

PORTLAND PUBLIC SCHOOLS' STRATEGIC PLAN

# Charting a Course To Success, Together





# Our students graduate prepared and empowered. We believe education is the most important tool to change the world.

**INTRODUCTION:** The Portland Public Schools is the largest and most diverse school district in Maine, serving approximately 6,600 students from homes where more than 50 languages are spoken. We are a welcoming and inclusive school district that is committed to an equitable, academically rigorous and joyful learning experience for all.

In June 2024, the Portland Board of Public Education approved a new five-year strategic plan for the Portland Public Schools. The plan is the result of a tremendous, year-long effort by the whole PPS community, working and talking together about how best to fulfill our district's unique potential. The plan provides PPS with a clear roadmap of what we want to achieve over the next five years and how to get there. The new plan has five strategic priorities with specific initiatives aligned to each one.







**Discovery fuels us.  
Determination drives us.**

**VISION:**

All learners will be fully prepared to participate and succeed in a diverse and ever-changing world.

**MISSION:**

PPS is dedicated to providing a challenging, relevant, and joyful education that empowers every learner to make a difference. We build strong relationships among families, educators, and the community to promote healthy development and academic achievement.

**THE NEW STRATEGIC PLAN PRIORITIZES:**

**Equity:** Keeping Equity at the Center

**Achievement:** Enhancing Academic Excellence

**Whole Student:** Cultivating Inclusivity and Belonging

**People:** Developing Staff, Leaders, and Organizational Culture

**Systems:** Building A Strong Foundation for Every Student's Success

# EQUITY

## KEEPING EQUITY AT THE CENTER

PPS is vigilant in supporting each and every student's particular path to achieving high standards—rooting out systemic or ongoing inequities. We strive to eliminate factors that contribute to variable rates of student success and participation.

Through intentional policies, practices, and curricula that celebrate diversity and foster cultural understanding, we empower all students and staff to challenge biases and advocate for social change.

Diversity sets Portland schools apart from neighboring towns and cities. Having economically and culturally diverse friends growing up gave me a worldview advantage over many of my peers when I got to college... I'm proud of who I've grown up to be and the path I took to get here. Wouldn't trade it for another.

**Johann Sabbath**  
Business Strategist & Entrepreneur and PPS Alum





## ENHANCING ACADEMIC EXCELLENCE

PPS provides every student with a robust academic foundation that equips them with the knowledge, skills, and confidence needed to excel in college, career, and beyond.

We deliver a rigorous and comprehensive education that challenges students to reach their full potential and prepares them to navigate and succeed in an increasingly complex and competitive world.

We know that success looks different for each student. Whether it's moving on to a 4-year university, seeking technical training for a trade, pursuing the artist's journey, or stepping

up as a community leader, PPS graduates are prepared and empowered to pursue their chosen path.

PPS instills a joy of learning in every student, no matter what age. Whether the motivations are obtaining a postsecondary degree, new skills to compete in the marketplace, locally or globally, achieving high school credentials, furthering professional development or seeking personal enrichment, **PPS' Adult Education, Parent University**, and other programs provide engaging and rewarding lifetime learning opportunities for our community.



“There’s this rigor component, this academic component... You can take these AP classes, it’s going to prepare you for college. We have someone that’s going to Columbia University, someone going to Yale University. [The] community has helped them get where they are now.”

**Linh Nguyen, PPS Alum**

# WHOLE STUDENT

## CULTIVATING INCLUSIVITY AND BELONGING

PPS builds an inclusive environment where every student feels valued. We empower students to excel in the world and interact with people of all backgrounds. With family and community support, we weave social-emotional learning into every classroom, encouraging students to explore unique academic and creative paths.

We bring people together to achieve great things. Our students develop skills and

mindsets to contribute to our vibrant city and ever-changing world. Through partnerships with local nonprofits, businesses, and cultural institutions, students enrich their education and deepen their community ties.

Our **community school model** serves as an exemplar. In a community school model, school and community partners work together to provide enrichment and essential services to students and their families.

## PEOPLE

### DEVELOPING A TALENTED AND DIVERSE TEAM

Our exceptional faculty and staff are the driving force behind our mission to transform lives through education. We foster a culture of excellence, innovation, and shared leadership, ensuring every team member feels valued and empowered to make a meaningful impact. Our people are the heart of our dynamic district, and by investing in their growth through training, mentorship, and career advancement, we elevate the quality of education and the success of our students.

Our **‘Elevating Educators’** initiative propels our faculty and staff forward by promoting advanced credentialing, and enabling them to grow their careers and make even greater contributions to our community.

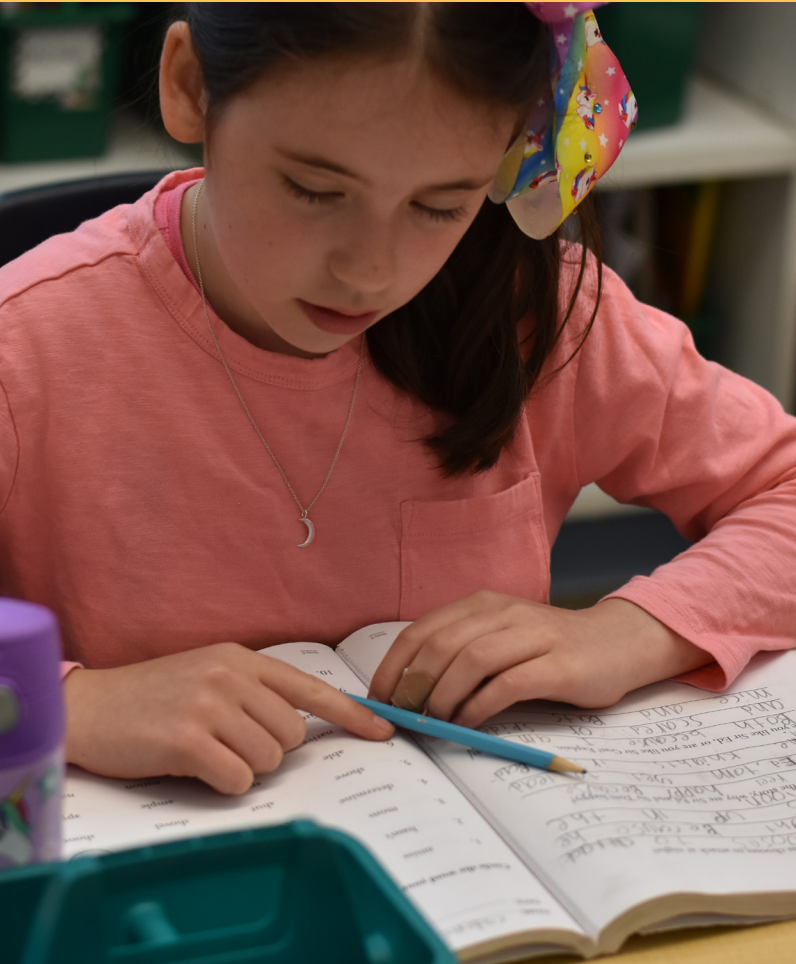
“The strategic plan reminds us of our highest goals as a school district and of the practices and systems we need in place if we are to meet them. This plan keeps us focused on what’s important, offers a road map, and ensures that we stay accountable to our students and community.”

**Jake Giessman**  
Principal - Deering High School





# SYSTEMS



## BUILDING A STRONG FOUNDATION FOR EVERY STUDENT'S SUCCESS

At PPS, efficient systems are the backbone of our commitment to every student's success. By streamlining operations, we ensure that every resource is dedicated to what truly matters: supporting students and empowering educators. Our systems lighten the load for teachers, allowing them to focus on inspiring young minds.

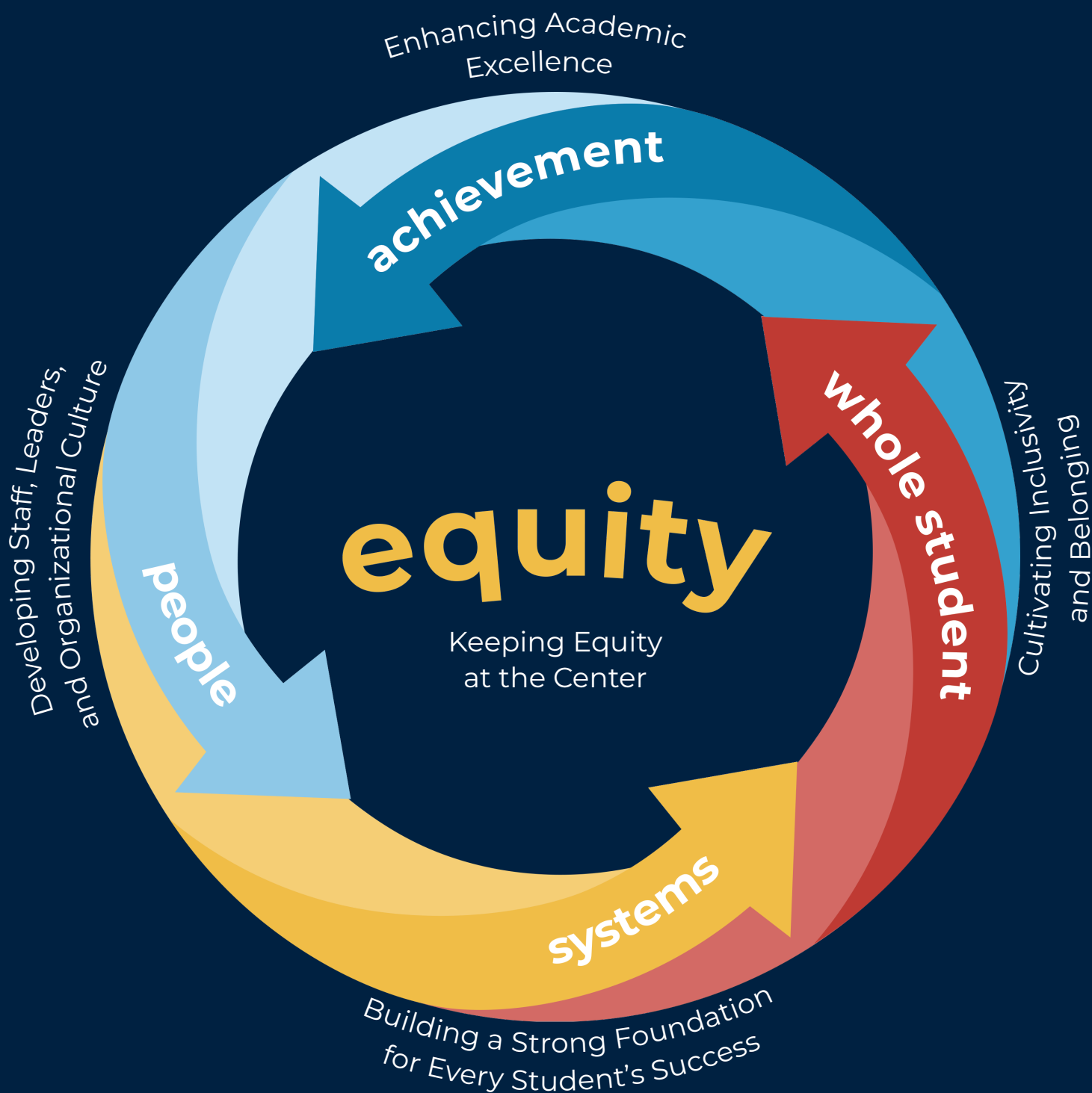
Through continuous improvement, we foster a culture of transparency and accountability. This approach provides educators with the tools and support they need to help every student shine. By building a responsive data framework, we empower educators, administrators, and community stakeholders to make informed decisions that enhance academic outcomes.

## A Message from Superintendent, Dr. Ryan Scallon

"At Portland Public Schools, we are committed to equity, excellence, and community. Our focus on streamlining systems ensures that our operations are effective, efficient, and accountable. By integrating data-driven decision making, we empower educators and stakeholders to drive continuous improvement and enhance student success. Together, we will ensure every student thrives and every voice is heard, as we prepare all learners to succeed in a diverse and ever-changing world."



We are a community that values diversity, supports growth,  
and empowers individuals to make a difference.



**PORTLAND  
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