

PORTRAIT OF A NEEDHAM GRADUATE



FY21 Actions in Support of District's 5-Year Plan
Presentation to School Committee
November 10, 2020



What are the District's FY21 goals?

4 District Priorities in support of the Portrait Strategic Plan:
a commitment to what our students need for their future

- plus -

Priorities for health and safety,
academic and emotional support
during the pandemic:
Hybrid Learning Plan

PORTRAIT Roadmap FY20-FY25

PORTRAIT OF A NEEDHAM GRADUATE
SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS



Three years from now, we will work to **scale and optimize** the Actions for going forward.

*As we refine the Actions needed four years from now and beyond, the **Portrait vision** will guide us.*

In FY21, we will build on the initial year's Actions & start to **integrate** best practices and new ideas.

FY21

FY20

In Year 1, we began to implement the Portrait Plan by focusing on the bright spots (those areas already aligned with the Portrait vision) and taking steps to **explore and prepare** for this work.

FY22

FY23

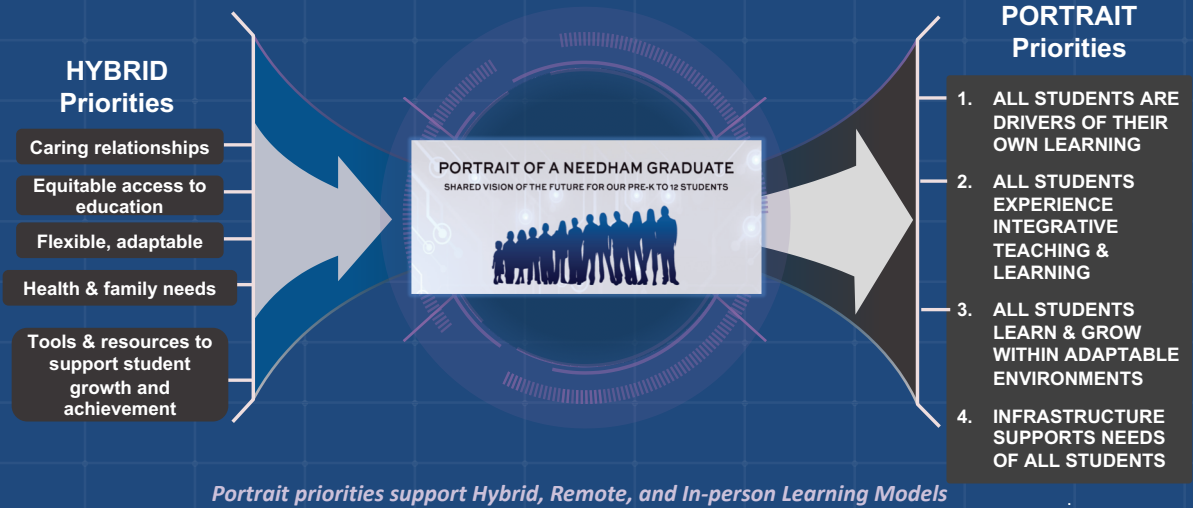
RESPONDING TO THE CHANGES BROUGHT ON BY COVID-19:

PRIORITIES of HYBRID LEARNING PLAN

- **Developing and nurturing caring relationships.**
- Providing **equitable access** to education for all students.
- Being **flexible, adaptable**, making improvements where needed.
- **Supporting all students and staff with their personal health and family concerns & needs.**
- Providing students and staff with tools and resources to work together in **support of student growth, understanding, and achievement.**

UNCERTAINTY AHEAD

DISTRICT PLAN FY21: Continuing our commitment to EQUITY and what students need for their future



PRIORITY 1: ALL STUDENTS ARE DRIVERS OF THEIR OWN LEARNING		
<i>Strategic Objective A:</i> Incorporate opportunities for student choice, independent learning, personalized pathways	<i>Strategic Objective B:</i> Provide structures and experiences that enable student efficacy, leadership, and voice	<i>Strategic Objective C:</i> Teach students content and skills necessary for them to grow personally and academically
<i>FY21 Actions:</i>		
<ul style="list-style-type: none"> • Provide culturally responsive and universally designed instruction & learning experiences that optimize student engagement & motivation across hybrid & remote learning models • Integrate technology to support personalized learning in a remote learning environment • Use essential content and practice standards in all disciplines to promote effective instruction in a remote learning environment • Implement K-5 Racial Literacy Curriculum & align PreK-12 anti-racist instructional practices • Reinforce Portrait competencies with students in developmentally appropriate ways 		

<p style="text-align: center;">PRIORITY 2:</p> <p style="text-align: center;">ALL STUDENTS EXPERIENCE INTEGRATIVE TEACHING & LEARNING</p>		
<p><i>Strategic Objective A:</i> Extend interdisciplinary teaching and learning practices Pre-K to 12</p>	<p><i>Strategic Objective B:</i> Embed Portrait competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices</p>	<p><i>Strategic Objective C:</i> Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression</p>
<p><i>FY21 Actions:</i></p>		
<ul style="list-style-type: none"> • Continue to expand interdisciplinary learning district-wide (e.g., implementation of the Grade 9 Interdisciplinary Program) • Develop Civics projects to be implemented for students in grades 8 to 12 • Build capacity for SEL (Social & Emotional Learning) anchored to equity, inclusion, and student empowerment • Adopt an instructional framework that incorporates MTSS (Multi-Tier System of Supports), UDL (Universal Design for Learning), and culturally responsive teaching practices 		

<p style="text-align: center;">PRIORITY 3:</p> <p style="text-align: center;">ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS</p>		
<p><i>Strategic Objective A:</i> Support & design classroom models and environments that foster collaboration and innovation</p>	<p><i>Strategic Objective B:</i> Provide time, schedules, and spaces that promote learning objectives</p>	<p><i>Strategic Objective C:</i> Complement instruction with accessible learning beyond classroom, within community, and in partnership with families</p>
<p><i>FY21 Actions:</i></p>		
<ul style="list-style-type: none"> • Implement plans for adapting classrooms, using alternative spaces and flexible schedules to accommodate learning needs as well as health and safety protocols • Evaluate the Hybrid, Remote, and In-Person Models for accessible learning and student engagement; make adjustments as the school year progresses • Continue to provide family and community education on Portrait & preparing all students for their future 		

**Priority 4:
INFRASTRUCTURE SUPPORTS NEEDS OF ALL STUDENTS**

<i>Strategic Objective A:</i> Provide staffing, facilities, and budget resources aligned to district priorities	<i>Strategic Objective B:</i> Implement recruitment, retention, and development process for staff growth and diversity	<i>Strategic Objective C:</i> Establish a professional learning structure supporting equity and the Portrait vision
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FY21 Actions:

- Monitor health metrics; implement safety/operational protocols to mitigate COVID spread
- Prepare FY22 District Budget supporting equity, Portrait vision, and impact of COVID
- Continue to assess potential impact of COVID and Portrait plans on the district’s future staffing, facilities, business operations and systems, transportation, & nutrition services
- Implement Human Resource plan for recruitment/retention of diverse & qualified staff
- Provide professional learning to support equity work & remote instruction for all students
- Assess the district’s current professional learning and plan for a cohesive program (i.e., Portrait of A Needham Educator/Employee)

**Continuing the District’s commitment to Equity:
Shared Vision of the Future for our Pre-K to 12 Students**

PREPARING *ALL* NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

- CREATIVE THINKERS AND PROBLEM SOLVERS**
- COMMUNICATORS AND COLLABORATORS**
- SOCIALLY & CULTURALLY RESPONSIVE CONTRIBUTORS**
- RESPONSIBLE AND RESILIENT INDIVIDUALS**
- EMPOWERED LEARNERS**

The Portrait continues to guide us – through the Hybrid, Remote, & In-Person Learning Models. Even a pandemic is not preventing us from moving forward toward this vision.

