

Harvard Public Schools
Strategic Plan Development
District Improvement COVID Plan
2021-22

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Introduction: A committee of fifteen members representing students, faculty, administration, community members, school council, and an outside consultant met over the course of eight months in 2013 to craft the Strategic Plan document. The committee sought input by reaching out to stakeholder groups using personal contact and survey technology. They researched the work of other school systems, identified the themes for our plan, and collaborated towards a draft. The School Committee reviewed the draft and provided endorsement of the Vision, Mission, and Core Value Statements. We are committed to use the plan as a guide for future decisions.

Vision Statement: The Harvard Public Schools community, dedicated to educational excellence, guides all students to realize their highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively, and communicate effectively. They develop the confidence and ability to understand diverse perspectives, collaborate, and contribute to their local, national, and global communities.

Mission Statement: Our mission is to provide an outstanding educational experience for all students and to help them develop curiosity, perseverance, and social responsibility.

Core Value Statements:

Student Achievement – We believe the Harvard public schools inspire, prepare, and challenge all students toward academic excellence while recognizing that students reach their individual potential in different ways.

Personal Growth – We believe in helping all students attain a balance between academic achievement and physical, emotional, and social well-being, so that they become productive, confident, and caring citizens.

Partnerships – We believe that students are best served when schools, families, and community share a common vision and are committed to open communication, mutual respect, and collaboration.

Resources – We appreciate that the Harvard community provides the necessary resources to best serve our students, and we hold ourselves responsible for the appropriate use of those resources.

School Climate – We believe that the Harvard public schools strive to create a safe and inclusive environment for students, faculty, and staff that values diversity and fosters respect for learning, self, and others.

Core Value: Student Achievement

We believe the Harvard public schools inspire, prepare, and challenge all students toward academic excellence while recognizing that students reach their individual potential in different ways.

Core Value: School Climate

We believe that the Harvard Public Schools strive to create a safe and inclusive environment that values diversity and fosters respect for learning, self, and others.

Title	Goal	Measures	Conditions	Interfaces	Status
Antiracism	Create a district culture that confronts racism, actively addresses aggression and educates all on the harm of silence.	By June 30, 2022 teachers and staff will participate in 4 or more DEI related professional development experiences. By June 30, 2022 district leaders will evaluate our progress using the REDI guidance documents and create a 5 year plan for improvements. By June 30, 2022 the DEI Committee will help revise aspects of our hiring process to facilitate hiring more BIPOC faculty and staff.	Time and funding for professional development Data analysis	Students and alumni Teachers/Staff School Committee Presenters	

		<p>By June 30, 2022 students will share their DEI related experiences and input on areas for needed improvements.</p> <p>By June 30, 2022 students and faculty will identify a restorative justice process for proactive problem resolution.</p>			
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Core Value: Partnership

We believe that students are best served when schools, families, and the community share a common vision and are committed to open communication, mutual respect, and collaboration.

Title	Goal	Measures	Conditions	Interfaces	Status
Inclusive Practices for the Hiring and Retention of District Leaders	New leaders will add their strengths to the district through their perspective roles and make improvements for students and the whole school community.	<p>By September 2021 the new Director of Pupil Services, Director of Nutrition Services and the Director of Community Recreation and Education will be hired.</p> <p>By November 15, 2021, the leaders will create goals and align on the goals with the superintendent and the leadership team.</p>	<p>Funding for professional development</p> <p>Time for professional development</p> <p>Data organization</p> <p>Parent/guardian/student participation with surveys</p>	<p>HTA</p> <p>Professional trainers</p> <p>Parents/students</p> <p>Other districts</p>	

		<p>Provide on-going mentoring.</p> <p>By January 15, 2021 create an updated job description for the high school principal position with input from students, staff, parents, and other community members. Post the position.</p> <p>By January 15, 2022 there will be a formal review of progress on goals and job responsibilities for new leaders.</p> <p>By March 1 2022 convene an interview team for the high school principal position.</p> <p>By April 15, 2022 conduct interviews, hold public forums and hire the next principal for the Bromfield School.</p> <p>By June 30, 2022 provide a summative assessment to each leader. Discuss goals for the following year.</p>	Technology support and resources		
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