

# PEABODY PUBLIC SCHOOLS



## Strategic Plan 2020-2023

# ◆◆ PEABODY PUBLIC SCHOOLS ◆◆

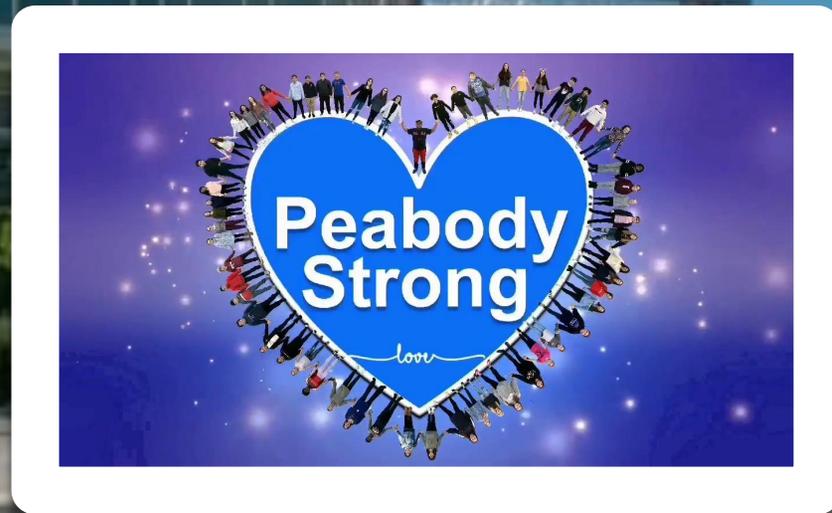


## *Mission Statement*

Peabody's Mission Statement is to prepare each student to reach his or her full intellectual, creative and individual potential through a fully integrated and diverse curriculum to meet the responsibilities of citizenship.

# PEABODY PUBLIC SCHOOLS

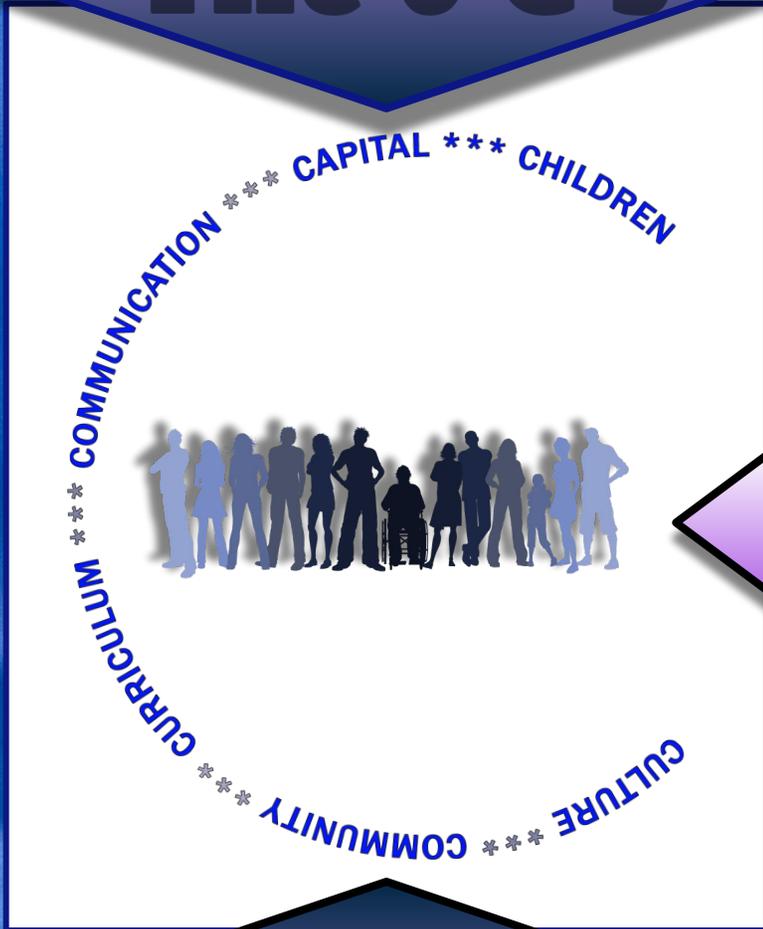
## *Vision Statement*



**Peabody Schools inspire, empower, and challenge our students to pursue excellence in reaching their potential. Professional educators and community partners collaborate to ensure success at the highest level in a safe, student-centered environment. We are a community of life-long learners who value the individual while promoting integrity, courage, and the acceptance of differences.**

# VISION - CORE VALUES

## The 6 C's



*Every Student...Every Day*

◆ <b>Children</b>	We will support our mission of <b>Every Student, Every Day</b> and ensure all students can successfully showcase the seven elements of the Vision of the Graduate.
◆ <b>Communication</b>	We will continue to evaluate, improve, and implement systems to ensure a means of effective and consistent communication between and amongst all members of the community.
◆ <b>Curriculum</b>	We will provide a strong, well-articulated, transformative curriculum that meets the needs of every child, while preparing students to develop the skills of Peabody Public School's <b>Vision of the Graduate</b> .
◆ <b>Community</b>	We will embrace and empower the generous and collaborative spirit throughout our community as we foster cultural proficiency, and our core values, to achieve the Vision of the Graduate.
◆ <b>Culture</b>	We will create a safe and positive culture that supports the academic pursuits of diverse learners, ensure educational equity and practice inclusion in all classrooms.
◆ <b>Capital</b>	We will maximize internal and external resources to create a transparent district budget that is clear, comprehensive and aligned to district goals, while establishing greater community outreach to further build capital.

# VISION

## of the Graduate

### MISSION

Peabody's Mission Statement is to prepare each student to reach his or her full intellectual, creative and individual potential through a fully integrated and diverse curriculum to meet the responsibilities of citizenship.



# Vision of the Graduate



## Problem Solver

Engages in inquiry and action research to overcome obstacles.

Evaluates information for validity, relevance and impact.

Reasons through and weighs evidence to reach conclusions.

## Path Finder

Demonstrates functional, independent living skills at their own level.

Creates and implements a life plan of short and long term goals.

Seeks out interests and passions to pursue beyond high school.



## Artist Innovator

Expresses thoughts, ideas and emotions meaningfully through the arts.

Exhibits divergent and imaginative designs to seek out a better way.

Stretches outside comfort zone in a continuous cycle of learning.



## Effective Communicator

States claims and thought processes with clarity.

Employs active listening strategies to advance understanding.

Demonstrates ability to probe for specificity when concepts are not.



## Team Player

Presents ideas but is willing to adjust or defer them.

Exhibits empathy for others in an attempt to understand their perspectives.

Demonstrates the ability to work interdependently within a group to promote learning, increase productivity, and achieve common goals.



## Global Thinker

Contributes to solutions that benefit the broader community.

Uses digital technologies to learn, think and participate in society.

Embraces diverse perspectives and cultures when considering local, national and global issues.



## Self Manager

Embodies a growth mindset by demonstrating resilience in spite of hardship.

Shows strong understanding and belief of self to engage in reflection for improvement.

Practices healthy and positive lifestyle and relationships to promote overall physical and mental well being.



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## Strategic Plan 2020-2023

### Objectives

CURRICULUM	STUDENT SUPPORT	COLLABORATIVE RELATIONSHIPS	COMMUNITY PARTNERSHIPS	EFFECTIVE COMMUNICATION	SOCIAL-EMOTIONAL LEARNING
<p>We will develop and update curriculum and assessments on an ongoing basis, at all levels of instruction (elementary, middle and high school) to ensure that they are aligned to the established state and federal standards. By using the agreed-upon assessments, 70% of students would demonstrate proficiency on content skills, as identified within our curriculum maps/guides each grading period.</p>	<p>Develop and implement a five-year plan for Multi-Tiered Systems of Support (MTSS) to increase expert Tier 1 instruction in the general education classroom and decrease the number of students who need Tier 2 and 3 support by 25%.</p>	<p>Build collaborative relationships between families and schools as measured by a 10% increase in attendance at school functions and/or communication via approved methods with a focus on student success.</p> 	<p>Increase community and post-secondary partnerships by the number of PK-12 students participating in these partnerships by 25%.</p>	<p>Improve the effectiveness of communication with 80% of stakeholders by utilizing a variety of approved methods and systems as measured by our annual culture and climate survey.</p>	<p>Utilize the Vision of the Graduate self-management rubric (adapted for appropriate grade levels) given in May 2021, and in each successive year from 2021 to 2023, by grade level cohort, will demonstrate an average of 0.5 improvement on the self-management rubric as measured by their teacher(s).</p>



### Initiatives

1.1 - 1.3

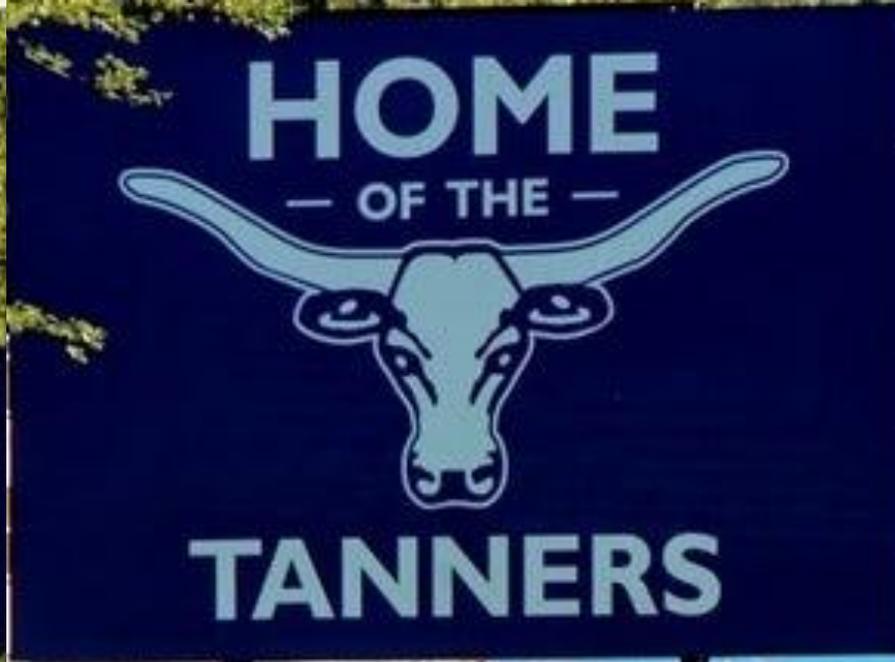
2.1 - 2.3

3.1 - 3.3

4.1 - 4.5

5.1 - 5.3

6.1 - 6.5



### Strategic Plan Committee Members:

Administration	Students	Faculty/Staff	Faculty/Staff	Faculty/Staff
Cara Murtagh, Superintendent Emeritus	John Droggitis	Sara Almeida	Harolyn Fucile	Sean Mulholland
	Logan Lomasney	Seith Bedard	Anthony Furnari	Jacqui Orphanos
Dr. Marc Kerble, Interim Superintendent	Andrew Lucas	Eric Blake	Jarred Haas	Erika Sandstrom
	Sydney O'Donnell	Todd Bucey	Mary Henry	Tracy Smith
Dr. Chris Lord, Assistant Superintendent	<b>Community</b>	Carla Chioda	Marc Leblanc	Jocelyn Sullivan
	Joseph Amico	Brian Condon	Kevin McLaughlin	Justin Throwe
Dr. Josh Vadala, Incoming Superintendent	Beverly Griffin-Dunne	David DiGianfelice	Chris Mitchell	<b>Facilitator</b>
	Tom Gould	Jenn Dort	Emily Moore	Dr. Curtis Bates