

North Andover Public Schools Strategic Plan Update - 2019-2022



Vision: North Andover Public Schools, with the support from our community, will provide a safe learning environment that cultivates a respectful community of engaged learners, insightful thinkers, and effective communicators who will demonstrate progress toward career and college readiness.

Objectives	Initiatives
<p>Equity for All Students: To ensure all students are provided equal access to an excellent education that encourages them to improve their capacity to think critically, communicate effectively, understand and manage emotions, and engage in academic risks.</p>	<ul style="list-style-type: none"> • <u>Improve district programming to address students' variable needs with a focus on increasing opportunities for all students</u> • <u>Decrease class sizes, with a specific focus on elementary & middle school class sizes, in order to better meet the needs of all students</u> • <u>Increase support for and understanding of the social/emotional learning (SEL) needs of our students</u> • <u>Commit to a culture that reflects, respects and embraces the voices, perspectives and differences arising from our diverse community.</u>
<p>Consistent & Rigorous Curriculum: To provide a consistent and rigorous curriculum that encourages all students to learn to the depth and distance of their abilities and leave our schools with the skills and knowledge necessary to succeed in college, career and life.</p>	<ul style="list-style-type: none"> • <u>Create and implement a multi-year curriculum plan that phases in a consistent and rigorous curriculum throughout the district</u> • <u>Continue to use and develop common assessments that allow teachers to reflect on, improve, adapt and share best practices.</u> • <u>Implement targeted, innovative, learner-centered experiences that allow students to apply their knowledge to authentic situations, with a focus on civic engagement, social justice, and empowering global leaders</u> • <u>Ensure that our schools have sufficient access to technology and provide our faculty up-to-date instructional materials</u>
<p>Targeted Professional Practice: To hire and develop excellent educators who utilize data, professional development and collaboration to continually adapt their practice to best meet the needs of all students.</p>	<ul style="list-style-type: none"> • <u>Provide effective district and school level leadership and collaboration structures that ensure adequate levels of support and accountability.</u> • <u>Provide rigorous Professional Development</u> • <u>Develop a comprehensive human resources model to support staff recruitment, advancement, supervision, and evaluation</u>