

District Goals 2023–2024 (Approved August 22, 2023)

SMART Goal 1: District Student Learning Goal

- Alignment with **HOPE: High Expectations and Personalized Learning**

By June 2024, Peabody Public Schools will foster a sense of HOPE for every student, every day that results in at least a 20% increase in the number of students meeting or exceeding expectations on state and local assessments.

Action Steps:

1. Continue to partner with DESE's Learning Acceleration Network to increase capacity to support teachers in the delivery of rigorous, grade level instruction.
 2. Provide professional learning opportunities and ongoing support to educators that develop a deeper understanding of high leverage instructional practices and supportive, student-centered learning environments that fosters maximum engagement.
 3. Continue to strengthen implementation of clear and consistent instructional models across grade levels and departments.
 4. Provide professional development and support for curriculum adoption and implementation including K-5 ELA, 6-12 GLEAM, middle science, K-12 mathematics and social skills developmental curriculum.
 5. Partner with TNTP to provide ongoing professional learning and support for educators on the elements of grade level appropriate instruction.
 6. Increase in educators' knowledge and skill related to use of data to drive instructional decisions and implementation of MTSS to address students' individual needs which will serve as a foundation to analyze and refine the Instructional Support Team (IST) model.
 7. Review outcomes and progress to reflect and refine next steps for programming, professional learning and resources/partnerships.
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SMART Goal 2: District Professional Practice Goal (Sense of Belonging)

- **Alignment with HOPE: Optimism, Equity and Access**

By June 2024, Peabody Public Schools will foster a sense of HOPE for every student, every day that results in an increased sense of belonging and improved sense of Health and Wellness for students, staff and families as measured by attendance, graduation and discipline rates as well as data obtained from surveys, observations and qualitative feedback.

Action Steps:

1. Partner with Ed Davis Foundation and local public safety personnel to develop comprehensive threat assessment protocols and enhanced safety procedures and practices in all schools.
2. Collaborate with the mayor's office to enhance and implement recommendations from the public safety task force.
3. Provide professional learning opportunities to develop a deeper understanding of the diverse and holistic needs of our students and families to inform practices that foster a sense of HOPE for every student, every day.
4. Partner with Peabody Education Foundation to identify opportunities that support mental and behavioral health initiatives.
5. Collaborate with Peabody Chamber of Commerce and other community organizations/businesses to increase student engagement throughout the community through internship opportunities.
6. Utilize DESE VOCAL survey and SELIS data to inform programming that addresses the mental and behavioral health needs of students.
7. Analyze graduation and discipline rates as well as data obtained from surveys, observations and qualitative feedback to inform next steps.
8. Review outcomes and progress to reflect and refine next steps for programming, professional learning and resources/partnerships.