

MSAD60 2024-2025 Priorities and Goals

Our Mission

We empower all students to develop enthusiasm for learning, foster confidence through successes and failures, provide service to others, and to achieve their personal, social, and academic best, leading to fulfilling and engaged lives for all.

Introduction

The MSAD 60 Priorities and Goals were developed as a result of the 2023-2030 Strategic Plan work sessions, which were conducted by the Superintendents and School Administrators, in the Winter/Spring of 2023.

These work sessions involved district leaders, educators, parents, community members from North Berwick, Berwick, and Lebanon, board members, and students who shared their insights on a variety of relevant challenges facing students, schools, and the communities they serve.

Throughout the work sessions, team members participated in small groups to refine the focus of the four pillars that became the foundation of our 7-year Strategic Plan, which informed and guided us in developing our goals and priorities.

This is a living document that is consistently being reviewed, refined, and adjusted to reflect the needs of the current academic and community climates.

The Four Strategic Pillars

Pathways to Success: Academic Achievement

All learners deserve the opportunity to acquire the skills and knowledge needed for a successful future. MSAD 60 is committed to providing a comprehensive, clearly communicated system of pathways and supports to allow all to reach their goals.

High-Quality Resources

We commit to a continued focus on recruiting, retaining, and supporting highly qualified, effective and dedicated team members who will educate, support, and inspire students. We are committed to providing clean, safe facilities and learning environments. We will continuously assess curriculum, support services, processes, and resource allocation.

School Safety

Creating a safe experience requires a comprehensive approach that addresses both the physical environment as well as the physical and social-emotional well-being of all.

Community Engagement

*Through a wide range of communication techniques, we will broaden meaningful, active interactions among students, parents, and community/business partners to enhance diverse learning opportunities for all students, staff and community members. **Our goal is to be the heart of our Noble Community.***

Leveraging the Strategic Pillars: How We will Succeed

Strategic Pillar	Goal	Timeline	Tactics/Steps/Evidence
Pathways to Success: Academic Achievement	Provide a comprehensive, clearly articulated system of pathways and supports that enable all learners to acquire the knowledge needed to reach their personal goals and have a successful future.	Present through June 2026	- By June 2026, 75% of students will meet or exceed grade-level proficiency on the Benchmark Achievement System (BAS) and Northwest Evaluation System (NWEA). Stretch goal for 2028: 80% of students will meet or exceed this target. - By June 2026, MSAD 60 will increase the percentage of students meeting or exceeding state expectations on the mandated Maine Through Year Assessment in math and literacy by 10%. - By June 2026, students who have been enrolled in the district since kindergarten will achieve a graduation rate at or about the top 25% in the state.
High quality-resources	Recruit, retain, and support highly qualified, effective and dedicated team members who will educate, support and inspire students.	Present through 2026	- Maintain a 93% retention rate of highly-skilled teachers, and an 87% retention rate of educational technicians for the 2025-2026 school year through continued implementation of a comprehensive recruitment and retention program. To include: - Targeted recruitment efforts at top education programs across New England through outreach to local universities, job postings, and job fairs. - Continue to provide a competitive salary and benefits package as a result of the 2024-2025 labor negotiations process. - Expand mentorship programs for new hires through analysis and ongoing feedback. - Identify specific professional development opportunities for newly hired teachers and support staff.
	Provide clean, safe facilities and learning environments	Present through June 2026	By June of 2026, create and begin to implement a comprehensive facilities plan that addresses study by Harriman and Associates. The plan will Include all school facilities in the three towns, and:

			- o Pinpoint 5 key areas for improvement to enhance the overall quality and safety of our educational environment. - o Begin to address key areas for improvement in the different locations. - o Identify exact infrastructure to alleviate the building concerns/age of Lebanon Elementary School. - o Identify exact infrastructure needs for the addition of pre-kindergarten.
	Continue annual curriculum review cycles resulting in recommendations for programming improvement and resource allocations	Ongoing	• Participate in the Maine Department of Education Special Education audit. • Begin (in 2024) the multi-year process of accreditation for Noble High School through the New England Association of Schools and Colleges (NEASC). • Drive ongoing content area review per curriculum cycle.
Strategic Pillar	Goal	Timeline	Tactics/Steps/Evidence
School Safety	Create a safe experience for students that requires a comprehensive approach that addresses both the physical environment as well as the social-emotional well-being of all.	To be completed by December 31 st , 2024: Emergency Preparedness	• Ensure 100% of staff has received initial and ongoing training and practice on the CrisisGo Notification System through practice drills and face-to-face training.
		To be completed by April of 2025: Physical Safety	• Conduct a full Security Assessment at First Entry, facilitated by School Resource Officers Koelker and Fogg.

		To be completed by June 2025: Social/Emotional Well-being	- Fully implement, in all Elementary Schools a comprehensive PBIS Framework, including the SWIS tracking system. - Conduct a pre-and post-survey of the benefits of the wellness block at Noble Middle School. Analyze results and adjust accordingly. - Examine the Maine Integrated Youth Health Survey responses with York County colleagues. Leverage group input to continue to build supportive resources at Noble High School that address student challenges and support needs.
Strategic Pillar	Goal	Timeline	Tactics/Steps/Evidence
Community Engagement: Be the heart of the Noble Community	Broaden meaningful, active interactions among student, parents, and community/business partners to enhance diverse learning opportunities for all students, staff, and community members	Present through June 2025	We will strengthen our school community connections by: - Hosting three community-based drop-in sessions with the purpose of providing ongoing school district information to those community members who do not have students in the school system. - Inviting fifth grade students to visit the Sanford Regional Technical Center to broaden the awareness of different learning opportunities for their high school careers. - Increasing the monthly newsletter views by 5% (2826 views) from December 2024 through June 2025 by: - Distributing hard copies and QR codes in 5 accessible spots throughout the three towns. - Continuing to highlight recent partnerships with Portsmouth Naval Shipyard and Noble students. - Gathering baseline numbers on community participation and attendance for the District Art Show, Concerts and Learning Fairs. - Continuing to refine school and district web pages so they are up-to-date, and easily accessible to all.

*Evidence will be added to the Tactics/Steps/Evidence column when updates have been discussed during regular Board Meetings.