Peabody Public Schools
District Improvement Plan 2026-2027
APPROVED: August 25, 2026

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

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 support 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**

Strategic Objectives

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

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1. - High Achievement for *ALL* students	**2. - Supporting the holistic needs of *ALL* students**	**3. - Fostering a Sense of Belonging for *ALL* students**
Strategic Initiatives		
1.1 - Students will have daily access to high quality texts, district adopted materials, and/or grade-level standards at the center of each lesson.	2.1 - Continue to collaborate with the mayor's office, students, staff, families and community members to further the mission and impact of Peabody PROMISE.	3.1 - Ensure all students have a trusted adult in school. Partner with the Mayor's Office and Healthy Peabody Collaborative to offer a Caring Adult Program for adults in the community.
1.2 - Students will have daily opportunities to engage in reading, writing and speaking about rigorous texts and/or grade level standards.	2.2 -Collaborate with staff members to develop and implement year long plans for the Wayfinder Anti-Bullying and Social and Emotional Learning Curriculum.	3.2 -Implement professional development and procedures outlined in the updated Peabody Public Schools' Bullying Policy and district's Bullying Prevention and Intervention Plan.
1.3 -Students will have daily opportunities to provide text evidence to support their ideas and use topic or text-specific language in their oral and/or written responses.	2.3 - Provide professional learning opportunities for all staff 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.	3.3 - Partner with the Resolution Center to provide training and support to implement a peer mediation program at Higgins Middle School.
1.4 -Students will have daily opportunities to explain and justify their thinking beyond just stating answers (showing their work, in writing, and/or speaking).	2.4 - Continue partnerships with the Dirty Hands Project and MindWise to provide Signs of Suicide (SOS) training to students and staff at the Middle School and High School.	3.4 - Continue partnership with Boston vs. Bullies to expand anti-bullying initiatives across all 8 elementary schools..
1.5 - Educators will work with colleagues, leaders, and partners to ensure consistent and coherent high quality instruction across all settings that results in improved outcomes for all students, including students with disabilities, multi-lingual learners, and low-income students.	2.5 - Continue to engage students and families through the support of the Student Resource and Support Center at Higgins Middle School. The Behavioral Assessment Team will continue to provide support, analysis of data, and recommendations for areas of improvement.	3.5 - Analyze bullying, graduation, and discipline rates as well as data obtained from surveys, observations, and qualitative feedback to inform next steps.
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 (see baseline data)	Increase in educators' knowledge and skill related to use of data to drive instructional decisions and use of MTSS to meet student needs. Ensure all students can identify at least one trusted adult within their school.	Increase sense of belonging and improved Health and Wellness for students, staff, and families as measured by attendance, bullying, graduation, and discipline rates as well as data obtained from surveys and observations.

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STUDENT LEARNING GOAL	2025	2026	2027
MCAS - Grade 3 ELA	35		
MCAS - Grade 3 Mathematics	32		
MCAS - Grade 4 ELA	30		
MCAS - Grade 4 Mathematics	35		
MCAS - Grade 5 ELA	31		
MCAS - Grade 5 Mathematics	34		
MCAS - Grade 5 Science	32		
MCAS - Grade 6 ELA	28		
MCAS - Grade 6 Mathematics	29		
MCAS - Grade 7 ELA	25		
MCAS - Grade 7 Mathematics	25		
MCAS - Grade 8 ELA	27		
MCAS - Grade 8 Mathematics	33		
MCAS - Grade 8 Science	33		
MCAS - Grade 8 Civics	26		
MCAS - Grade 10 ELA	24		
MCAS - Grade 10 Mathematics	21		
MCAS - Grade 10 Science	27		

PROFESSIONAL PRACTICE GOAL	2025	2026	2027
Attaining English Language Proficiency	44.7		
Chronic Absenteeism	20.8		
Graduation Rate	85.6		
Drop Out Rate	2.7		
Grade 9 Pass Rate	66.3		
Advanced Coursework	44.4		