

District Strategic Plan ~ 2015 - 2018

| Goals | Strategic Initiatives | Actions |
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| <p>A. Teaching and Learning</p> <p><i>All students will reach their maximum potential for college and career readiness including academics, as well as social and emotional well-being.</i></p> <p><u>Theory of Action:</u></p> <p>If we recruit and retain a highly effective, reflective staff that implements an aligned curriculum with strong instructional practices, then all of our students will reach their maximum potential for college and career readiness.</p> | <p>Develop, articulate and implement rigorous standards-based curricula, and design lessons that include formative and summative assessments that effectively measure students progress toward mastery.</p> <p>Provide high quality professional development to all staff members that is aligned with district goals and priorities and is relevant to student outcomes</p> <p>Recruit and retain highly skilled, motivated staff members</p> <p>Continue to align and calibrate the Educator Evaluation process to emphasize priority instructional practices and monitor the use of these practices in the classroom.</p> <p>Develop programs to improve our ability to better educate our students in district while attracting new students</p> | <ul style="list-style-type: none"> • Alignment of curriculum and instructional practices K-12 in all subject areas • Develop a strong professional learning system within the district • Develop and implement a district-wide PD plan to support all aspects of teaching and learning • Continue to streamline and enhance the NPS educator evaluation system Develop specialized programs to improve our ability to reduce the number of special education students in out-of-district placements • Promote anti-bullying programs, chemical health programs, and physical safety programs as part of ongoing work with district committees, agencies, and the community • Develop a district-wide PBIS structure that includes district core values, and consistent expectations for student and staff behavior • Develop college and career readiness programs to further enhance new programs for middle school and high school students • Re-establish educational programs that provide additional opportunities to all students: culinary arts, world languages • Develop a systematic protocol and procedures for hiring staff • Develop an electronic staff resource site that includes a district staff manual, all staff resources, mandatory training information, and access to forms and paperwork |

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| <p>B. Buildings and Operations</p> <p><i>The Northbridge Public Schools will provide a creative and challenging academic and social atmosphere that is safe, supportive, and respectful.</i></p> <p><u>Theory of Action:</u> If during the budgeting process we focus on effective programming for all students, especially those classified in subgroups; follow data-driven and research-based decisions for determining programs, curricula, and materials, and utilize our capital and technology plans as supporting documents, we will provide a creative and challenging academic and social atmosphere that is safe, supportive, and respectful.</p> | | <ul style="list-style-type: none"> • Review safety plans and emergency response procedures to ensure physical and emotional security for all individuals • Create a culture of utilizing data to justify budget allocation rationale • Articulate school priorities in budgeting process • Analyze revenue sources • Pursue appropriate funding opportunities • Perform cost analyses and determine cost effectiveness of district programs and practices • Identify and prioritize areas for school building repair and maintenance needs • Work closer with the MSBA to further explore options that support our plans to ensure a safe and stable learning environment for students and staff • Articulate a plan for viable construction proposals • Create and implement a technology plan that increases the infrastructure and capability for individual student access to technology for twenty-first century learning • Explore new E-Rate funding opportunities to maximize the implementation of the technology plan |
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| <p>C. Communication and Community</p> <p><i>Student achievement will be maximized - producing healthy, knowledgeable, active members of global and local societies.</i></p> <p><u>Theory of Action:</u></p> <p>If we establish a strong network of communication with all stakeholders and the entire community, and students, families, and educators work together, then student achievement will be maximized - producing knowledgeable, active members of global and local societies.</p> | <p>Work with community members and agencies to support student physical, mental, and social well-being and safety</p> <p>Develop effective systematic communication procedures to increase awareness, and increase participation in decision-making</p> <p>Build collaborative relationships with all town-based stakeholder groups to optimize positive partnerships to improve the educational environment</p> <p>Widen the scope of the local and global learning perspective to include collaborative educational programs with other towns, higher education organizations, and students and staff from other countries</p> | <ul style="list-style-type: none"> • Upgrade and improve district website, school websites, and teacher websites • Improve weekly communication with newsletters, social media coverage, ConnectEd communications, and updates to YouTube and Cable Channel 194 • Increase the use of technology for communication to assist in the development of a “greener” learning community • Develop a common district-wide calendar that includes all dates for conferences, open houses, curriculum nights, parent workshops, community forums • Increase the opportunities to provide college and career readiness through continued development of student internships, as well as an increase in service-based projects for students and staff members • Improve community involvement by hosting more student shows and local professionals conducting demonstrations for students • Increase opportunities for students and staff to access for social, emotional, civic, and character education programs and community service activities as part of the regular curriculum and daily schedule at NPS |
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