



# Sudbury Public Schools



District wide Goals for 2021-2022



# Mission and Vision

## Sudbury Public Schools Mission Statement

The Sudbury Public Schools strive to enable all students to reach their intellectual and personal potential. The school system, in partnership with families and the community, will work with integrity and respect to realize the shared vision of enabling students to become lifelong learners and effective contributors of society.

## Sudbury Public Schools Vision

We are committed to excellence in educating students to be knowledgeable, creative, independent thinkers who are caring collaborative members of the school and wider communities.



# Core Values and Theory of Action

## Sudbury Public Schools Core Values

- Enhance the learning and teaching process to enable and inspire students to achieve their potential
- Actively promote personal responsibility and integrity
- Seek and promote opportunities to advance equity
- Cultivate a lifelong commitment to community

## Sudbury Public School Theory of Action

**IF** SPS provides:

- Differentiated high quality instruction
- Safe school environment
- Instructional leadership and ongoing professional development
- The use of data to inform instruction

**THEN:**

- Students will be challenged and their varied learning needs met
- Capacity of educators will grow
- Existing achievement gaps will narrow

# Equity

## School Committee Goal and Action Steps

### Goal:

The Sudbury School Committee will work to ensure that Sudbury Public Schools welcomes, affirms and celebrates all students, staff and families. The Sudbury School Committee will collaborate with the Superintendent in this work to prioritize anti-bias and anti-racist education for all students. This work shall be completed by June 30, 2022.

### Action Steps:

- The School Committee will prioritize a District Policy review with a focus on equity.
- The School Committee will engage in continued professional development on Diversity, Equity and Inclusion.
- The School Committee will collaborate with the Superintendent to incorporate equity audit recommendations in resource allocation for future budget cycles.
- The School Committee will support community partnerships and professional learning for the Town of Sudbury.
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## Superintendent Goal and Action Steps

### Goal:

By June of 2022, the superintendent will evaluate and improve educational equity to ensure access to curriculum, high-quality instruction, and culturally proficient practices for all students.

### Action Steps:

- Review and revise hiring practices to recruit and retain diverse staff
- Develop a district website with resources for staff and families to support equitable instructional practices
- Engage in an educational equity audit
- Disaggregate and analyze academic and SEL data by sub-populations and plan for interventions to close gaps
- Prioritize professional learning focused on educational equity

### Evidence

- Action Plan and timeline for educational equity audit
- Audit summaries
- Engagement survey data and participation summaries
- Presentations to School Committee
- Hiring practices updates

# Student Achievement

## School Committee Goal and Action Steps

### **Goal:**

The School Committee will work to maximize student achievement and wellbeing and the academic success of Sudbury Public Schools. This work will inform the School Committee regarding decisions on student achievement, budget, resource allocation and policy development. This work shall be completed by June 30, 2022.

### **Action Steps:**

- In collaboration with the Administration, the School Committee will review the assessment calendar by October 1, 2021.
- The School Committee will periodically review forms of data and reporting related to student achievement and social emotional wellbeing.
- The School Committee will assess areas of strength to expand upon, and determine areas of growth opportunities.
- The School Committee will review Sudbury Public School MCAS data as it compares to our comparable districts to inform the School Committee's decision making.

## Superintendent Goal and Action Steps

### **Goal:**

By June of 2022, the superintendent will assess, address and monitor learning for all students using new and existing benchmarking and progress monitoring tools.

### **Action Steps:**

- Review baseline metrics for assessing academic and social-emotional learning outcomes.
- Review benchmarking calendars and tools for efficacy and making recommendations for revisions or additions.
- Strengthen a tiered approach for student support to address instructional and mental health needs.
- Monitor and report on learning throughout the school year.

### **Evidence**

- Benchmarking calendar and data for the district
- Data warehouse tool
- Presentations to School Committee

# Professional Practice

## Superintendent Goal and Action Steps

### **Goal:**

By June of 2022, the superintendent will engage in professional development activities to support the use of data to monitor and improve student outcomes.

### **Action Steps:**

- Attend MASS workshop on data use
- Reconvene district data team
- Conduct school site visits focused on specific content areas or instructional practices
- Structure professional learning for SALT team on “Look Fors” aligned with content frameworks and instructional practices

### **Evidence**

- Data team agendas
- Site visit topics
- Content evidence checklists (Look Fors)

# DESE Indicators of Practice

- **I.E. Instructional Leadership**
  - Uses multiple sources of evidence related to student learning, including state, district, and school assessment results and growth data, to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.
- **II.E. Management and Operations**
  - Develops a budget that supports the district's vision, mission and goal; allocates and manages expenditures consistent with district and school level goals and available resources.
- **III.B. Community Engagement**
  - Collaborates with families and community stakeholders to support student learning and development at home, school and in the community.
- **IV.A. Professional Culture**
  - Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all.