

MARBLEHEAD PUBLIC SCHOOLS District Plan for Success 2021-2026

MISSION				
To foster in all students a passion for learning and to provide safe and nurturing, inclusive school environments in which they can develop the values, knowledge, and skills needed to achieve full potential in their personal, social and work lives to become engaged and contributing members of society.				
VISION				
To be a model school district, exemplary in its student engagement and academic excellence, in which all students and staff reach their highest potential in partnership with the community.				
CORE VALUES				
<p>Student Achievement: We will provide challenging standards and differentiated instruction to encourage students to excel and become confident, engaged learners who achieve their potential.</p> <p>Personal Growth: We will provide students with opportunities to grow socially, emotionally, physically and academically, and to be respectful, contributing members of society.</p> <p>Partnerships and Collaboration: As a shared responsibility, we will foster partnerships among the schools, families, businesses and community at large.</p> <p>School Culture: We will create an environment of respect and appreciation for individual and cultural differences and instill a passion for responsible social action.</p> <p>Resources: We will make decisions in the best interests of students' growth, recognizing funding that supports educational excellence and social/emotional well-being.</p>				
THEORY OF ACTION				
If we fully align teaching and learning, Prek-12, with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations; build, strengthen and support educator capacity and well-being; promote equity & ensure inclusion by acknowledging and embedding all forms of diversity; provide students and staff with the necessary technology and support to promote successful student outcomes; and establish a comprehensive and equitable staffing, compensation, & maintenance capital plan, aligned to the facility audit; then the Marblehead Public Schools will be a model school district, exemplary in its student engagement and academic excellence, in which all students and staff reach their highest potential in partnership with the community.				
FOCUS AREAS OF DISTRICT IMPROVEMENT				
Teaching & Learning	Professional Culture	Diversity, Equity, & Inclusion	Technology	Facilities & Operations
STRATEGIC OBJECTIVES				
1. Fully align teaching & learning, Prek-12, with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.	2. Build, strengthen, & support educator capacity and well-being.	3. Promote equity & ensure inclusion by acknowledging & embedding all forms of diversity throughout the district.	4. Provide students and staff with the necessary technology & support to promote successful student outcomes.	5. Establish a comprehensive and equitable staffing, compensation & maintenance capital plan, aligned to the facility audit.

STRATEGIC INITIATIVES				
1.1 Develop consistent systems, common assessments, & processes for data inquiry & analysis to support instructional excellence & student growth.	2.1 Ensure efficient financial systems to support effective instruction & the delivery of the curriculum.	3.1 Analyze, cultivate, & expand district-wide systems to ensure all students and families, especially those from groups historically marginalized, access the entire scope of opportunities during & outside the school day.	4.1 Develop and implement a comprehensive, long-term technology plan.	5.1 Determine town and school roles and responsibilities.
1.2 Expand & refine instruction to ensure the taught curriculum is consistent & equitable for all students.	2.2 Provide equitable access to resources and supplies in each school and districtwide.	3.2 Embed diversity, equity, & inclusion in the mission, vision, core values, and training of our leadership teams, schools, and the district.	4.2 Create multi-year budget projections to support current and future initiatives.	5.2 Understand our assets to ensure accurate and timely communication with community members and town officials.
1.3 Align the curriculum by engaging in curriculum mapping that includes scope & sequence.	2.3 Ensure adequate opportunities and spaces for collaboration in each school and district wide.	3.3 Examine and work with culturally responsive experts to revise curriculum & assessments to provide equitable learning opportunities, resources, & materials that reflect all students.	4.3 Create & add instructional tech supports for staff using technology integration specialists.	5.3. Conduct an enrollment, reconfiguration, and re-districting analysis.
1.4 Provide professional development that supports educator development, including best practices for an inclusive curriculum.	2.4. Develop & offer relevant, effective PD throughout the school system.	3.4 Acknowledge the history, strengthen, & support the district's METCO program for both communities.	4.4 Provide PD opportunities for technology use.	5.4 Explore revenue stream possibilities for facility & field use.
1.5 Ensure financial systems support the delivery of the curriculum.	2.5 Conduct a compensation & staffing analysis for Unit A personnel and paraprofessionals.	3.5 Recruit staff members who reflect our students & provide support systems to nurture long-term employment.	4.5 Review current curriculum for technology to align K-12.	5.5 Use the facility audit to develop and fund the annual capital plan.
1.6 Implement full-day K programs and explore other early childhood program opportunities.		3.6 Identify, create, & evaluate practices to ensure all students have access to high-quality educational opportunities.		5.6 Conduct compensation & staffing analyses for all personnel areas.
		3.7 Cultivate inclusive family & community partnerships.		5.7 Develop a team to market the facilities & maintenance plans for community buy-in.
		3.8 Sustain and support DEI team.		

OUTCOMES

OUTCOMES: Objective 1-Teaching & Learning

- A. By June 30, 2026, teaching and learning in the Marblehead Public Schools will be fully aligned, preK-12, with our Multi-tiered System of Supports (MTSS) framework, resulting in students meeting or exceeding academic and grade level expectations and experiencing individual social/emotional growth as evidenced through a variety of assessment tools.
- B. By June 30, 2026, instructional practices will reflect the aligned curriculum and the diversity, equity, and inclusion initiatives of the Marblehead Public Schools.
- C. By June 30, 2026, educators will be competent in their capacity to implement the aligned horizontal and vertical curriculum to ensure all students graduate as conscientious members of society who are career and college ready.
- D. By June 30, 2026, the District will have implemented full day K programs and explored other early childhood opportunities.

OUTCOMES: Objective 2 – Professional Culture

- A. By June 30, 2026, the Marblehead Public Schools, in conjunction with the Marblehead Education Association Professional Development Committee, will develop a long-term professional development plan (five-year) to address deficits; increase capacity; foster diversity, equity, and inclusion; support instructional technology; facilitate the development of aligned curriculum; and attend to the social emotional well-being of educators.
- B. By June 30, 2026, the Marblehead Public Schools will conduct a k-12 audit of spending for instructional supplies to ensure all have equitable funding that supports effective instruction.

OUTCOMES: Objective 3 Diversity, Equity, and Inclusion

- A. By June 30, 2026, the Marblehead families, inclusive of all students enrolled in the Marblehead Public Schools, will be fully engaged and actively participate in their children’s education by way of during and outside of school opportunities.
- B. By June 30, 2026, the Marblehead Public Schools will have reduced at risk measures and outcomes for all marginalized and/or at-risk students to the point where all students feel safe, supported, and included in school.
- C. By June 30, 2026, the Marblehead Public schools will provide inclusive and diverse curriculum, instruction, and extracurricular practices and activities to ensure that all students have equitable access to high quality educational and personal development opportunities.

OUTCOMES: Objective 4 – Technology

- A. By June 30, 2026, the Marblehead Public Schools will have a sustained budget that supports current and future technology initiatives.
- B. By June 30, 2026, the Marblehead Public Schools will have sufficient staff to ensure the delivery of a comprehensive k-12 technology program.

OUTCOMES: Objective 5 - Facilities and Operations.

- A. By June 30, 2026, the Marblehead Public Schools will have equitable staff compensation.
- B. By June 30, 2026, the Marblehead Public Schools will maintain a capital plan and align it to the facility audit.
- C. By June 30, 2026, the Marblehead Public Schools will establish a comprehensive and equitable staffing plan.