



Sudbury Public Schools



District wide Goals for 2020-2021



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 assure equity across the District in two major areas, race and gender equity, and cultural proficiency. The Sudbury School Committee will collaborate with the Superintendent in this work. The Sudbury School Committee will review and approve an Equity Statement by October 1, 2020. The Sudbury School Committee will allocate resources in the budget planning process to conduct an equity audit by the 2021-2022 school year.

Action Steps:

- The School Committee will prioritize which District Policies shall be reviewed with an equity lens in mind. This work shall be conducted by the full Committee.
- The School Committee will collaborate with the Administration regarding Superintendent goals on equity to maximize alignment of the goals.
- The School Committee will support community partnerships and professional learning for the Town of Sudbury.

Superintendent Goal and Action Steps

Goal:

By June of 2021, 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:

- Establish systems to review, observe and/or audit educational equity at each school.
- Plan a systematic audit process for educational equity.
- Monitor participation and access of all students during remote education periods.

Evidence

- Action Plan and timeline for educational equity audits
- Audit summaries
- Engagement survey data and quarterly participation summaries by building

Student Achievement

School Committee Goal and Action Steps

Goal:

The School Committee will work to maximize Student Achievement by assessing and monitoring 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, 2021.

Action Steps:

- In collaboration with the Administration, the School Committee will approve the criteria to assess this work.
- 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 data in student growth and academic performance as it compares to our comparable districts to inform the School Committee's decision making.

Superintendent Goal and Action Steps

Goal:

By June of 2021, the superintendent will assess, address and monitor learning impacts during the pandemic for all students using existing benchmarking and progress monitoring tools. Recognizing that the District does not currently have a normed referenced benchmarking tool, the district will:

Action Steps:

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

Evidence

- Benchmarking calendar and data for the district
- Pilot examples of student supports based on need

Policy

School Committee Goal and Action Steps

Goal:

The Sudbury School Committee will update and maintain the District Policy Manual. The Committee will consult with necessary administrative personnel and legal counsel, as needed, to make any necessary changes. Upon completion of the review, the Sudbury School Committee will vote on any necessary changes to the District Policy Manual. Such work shall be completed by June 30, 2021.

Action Step:

The School Committee shall review recommendations from the Policy Subcommittee regarding updates to the District Policy Manual.

Communication

School Committee Goal and Action Steps

Goal:

The School Committee will expand and maximize its communication with the Sudbury Public School community and broader Town of Sudbury community. This goal is intended to improve two-way communication and to promote transparency regarding the work of the School Committee. This work shall be completed by June 30, 2021.

Action Steps:

- The School Committee will increase the frequency, as needed, of publication of its At-A-Glance Newsletter.
- The School Committee will conduct Public Forums, as it deems necessary, to solicit feedback from community members regarding the work of the Committee and to engage in direct dialogue with community members.
- School Committee Liaisons to boards and committees in the broader Town of Sudbury community will communicate the work of the School Committee.

Professional Practice

Superintendent Goal and Action Steps

Goal:

By June of 2021, the superintendent will engage in professional development activities to support anti racist policies and practices in the district.

Action Steps:

- Attend workshop through MASS or other professional organization on anti racist practices in schools.
- Engage and participate in Community and/or Staff in conversations about race and equity at least three times this year
- Support the district-wide professional development on culturally responsive teaching on January 29, 2021.
- Continue the ongoing administrative PD by establishing and participating in a facilitated SALT Book Study Group.

Evidence

- Workshop description and completion certificate
- Book study facilitator's guide
- Summary of race and equity engagements

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.A. Management and Operations**
 - Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, and emotional and social needs.
- **III.A. Community Engagement**
 - Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community.
- **IV.C. Professional Culture**
 - Demonstrates strong interpersonal, written, and verbal communication skills.