

Peabody Public Schools
District Improvement Plan 2023-2024
Approved: August 22, 2023

Mission

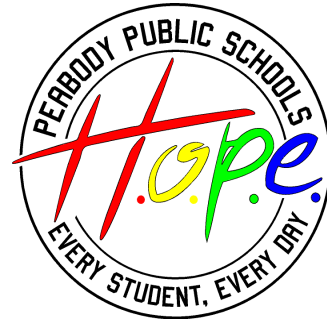
Peabody Schools aim to prepare each student to reach his or her full intellectual, creative and individual potential through a fully integrated and diverse curriculum to meet the responsibilities of citizenship.

Vision

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.

Core Values for Every Student, Every Day

HOPE
 for Every Student, Every Day
High Expectations
Optimism
Personalized Learning
Equity and Access



Theory of Action

IF the Peabody Public Schools consistently foster a learning community that embraces the core belief of “HOPE for every student, every day” and supports educators, students, families and community members to provide equitable access to rigorous, high quality educational experiences through personalized learning in student-centered environments for all Peabody Public Schools students, THEN we will improve learning outcomes for all students while meeting their individual academic, social and emotional needs.

Community Pillars for Success

Curriculum, Instruction and Assessment	Collaborative Relationships	Student and Staff Support	Effective Communication	Social Emotional Learning	Community Partnerships
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Strategic Objectives

H	O	P	E
1. - Excellent Achievement for ALL students	2. - Supporting the holistic needs of ALL students	3. - Developing a Sense of Belonging for ALL students	

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Strategic Initiatives		
1.1 - Continue to partner with DESE's Learning Acceleration Network to increase capacity to support teachers in the delivery of rigorous, grade level instruction.	2.1 - 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.	3.1 - Build on the prior work begun in DESE's Sense of Belonging Network.
1.2 - 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.	2.2 - Strengthen understanding the diverse needs of our students and personalize their learning as well as mental and behavioral health support to meet their individual needs.	3.2 - Utilize DESE VOCAL data and SELIS results to inform programming that addresses the mental and behavioral health needs of students.
1.3 - Increase the number of educators familiar with the impact of HQIM and the process of selecting, adopting and implementing new materials (when appropriate) across all content areas. Specific focus will be given to K-12 math, 6-12 ELA, 6-8 science.	2.3 - Provide ongoing professional learning and support for educators on the elements appropriate grade level instruction that is responsive to students' academic and mental and behavioral health needs.	3.3 - Develop programs and systems to engage and support the diverse needs of families and community members across grade levels and departments.
1.4 - Implement Year 2 of new ELA HQIM at the K-5 level. Leverage partnership with TNTP to increase K-5 administrators' capacity to support teachers in the implementation of the new materials.	2.4 - Leverage the use of existing platforms (including Renaissance, Mastery Connect, etc.) to provide individualized support for students.	3.4 - Partner with Peabody Education Foundation to support mental health initiatives.
1.5 - Provide professional learning opportunities and support to facilitate a deeper understanding of the educator evaluation system as a coaching and support model.	2.5 - Analyze and refine the Instructional Support Team (IST) model and identify appropriate resources for educators to address student needs within the classroom.	3.5 - Collaborate with Peabody Chamber of Commerce and other partners to increase student internship opportunities.
Outcomes		
Increase in the number of students performing at proficiency or above on state and local assessments Increase in leadership team's knowledge and skill related to coaching / supporting educators in their learning	Increase in educators' knowledge and skill related to use of data to drive instructional decisions and implementation of MTSS to address students' individual needs	Increased sense of belonging among students, staff, and families (as evidenced by survey data, SELIS data, attendance rates, etc.)