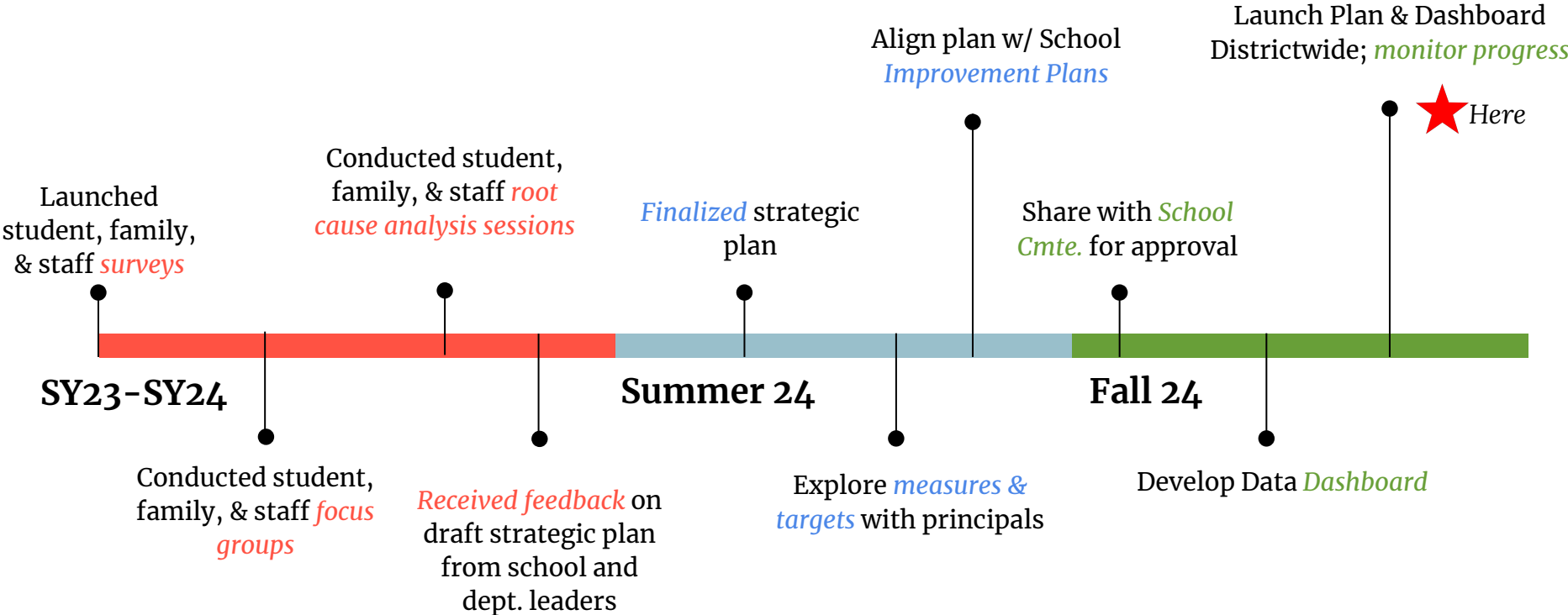




# SPS Strategic Plan & Data Dashboard Launch

*School Committee Meeting  
Dec. 9, 2024*

# 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

# Data Driven

## Academic Excellence



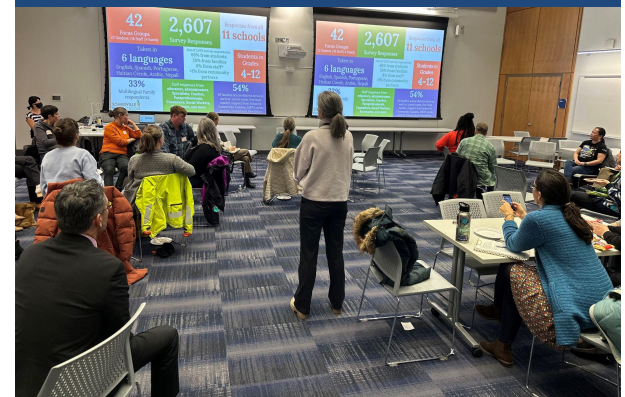
## Wellness & Joy



## Equity & Access



## Family & Community Engagement



# Collaborative Visioning Comes to Life



## Strategic Priorities

The strategic priorities outlined below reflect input from thousands of stakeholders and in-depth strategy sessions with students, staff, families and district leaders.



## Priority #1 – Academic Excellence

Establish a shared instructional framework of academic achievement. Encourage a strengths-based mindset, promote equitable outcomes, and enable targeted supports based on need by focusing on quality curriculum, instructional rigor, multi-tiered systems of support (MTSS)<sup>1</sup> and engaging learning opportunities, with an emphasis on strengthening supports for multilingual learners and special education students.

We will achieve this by implementing the goals and action items below.

### Goals and Action Items:

1. Implement high-quality, evidenced-based, and culturally responsive PK-12 curriculum by the end of academic year 2025-2026:
  - a. Continually assess and evaluate curriculum using the SPS Curriculum Review Cycle<sup>2</sup> to ensure it is high-quality, evidence-based, and culturally responsive.
2. Promote instructional rigor through educator development and by cultivating a culture of educators as leaders:
  - a. Align district-wide curriculum roll out and instructional practices utilizing the Ready for Rigor Framework by Zaretta Hammond<sup>3</sup> to ensure a universal understanding of the baseline conditions required for every student to succeed

<sup>1</sup>MTSS is a framework designed to meet the needs of all students by ensuring that schools optimize data driven decision making, progress monitoring, and evidence based supports and strategies with increasing intensity to sustain student growth. As the name states, MTSS is a tiered system of support. Tier 1 support is universal (supports that help all students), Tier 2 is targeted support. Tier 3 is intensive support.

<sup>2</sup>The SPS Curriculum Development and Review Cycle is a multi-year cycle intended to provide structure for an ongoing, understood process where curriculum is reviewed and updated on a consistent basis. The cycle consists of the following steps: study, develop, prepare, implement, monitor, and reflect. The cycle also includes family & community engagement and is informed by tenets of equity.

<sup>3</sup>The Ready for Rigor Framework, contains four practice areas of Culturally Responsive Teaching. The four practice areas include: awareness, learning partnerships, information processing, community of learners and learning environment. These practices create the conditions that allow students to engage and take ownership of their own learning process. This framework was the focus of Zaretta Hammond's book, *Culturally Responsive Teaching & the Brain* (2015).

## 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 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.



# Digital and Print Layouts



## Somerville Public Schools' Strategic Plan 2024



### Welcome Letter from Superintendent



#### Dear SPS Community,

I am honored to share with you the Somerville Public Schools' Strategic Plan, which will serve as our roadmap for the next three to five years. This plan builds on Somerville Public Schools' longstanding belief that every child has the potential to achieve academic excellence and experience the joy of learning in a safe and welcoming environment.

This plan was developed collaboratively through the hard work and collective dedication of students, staff, families and community partners alike. It is based on feedback that was gathered from over 2600 survey responses, 42 focus group discussions, several root cause analysis sessions and numerous strategy meetings throughout the 2023-2024 academic year.

Our engagement efforts were expansive. We heard feedback from all 11 schools and across all SPS departments. Surveys were thoughtfully crafted to accommodate six different languages and 33 percent of family respondents were multilingual families. We heard from student voices ranging from the fourth through twelfth grades and gathered student survey respondents that were racially and ethnically representative of our student population.

In short, I am proud of how actively we've engaged the community to develop this plan and I'm incredibly grateful to each and every person who participated in the process. Your perspective, insight and expertise are invaluable and ensure that the goals and action steps outlined within this plan truly reflect our shared vision for the future success of Somerville Public Schools.

With gratitude,  
Dr. Rubén Carmona  
Superintendent of Somerville Public Schools



"This plan was developed collaboratively through the hard work and collective dedication of students, staff, families and community partners alike."

# 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

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.

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.

Literacy

Mathematics

ACCESS

Chronic Absenteeism

Graduation Rates

Conditions for Learning - Students

Conditions for Learning - Families

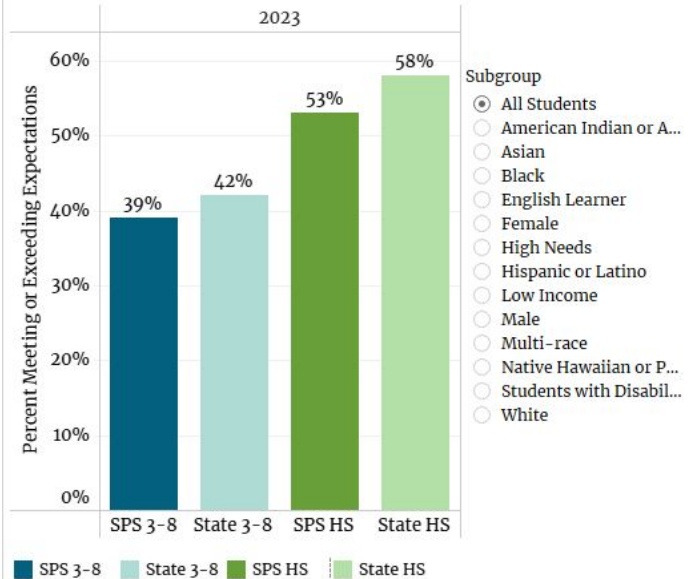
Out-of-School Time

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



\*Navigation Tip\* At the bottom left corner of each page is a "Return to Home Page" button which will bring you back to this page.

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

Last updated: 12/6/2024

# School Improvement Plans

## Alignment to Strategic Plan priority areas:

- Academic Excellence
- Equity and Access
- Wellness and Joy
- Family and Community Engagement

Creation of **SMART goals** in each of the priority areas

Specific  
Measurable  
Actionable  
Relevant  
Timely

Thoughtful selection of **action steps and strategies** to

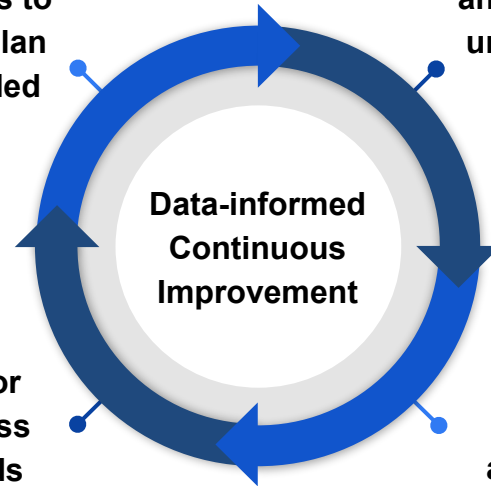
Final **outcomes and measures** that we will see by the end of the improvement process

Make revisions to action plan as needed

Gather, analyze, and understand data

Monitor progress towards goals using data

Plan for action to achieve goals





# Acknowledgements

## **Acknowledgements**

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

Karen Woods – Chief Personnel Officer

Jackie Piques – Chief Communications and Development Officer

Teresa Rodriguez – Director of Enrollment

# *Thank you!*