

2023-2027

STRATEGIC PLAN OVERVIEW

Norfolk Public Schools

Teach. Inspire. Empower. Succeed.

www.norfolk.k12.ma.us

Vision
Teach. Inspire. Empower. Succeed.
Mission
The Norfolk Public Schools offers a safe, joyful and challenging learning environment that meets the needs of our diverse students. Through school, family, and community partnerships, we provide an education that inspires life-long learners and cultivates caring and productive citizens of our ever-changing world.
Theory of Action
If we cultivate an inclusive and safe environment, provide an engaging and differentiated curriculum, expand professional learning opportunities, foster strong relationships between NPS and the town and develop a sustainable growth and funding plan then our students will have the resources they need to feel connected to their schools, understand diverse perspectives, be prepared academically and socially with an empowered mindset to support their future success.

STRATEGIC GOALS

To provide an engaging, differentiated curriculum that inspires students' love of learning, promotes high levels of growth and achievement, encourages exploration, and supports students in developing a broader world view.

To provide opportunities for professional learning and growth that support educators in meeting the needs of the whole child in an inclusive and equitable community and inspire educators to implement practices that encourage active student engagement and promote critical thinking skills.

To cultivate a diverse, equitable, inclusive, and safe environment that nurtures the social emotional and behavioral health of students, staff and families, promotes a strong sense of belonging and advances social and civic responsibility.

To foster strong relationships between the Norfolk Public Schools, town departments, local businesses and the community that promote productive partnerships, active family and community engagement and instill confidence and trust in our educational system.

To collaborate with Town Departments and the community of Norfolk to establish a growth and funding plan that accommodates increasing student enrollment by expanding educational spaces, strengthening the pipeline for recruitment, and addressing continued revenue shortfall.

Phase 1 - Strategic Initiatives

*Complete comprehensive review of the ELA Curriculum

*Update instruments and implement clear process for assessing new curriculum materials for bias at both the school and classroom level

*Continue to revise and enhance our current social studies curriculum to ensure that materials are free from bias, culturally responsive and include diverse representation and perspectives

*Re-evaluate instructional schedule (time on learning expectations by subject, learning blocks for MTSS)

*Provide PD to prepare for implementation of ELA curriculum changes

*Provide PD on assessing curriculum for bias and for including multiple perspectives

*Provide training to prepare for implementation of school climate/positive approach to student discipline

*Expand district PD plan to incorporate alternative ways of delivering content to staff

*Develop comprehensive training program for new employees

*Evaluate district approach to student discipline and implement consistent practices

*Review and update all school/district emergency plans

*Implement a peer leadership/mentoring program for students to promote inclusion and integration

*Develop a clear vision, mission and core values for district technology program (screen time, AI, digital citizenship)

*Review and expand district disability awareness program

*Develop inclusive and comprehensive family engagement plan

*Develop resources and supports to assist parents/guardians in understanding the evaluation and i.e.p process in order to continue to strengthen home/school partnerships

*Collaborate with the town to develop a Master plan to address financial shortfalls and the impact of growing enrollment

*Secure support and funding for schematic design and future building expansion project

*Establish a parent/community/staff working group for diversity, equity and inclusion

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Phase 2 - Strategic Initiatives

- *Implement new ELA curriculum
- *Conduct comprehensive review of the district math curriculum
- *Conduct comprehensive review of the district social emotional learning curriculum
- *Develop life skills program and curriculum to meet the specialized needs of students who will be entering FK

- *Provide training to support the implementation of the new ELA curriculum
- *Provide PD to prepare for implementation of math curriculum changes/pedagogical shifts
- *Provide training to support teachers in meeting the behavioral health needs of students
- *Provide comprehensive emergency response training district-wide
- *Roll-out expanded district professional development plan
- *Develop paraprofessional training program including resources for licensure and advancement

- *Implement school climate/ positive behavior program
- *Expand opportunities for student leadership (student council)
- *Expand opportunities for students to engage in team building and social experiences at school beyond the classroom
- *Establish a regional study group with local mental health providers, school providers and community members to proactively support students and families

- *Develop partnerships with community groups and local businesses to support and enrich the curriculum (Cultural Council, library, Historical Society)
- *Create opportunities for students to develop 'real world' skills such as financial literacy, robotics, etc. through special programs/ after school courses in partnership with local businesses
- *Strengthen partnership with KP including proactive communication regarding KP programs and support for students transitioning to KP
- *Implement comprehensive parent/family engagement plan

- *Develop 5-year financial forecasts for program and equipment needs for all district departments
- *Develop and implement a recruitment and retention plan for critical shortage positions and for diversification of staff

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Phase 3 - Strategic Initiatives

*Implement new/ revised district math curriculum

*Conduct a comprehensive review of the district science curriculum

*Write/Revise written ELA curriculum

*Provide PD to support the implementation of the new math curriculum

*Provide PD to support the implementation of changes to the SEL curriculum

*Provide PD to prepare for implementation of the science curriculum changes/pedagogical shifts and inquiry based instruction

*Provide PD on co-teaching to support expansion of co-teaching model

*Implement new/ revised social emotional learning (SEL) curriculum

*Collaborate with the town and other departments to increase access to sports and community programs for students with different abilities

*Establish a comprehensive communication plan for sharing important, timely information with the Norfolk community (beyond Norfolk school families)

*Investigate opportunities for expanding grant funding to supplement operating budgets (consider shared grant writing position or restructuring job descriptions to create opportunities for grant work)