



Nantucket Public Schools

District Strategy, 2023-2028

Vision

We commit to provide equitable, inclusive, and challenging learning experiences where every student and adult feels seen, heard, valued, and respected.

Access the cascading visions for all departments and schools [here](#).

Mission

Nantucket Public Schools, in partnership with a caring community, will create a dynamic and equitable learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet local and global challenges.

Core Values

Nantucket Public Schools values collaboration, communication, and reflection that supports:

- Equitable access to multiple pathways for individual and collective success.
- High expectations and a student-centered educational approach that integrates academic progress, extra-curricular participation, personal responsibility, and community involvement.
- Inclusive and sustained family relationships that respect all cultures and the experiences each child brings to our schools.
- Challenging ourselves to embrace and advocate for the needs of every student, adult, and family within our school community.

Strategic Objectives

1: Increase Student Outcomes and Achievement by providing equitable, inclusive and challenging learning experiences through a comprehensive system of support.

2: Secure and Maximize Resources that meet the growing needs of the district by providing a sound budget process, intentional staff recruitment and retention, comprehensive maintenance of facilities, and access to advancements in technology.

3: Nurture a Culture of Inclusion, Collaboration, and Communication by recognizing and celebrating the uniqueness of all individuals (students, educators, families, and the community alike) and cultivating socially responsible members of diverse local and global communities.

Strategic Initiatives

- 1.1 Successfully implement and continually assess the effectiveness of the established curriculum, instructional, and assessment practices.
- 1.2 Define, implement, and support high-impact, tiered pedagogical practices that are culturally and linguistically appropriate, universally designed, and foster academic, behavioral, and social-emotional learning for all learners.
- 1.3 Optimize and strengthen school safety processes and protocols across the district through proactive evaluation, adjustment, and alignment.

- 2.1 Ensure sustainable sources of revenue for facilities, infrastructure, and operational expenses.
- 2.2 Actively promote a diverse, high-quality workforce and expand housing inventory for staff to support their recruitment, development, and retention.
- 2.3 Maintain and upgrade district facilities and grounds.
- 2.4 Secure and maximize resources within the district (i.e., schedules/staffing/technology) to meet growing needs, enhance educational outcomes, and support efficient operations.

- 3.1 Foster a sense of belonging and community to strengthen partnerships with students, staff, families, and the wider community.
- 3.2 Cultivate a stronger sense of community and positive culture among district staff.

District Improvement Plan, 2026-2027



Access School Improvement Plans (SIP)

- [NES](#)
- [NIS](#)
- [CPS](#)
- [NHS](#)

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
1	By June 2027, a needs assessment will be conducted for human resources based on the DESE Standards and Indicators document. [2.2, 3.1, 3.2]	Human Resources	1. Conduct a needs assessment for NPS Human Resources. 2. Identify gaps and redundancies between district procedures and DESE expectations.. 3. Create processes and procedures that are aligned to DESE.	• Human Resources procedures established and shared with stakeholders	• NPS Human Resources aligned with DESE standards and indicators document.
2	By June 2027, implement Frontline for 1) professional development approval process and 2) graduate course approval process including budgeting. 3) evaluation (if team decides to move forward) [1.1, 1.2, 2.4]	Educational Technology/ Curriculum & Instruction	1. Build the PD approval and graduate course approval (including budgeting) processes into Frontline. 2. Test the process. 3. Communicate the changes to stakeholders and implement district-wide	• Implement PD approval process in Frontline • Implement graduate course approval process in Frontline • Development of evaluation platform for SY28	• Improved paper-less process that will speed-up and simplify communication

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
			4. Form a team to review Frontline's evaluation platform. Repeat steps 1-3, if the team decides to move forward. Start for SY28.		
3	By June 2027, Raptor Emergency Management will be used fully in each building.	Safety & Security	1. Use Raptor during drills for practice. 2. Practice Raptor monthly with all staff.	• Use of Raptor	• Improved comfortability with the system and accuracy with accountability
4	By June 2027, continue expansion of Applied Learning implementation with a focus on equitable communication and collaboration instructional strategies, including SEI. [1.1, 1.2]	Curriculum & Instruction	1. Through participation in RALIE, NHS admin will implement a pilot. 2. CPS admin will review RALIE data and determine the next best steps 3. NPS will collect learning walk data using DESE's Multilingual Learning Look-for Tool, Section 3 (Purposeful & Authentic Interaction)	• RALIE completion (NHS) • Data on discourse mapping (CPS) • SEI PD plan (CPS and NHS) (see also goal 6) • Learning walk data (all schools)	• Increase is student discourse • Increase in student engagement
5	By June 2027, implement professional learning with the to deepen our understanding around grading for equity (6-12).	Curriculum & Instruction	Engage in professional learning on 9/1, 11/3, and 2/10 1. School admin will develop a plan for teachers to identify, try-out, and reflect on at least one equitable grading practice.	• Equitable grading PD plan	• Increased understanding around equitable grading

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
6	By June 2027, K-12 teachers will increase students' growth and achievement on benchmark and/or summative assessments. [1.1, 1.2]	Curriculum & Instruction	1. Develop a universal district-wide protocol to guide adoption and implementation of high-quality instructional materials. 2. Research curriculum mapping tools 3. Analyze curriculum alignment and resource adoption for updated Comprehensive Health & Physical Education (CHPE) standards. 4. Continue to create consistent procedures and practices for assessment practice and data use throughout the district, including researching and implementing OpenArchitects. 5. Continue to support all schools in creating and implementing content-based PLCs for regular data review cycles to ensure essential learning outcomes are met at each grade level and content area.	• Scope and sequence documents • Inventory of high-quality instructional materials • NPS curriculum review process • Aligned SEL/ Wellness Curriculum Guide • Curriculum resource review for future adoption	• Increased growth and achievement on benchmark and/or summative assessments (i.e., MAP, MCAS, SAT).

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
7	By June 2027, English learners will demonstrate increased access to rigorous academic language and improved content achievement as a result of Sheltered English Instruction (SEI) professional development provided to core content teachers and administrators at CPS & NHS, and the continuation of co-teaching for the ELA block at NES & NIS. [1.1, 1.2]	English Learner Education	1. PD plan for year-long SEI PD focus at CPS and NHS with general education content area teachers and administrators. 2. Co-teaching ELA at NES and NIS. 3. NPS will collect learning walk data using DESE's Multilingual Learning Look-for Tool, Section 3 (Purposeful & Authentic Interaction) (see also Goal 4)	• SEI professional development plan (CPS & NHS) • Co-teaching professional development plan (NES & NIS) • Learning walk data	• Content teachers will report greater ability and confidence in working with varying ELD proficiency levels • Increased communication and collaboration in SEI classes for EL students (i.e., ACCESS, MAP, MCAS) • Greater continuity of the school day for NES & NIS students
8	By June 2027, CPS & NHS ESL teachers will have revised ESL curriculum, resulting in improved reading and writing outcomes for EL students. [1.1, 1.2, 3.1]	English Learner Education	1. PD plan for year-long curriculum revision for CPS & NHS ESL teachers 2. PD plan for year-long ELA curriculum rollout for NES & NIS ESL teachers	• ESL curriculum revision and update with literacy focus at NHS • Analysis of data collected from literacy benchmark and/or summative assessments for ELs (i.e., ACCESS, MAP, MCAS) in all schools	• Increased growth and achievement in literacy benchmark and/or summative assessments for ELs (i.e., ACCESS, MAP, MCAS).

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
9	By June 2027, all stakeholders (school counselors and social workers) will increase the usage of student-focused SEL strategies, including those associated with the Multi-tiered Suicide Prevention Program. [3.1, 3.2]	Special Services	1. Provide targeted professional development to counseling and social work staff, as detailed by DMH. 2. Create a parent resource guide of SEL curriculum resources to use at home. Include these resources on the department website. 3. Create a parent resource guide of community resources and include it on the district website.	• Aligned SEL/Wellness Curriculum Guide • Curriculum resources • Parent Community Resource Guide	• Increased time on learning, decrease in student hospitalizations and reports of self harm, increase of students' ability to use tools for self-regulation. • Creation of district-based team to provide direct support to staff and families.
10	By June 2027, special services department members will have participated in Blume App training related to measurable IEP goal writing and aligned services and accommodations By June 2027, the special services department will participate in training on understanding the MA disability categories and determining eligibility for special education services.	Special Services	1. Focused EWD meetings for liaisons and related services providers on eligibility criteria, goals & benchmark development, accommodations, and service delivery. 2. Continued work on transition services & planning, the development of progress reports, qualification for ESY, parent rights, and student involvement. 3. Focused EWD meetings for school counselors focused on	• Administration of parent IEP process survey following IEP meeting - Beginning September 2026.	• Demonstrated competence of Special Services Staff in the use of Ed Plan • Increased implementation and observation of student accommodations and alignment to IEP goals in general education as measured through walkthroughs and

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
	[2.4]		504 plan - qualifying factors, appropriate accommodations, parent rights 4. September 2026 - June 2027: Assistant Director of Special Services will engage in monthly small group meetings with special education liaisons, guidance counselors and social workers to provide direct support and guidance in developing and maintaining student IEPs and 504s.		educator observation.
11	By June 2027, Ed Tech will provide ongoing training for staff to move beyond basic tool adoption into meaningful, technology-enhanced teaching practices. [1.2]	Educational Technology	1. Survey educators to ascertain areas of greatest need. 2. Develop a system of PD opportunities. 3. Explore implementation service credits for after-school classes..	• Evidence of increased usage of technology-enhanced teaching in walkthroughs • PD calendar	• Improved attendance for PD opportunities • Increased use of instructional technology for improved student outcomes • Improved data points for student improvement

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
12	By June of 2027 the Facilities Department will design and construct an indoor chiller system to replace the current system at NIS [2.1, 2.4]	Facilities	1. Collaborate with SMRT on design plan for maximum efficiency 2. Install new system, including removal of current chiller system. 3. Move chiller pumps and motors inside the gables at NIS 4. Perform regular diagnostics. 5. Capizzo Stadium construction oversight	• Higher functioning system with fewer breakdowns and better airflow throughout the school. • Chiller will be protected from weather elements.	• Better regulation of HVAC at NIS • All systems running normally. • MCHA and TRAC Builders - Capizzo Stadium renovation
13	Throughout the 2026-27 school year, the Facilities Department will collaborate regularly with SMRT, CHA, and TRAC builders to initiate Phase I of the Capizzo Stadium Renovation Project. [2.3, 2.4, 3.2]	Facilities	1. Continue collaborating with Owner's Project Manager, designers, Town of Nantucket, and other stakeholders. 2. Regular communication to ensure compliance with Town and State regulations. 3. Phase I civil engineering initiation 4. Initiate web page to share progress updates with island community	• Documented monthly progress reports to Superintendent, School Committee, and public • Regular updates to new web page dedicated to project	• Phase I completed by EOY

	Goal	Who is Responsible	Action Steps	Outputs	Outcomes
14	By June 2027, the Athletic Department will further explore coach PD options to encourage professional learning within the ever-changing climate and culture of education and interscholastic athletics. (In progress)	Athletics	1. Inform coaches of professional development opportunities. 2. Become more active in MIAA and other state organization activities 3. Identify and execute one team building group activity per season for coaches	• Completed PD workshops by coaches • Send end-of-season survey to coaches in order to receive feedback about their PD experience	• Better informed, higher-quality coaching for student-athletes
15	By 2027, the Athletic Department will conduct a review of emergency/safety protocols and continue to work on coaching First Aid/CPR trainings along with Raptor and other emergency training with district and first responder personnel. (In progress)	Athletics	1. Train all coaches (veteran and new) in all emergency protocols 2. Work with Asst. Superintendent of Academic Operations, DLT, and SROs to set up Raptor drills during athletic practices 3. Ensure that all coaching staff have completed CPR/First Aid training	• Training completed by all coaches/ athletic personnel • Drills are successfully completed at least twice per season for each sport	• Coaches and student-athletes are well prepared to enact safety protocols if there is an emergency