Workshops: Introduction to Math and ELA Curriculum (Jan & May 2026) ◦ Bilingualism and the Brain Workshops (Jan & May 2026) • Opening direct channels of engagement <ul style="list-style-type: none"> ◦ Dr. Carmona meeting families at monthly food markets ◦ District leaders being listeners at Family Listening Sessions ◦ District leaders regular attendance at Council of PTAs meetings • Launching a Parent-Teacher Conference Working Group • Carrot Card program will return in January 2025 	<p>Get Ready for School Fair: (August 2025)</p> <ul style="list-style-type: none"> • 1,000 + attendees; • 47 community partners • 92% positive feedback <p>Food Markets</p> <ul style="list-style-type: none"> • Avg. 294 families per month <p>Forthcoming:</p> <ul style="list-style-type: none"> • School tour attendance • Events: Attendance and feedback ratings

Next Steps

- **Continue to implement the Strategic Plan**
 - School Improvement Plans
 - Professional Development
 - Progress monitoring
- **Continue to use data to drive decision-making**
 - Data dashboard, Open Architects
 - Bi-annual progress updates to the School Committee
- **Continue to engage students, staff, families and community partners**
 - Listening sessions
 - Website updates
 - Working groups



Family Listening Sessions

Continuous Engagement:

Create meaningful opportunities for families to partner in the work by sharing their ideas and priorities for key areas of the strategic plan.

Dates:

Special Education:	11/12/25	8:30 - 10am
	01/30/26	6 - 7:30pm
OST:	01/14/26	8:30 - 10am
	02/10/26	6 - 7:30pm
MLE:	01/28/26	8:30 - 10am



THANK YOU!

Acknowledgements

Thank you to all of the students, families, staff and community partners who participated in a listening session, focus group, root cause analysis session, strategy session and/or responded to the survey. Your voice and expertise have been invaluable to the development and implementation of the SPS Strategic Plan.

Staff Acknowledgements

Amara Anosike – Chief of Staff and Strategy

Samantha Eligene – Director of Data, Assessment, and Accountability

Tina Lu – SFLC Coordinator of Resources, Data, and Communication

Ruth Santos – Director of Somerville Family Learning Collaborative

Darryl Nash - Director of Communications

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Joselyn Marte - Director of SCALE

Jim Hachey - Director of CTE

Rosanna Paribello - Director of OST

Adriana Guereque - Assistant Director of OST

Caeli Gallitano - Director of Equity & Excellence