



**Sudbury Public Schools
School Improvement Plan
General John Nixon Elementary School
2025-2026**



District Vision

We are committed to excellence in educating students to be knowledgeable, creative, independent thinkers who are caring and collaborative members of the school and wider community.

District Goals FY2026

The district goals that guide our work at the school level

Wellness: Sudbury Public Schools promote the social, emotional, and physical wellness of students.

Innovation: Sudbury Public Schools implement innovative, research-based curriculum and educational practices.

Meeting the Needs of ALL Students: Sudbury Public Schools provides equitable learning experiences to engage and challenge every student.

School Goals

The following school goals aim to further and support the district strategic objectives through focused work that accounts for the strengths and needs of the individual school community:

Goal 1	Wellness: Support the development of an environment in which everyone is seen and heard, where differences are valued and identity is celebrated in order to provide equitable learning experiences where every student is engaged and challenged.
Goal 2	Innovation: Foster academic excellence for all students by supporting educators' continuous growth in teaching and learning, use of student data, and implementation of innovative approaches to teaching and learning.
Goal 3	Meeting the Needs of ALL Students: Provide equitable learning experiences to engage and challenge every student.

School Goal #1 Wellness

Goal	Support the development of an environment in which everyone is seen and heard, where differences are valued and identity is celebrated in order to provide equitable learning experiences where every student is engaged and challenged.
Rationale	<p><i>From the Sudbury Public Schools Equity Statement:</i></p> <p>Students need to be ready to learn before they can learn. Prioritizing social skills and emotional health allows for this. Students require explicit instruction in these areas, especially now. Establishing an environment that assures the holistic safety of each child and furthers this condition. Safe and orderly schools with common, consistent, internalized expectations allow students to focus on their job as learners.</p>

Action Plan

Strategic Initiative	Indicators of Success	Timelines & Persons Responsible
1.1 Equity is the foundation of a school's work.	<p>1.1.1 Staff and administrators participate in the Nixon School Equity Committee on a monthly basis</p> <p>1.1.2 Develop experiences for children to engage in that encourage belonging</p> <p>1.1.3 Keep communication between custodial, maintenance, staff, parent/teacher organization, town officials and administration to ensure that all student activities are accessible for all</p>	<p>1.1 Administration</p> <p>1.1 Staff</p>

<p>1.2 Maintain district-wide safety protocols: "Say Something" reporting system for staff, students, and community</p>	<p>1.2.1 Students and staff are trained</p>	<p>1.2 Training for grades 4 & 5 students in mid-October 2025</p>
<p>1.3 Continue direct SEL instruction and explicit teaching for increasing students intrinsic understanding of oneself</p>	<p>1.3.1 Harmony lessons taught kindergarten through fifth grade 1.3.2 Social Thinking lessons are shared 1.3.3 DESSA screener is used to inform educators 1.3.4 Data meetings led by mental health staff to guide and support</p>	<p>1.3 Throughout the school year 1.3 Mental Health Staff 1.3 Administration 1.3 Educators</p>
<p>1.4 Implement disability awareness curriculum in grades 3-5</p>	<p>1.4.1 Lessons are delivered</p>	<p>1.4 Grades 3-5 participate in units of study</p>

<p>1.5 Increase peer relationships and student agency by children forming their own opinions, pursue their own thoughts and ideas, and show support for their peers thinking</p>	<p>1.5.1 Daily mindful minute starts each school day</p> <p>1.5.2 All school community experiences</p> <ul style="list-style-type: none"> o School wide celebrations o Student Advisory Committee o Buddy classes are developed for varied grade levels to gather o Traditions that promote intentional joy 	<p>1.5 Educators</p> <p>1.5 Administration</p> <p>1.5 Mental Health Team</p>
<p>1.6 Prioritize consultation time for staff</p>	<p>1.6.1 Launch refined schedule to utilize the WIN block and increase common planning time to twice weekly allowing classroom teachers, special educators, specialists and coaches to have time provided in their schedule to consult and collaborate around curriculum and student needs</p> <p>1.6.2 Coaches can use this time to meet with grade levels to review data and develop goals to advance student achievement</p> <p>1.6.3 Special Educators can use this time to meet with educators across the building for academic planning and behavioral support planning</p> <p>1.6.4 Specialists can use this time to collaborate on management strategies, student needs, and cross-content planning</p>	<p>1.6 Special Education Teachers</p> <p>1.6 Classroom Teachers</p> <p>1.6 Coaches</p> <p>1.6 Administration</p>
<p>1.7 School safety and planning</p>	<p>1.7.1 Attend CRASE training with Sudbury Police Department</p> <p>1.7.2 Model response for school members</p> <p>1.7.3 Learn to react during crucial first few moments of an event</p> <p>1.7.4 Predetermined plan minimizes risk and ensures accountability</p> <p>1.7.5 Reunification ensures safe accountable reunification with guardians after crisis</p>	<p>1.7 School Safety Team</p> <p>1.7 Administration</p> <p>1.7 Staff</p>

School Goal #2 Innovation

Goal	Foster academic excellence for all students by supporting educators' continuous growth in teaching and learning, use of student data, and implementation of innovative approaches to teaching and learning.
Rationale	District Goal: Sudbury Public Schools implement innovative, research-based curriculum and educational practices.

Action Plan

Strategic Initiative	Indicators of Success	Timelines & Persons Responsible
2.1 Continue to focus on ADA compliance for the entire Nixon School campus	2.1.1 Partner with the parent/teacher organization to plan school-related events 2.1.2 Install compliant sinks in areas necessary 2.1.3 Install Active boards in instructional and meeting areas <ul style="list-style-type: none"> • Install Red Cat in music room • Deploy more seating/furniture options for student and staff usage 	2.1 Administration
2.2 Increase greater ELA instructional capacity by utilizing best practices rooted in research and data	2.2.1 Implement Sudbury Elementary Literacy curriculum and materials for EL (Expeditionary Learning) 2.2.2 Update teaching practices to reflect the standards and research-based best practices in ELA 2.2.3 Create consistency across the grade levels and school 2.2.4 Provide push-in services to support students during the literacy block K-5	2.2 Educator Collaborative Teamwork 2.2 Literacy Specialist/Tutor 2.2 Humanities Coordinator 2.2 EL Coach 2.2 Administration

	<p>2.2.5 Use student data to inform our practice and flexibly adjust push-in services</p> <p>2.2.6 Expand challenge opportunities for advanced learners to extend their understanding</p> <p>2.2.7 Continue the use of building based data teams for a cohesive approach to increase the rate of academic growth for students</p> <p>2.2.8 Attend ILAP, professional development and coaching sessions as scheduled by the district</p>	
<p>2.3 Continue to improve mathematics instruction by utilizing best practices rooted in research and data</p>	<p>2.3.1 Bridges 3 training and implementation</p> <p>2.3.2 Coaching meetings are scheduled and connected to each educator implementing the Bridges curriculum</p> <p>2.3.3 Professional development for mathematic coach to increase capacity in the area of Tier 2 instruction</p> <p>2.3.4 Continue the use of building based data teams for a cohesive approach to increase the rate of academic growth for students</p> <p>2.3.5 Cohesive approach to Number Corner application K-5</p>	<p>2.3 Educators K-5</p> <p>2.3 Mathematics Coordinator</p> <p>2.3 Mathematics Coach</p> <p>2.3 Administration</p>



School Goal #3 Meeting the Needs of ALL Students

Goal	Prioritize the refinement of teaching practices to ensure equitable access to high-quality instructional resources and engaging learning experiences so every student is appropriately challenged.
Rationale	District Goal: SPS provides equitable learning experiences to engage and challenge every student. By challenging each learner in engaging ways, we stretch their thinking as well as their academic and social-emotional growth. We expect to see increased academic gains.

Action Plan

Strategic Initiative	Indicators of Success	Timelines & Persons Responsible
<p>3.1 Strengthen communication with families about student learning</p>	<p>3.1.1 Continued use of common parent/teacher conference template</p> <p>3.1.2 Parent/teacher conference template feedback from staff for viability of tool</p> <p>3.1.3 Professional development for educators in culturally responsive conferences</p>	<p>3.1 Special Education</p> <p>3.1 Teachers</p> <p>3.1 Administration</p>
<p>3.2 Continue the focus on equity inside and outside the classroom</p>	<p>3.2.1 Continued Equity Committee work monthly with various committee members</p> <p>3.2.2 Collaboration with PTO to create and provide positive experiences that positively impact children and families</p>	<p>3.2 Administration</p> <p>3.2 Staff</p> <p>3.2 Nixon PTO</p>
<p>3.3 Expand support for families in the attendance of after school events</p>	<p>3.3.1 Collaborate with PTO to plan and provide experiences for all children close to the natural end of the school day</p> <p>3.3.2 Communicate after school events through communications from PTO, Principal, classroom newsletters, and direct messaging</p>	<p>3.3 Administration</p> <p>3.3 Nixon PTO</p>

Signature Page

Member	Signature
Susan Woods, Principal	
Carrie Luchesse, Teacher	
Dahaina Jamial, Parent	