

NPS District Strategic Plan - 2021-2024

<i>Mission</i>		
<p style="text-align: center;">The Northbridge Public Schools is a proud community focused on the education and well-being of ALL students.</p> <p style="text-align: center;">We recognize each student as an individual, and we provide creative and innovative learning opportunities that encourage them to use their unique voices and personal strengths to achieve success both academically and personally.</p>		
<i>Vision</i>		
<p style="text-align: center;">NPS students are confident, empathetic and responsible individuals. Inspired by their passions, and prepared by their education, they achieve personal success and contribute to both society and their community in a positive way.</p>		
<i>Core Values</i>		
<ul style="list-style-type: none"> ● We believe in instilling a sense of pride in our students ● We believe our greatest strengths come from our individual differences ● We believe all students and their families are an integral part of the NPS community ● We believe students learn best when engaged in authentic tasks and given choices ● We believe partnerships with all stakeholders are critical to student success 		
<i>Theory of Action</i>		
<p style="text-align: center;">If we give our students the tools and support to pursue their passions, skills and interests both responsibly and practically . . .</p> <p style="text-align: center;">Then our students will achieve personal success and contribute to the community in a positive way.</p>		
<i>Strategic Objectives</i>		
<i>Shared Leadership</i>	<i>Inclusive Culture</i>	<i>Teaching and Learning</i>
<p>1. Create an environment in which all leaders include multiple perspectives to collaborate on common goals and develop consistent and equitable practices and expectations that support the alignment of our schools and the success of the entire NPS community.</p>	<p>2. Cultivate trusting relationships among all stakeholders, foster open and transparent communication practices, and create diverse opportunities to build connections and engage with families and community members in meaningful ways to promote a united and socially just NPS community.</p>	<p>3. Provide engaging, inclusive and culturally proficient learning environments that nurture individual student growth and close access, academic and opportunity gaps through effective instructional practices, smooth transitions between grades and buildings, aligned curriculum, and robust student support.</p>

<i>Strategic Initiatives</i>		
<i>Shared Leadership</i>	<i>Inclusive Culture</i>	<i>Teaching and Learning</i>
Provide consistent and ongoing professional development to all school and district leaders on effective leadership skills.	Offer diverse and meaningful opportunities for ALL families to engage with the schools and the district.	Implement flexible practices that support all learners and their changing needs throughout the year.
Increase leadership capacity and ownership within each school by empowering staff members to lead teams and initiatives within the school and providing opportunities to do so.	Identify and address institutional biases, and include all stakeholders in the development of new policies and practices that support equity and social justice.	Implement effective co-teaching models across the district.
Proactively consult staff and families on important issues and concerns and seek multiple perspectives prior to decision-making.	Provide staff and students with consistent opportunities and the necessary support to capitalize on their individual interests, skills and abilities to accomplish their goals.	Recognize, respect, and employ each student's strengths, diversity, and culture as assets for teaching and learning.
Provide parents/families with opportunities to take active leadership roles in the schools and district.	Support consistent and transparent communication with all stakeholders to foster trust and collaboration.	Effectively meet the diverse needs of ALL students by removing barriers that impede their success.
Develop a strong sense of interconnectedness across building and district leadership teams to ensure shared accountability for ALL students.	Ensure all students, staff and families are treated fairly and respectfully, and with an understanding of their individual contexts and culture.	Identify and implement professional development that supports inclusive and culturally proficient instructional practices.

