

District Strategic Plan 2022-26

Initial Approval: 10/24/2022



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 2021-22 to craft the Strategic Plan outline. 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 Statement and Core Value Statements. We are committed to use the plan as a guide for future decisions.

District Vision

We commit to providing a high quality education centered around dynamic learning and personal well being in a community where everyone can find belonging.

Core Value Statements

1. Engage in Learning with Courage
 - We strive to inspire all students towards excellence by developing robust academic and social learning habits and skills.
 - We embrace challenges and mistakes as they provide opportunities for deeper learning and build resilience.
 - We believe the educational environment should foster joy, courage, and curiosity.
2. Promote Balance and Well-Being
 - We believe in supporting each person's physical, emotional, and social well-being to help build resilient, connected individuals.
 - We practice kindness towards self and others to strengthen our compassionate school community.
 - We encourage students to ask questions and self-advocate.
3. Cultivate an Equitable, Just & Inclusive School Culture
 - We believe in fostering an inclusive and equitable school culture that affirms the dignity of all.
 - We value diversity and respect towards one's self and others.
 - We develop the confidence and ability to understand diverse perspectives, collaborate, and practice restorative justice.
4. Value Individuals and Relationships
 - We value students as individuals and respect their distinct contributions and perspectives.
 - We recognize that students learn, grow and define success in different ways.

- We strive to develop positive relationships through respect, trust, and active listening.
5. Partner with Community
- We believe that students are best served when schools, families, and communities are committed to open communication, mutual respect, and collaboration.
 - 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.

Core Value: Engage in Learning with Courage		
Five Year Goals	District Level Measures/Actions Year 1	Status
<p>Update academic pathways and curriculum alignment to ensure dynamic and equitable learning for all students</p> <p>Increase student voice and choice in advocating for their learning needs while increasing sense of belonging for all</p> <p>Explicitly support social learning and executive functioning for our students' success in school and life</p> <p>Improve assessment, grading and homework practices that embrace students' challenges and support a growth mindset</p> <p>Increase inclusion opportunities for students</p> <p>Intentionally increase joy, courage, and curiosity in student learning</p>	<p>By June 2023 the assessment results for reading will be compared from prior years against the piloted phonics teaching materials and methods in grades K and 1 and we will have a recommendations for grades K-5</p> <p>By June 2023 the project based learning pilot in grades 3 and 4 will be evaluated with recommendations for FY24</p> <p>By June 2023 the co-teaching model at Bromfield will be evaluated and recommendations made for FY24</p> <p>By June 2023 students will have increased opportunities for club involvement, class activities, and school travel experiences</p> <p>By June 2023 a committee will review executive functioning programs and make recommendations for FY24</p>	

Core Value: Promote Balance and Well-Being		
Five Year Goals	District Level Measures/Actions Year 1	Status
<p>Create a model for belonging that is embedded across all</p>	<p>By December 2022 Organize a K-12 committee to create a model</p>	

<p>aspects of a student's school experience</p> <p>Provide supports for all members of the school community that address social, emotional, physical well-being</p> <p>Increase opportunities to promote volunteerism across PK-12 within the community</p> <p>Promote student involvement in identifying and adopting enrichment programs for all students</p> <p>Explicitly promote and develop self-advocacy skills within the content instruction and assessment</p>	<p>for belonging, model completed by June 2023; Include expectations for culture/climate</p> <p>By March 2023 create and administer a survey for students and faculty that establishes a baseline for belonging</p> <p>By March 2023 set a date for the Challenge Day (or similar program) to return to Bromfield and plan for the continuation and actions connected to the experience</p>	
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Core Value: Cultivate an Equitable, Just, and Inclusive School Culture		
Five Year Goals	District Level Measures/Actions Year 1	Status
<p>Increase consistent restorative justice opportunities for students</p> <p>Evaluate curriculum and resources for DEI and adjust curriculum for bias and culturally responsive teaching</p> <p>Increase the diversity of staff and support their success in our district</p> <p>Assess and address opportunity gaps identified in the equity audit</p> <p>Ensure respectful classroom environments that enable students to demonstrate respect for diverse perspectives and collaborate</p>	<p>By December 2022 create a district restorative practices exploration team/committee to research restorative practices in schools</p> <p>By March 2023 standardize the language and use of reflection practices and share the information with parents, staff, and students</p> <p>By June 2023 report out on the results of the equity audit and share plans for next steps</p> <p>By June 2023 review curriculum policies for support of DEI and recommend any changes</p>	

Core Value: Value Individuals and Relationships

Five Year Goals	District Level Measures/Actions Year 1	Status
<p>Recognition beyond academic honors, sports achievements, and performances</p> <p>Explore other pathways through high school, internships, travel exchanges, and travel opportunities</p> <p>Valuing students' stories and backgrounds</p> <p>Advisory program with trained mentors and mentees.</p>	<p>By December 2022 increase the number of ways and the expand the number of students highlighted to their peers and to the community</p> <p>By April 2023 establish student forums and affinity groups</p> <p>By June 2023 establish a committee to study the schedules at Bromfield and set outcomes and a timeline for the following year</p>	

Core Value: Partner with Community

Five Year Goals	District Level Measures/Actions Year 1	Status
<p>Establish varied pathways for members of the community to be involved and provide input to the district and ensure a range of voices are heard.</p> <p>Design processes and policies that align budgeting with core values and vision statements.</p>	<p>By October 2022 send out bi-weekly summaries of the School Committee meetings</p> <p>By February 2023 create and mail out a communication of district highlights to the town residents</p> <p>By June 2023 host at least 4 public forums and 4 coffee chats</p> <p>By June 2023 establish a curriculum tracking system that will help inform budgeting needs</p>	