Carlisle Public School
District Strategic Plan
2026-2029

Mission

Carlisle Public School engages all learners in a caring, collaborative community that sparks curiosity, challenges and supports each student to grow, and prepares them to participate thoughtfully in an evolving world.

Vision

Carlisle Public School is an inclusive learning community where every student is known, valued, and inspired to grow into a curious, confident, and compassionate lifelong learner.

Core Values

- *Educational Excellence*: CPS provides high-quality, engaging, and responsive learning experiences that challenge and support every student to grow, take risks, develop their strengths, pursue their interests, and thrive in academics, the arts, athletics, and beyond.
- *Curiosity*: CPS inspires a lifelong love of learning by building the confidence and skills to question, explore, create, and discover.
- *Respect*: CPS champions an inclusive community where every person is valued, safe, and heard.
- *Responsibility*: Members of the CPS community make thoughtful choices, take ownership of their actions, and contribute positively to our school and beyond.

Theory of Action			
If we foster a caring, collaborative, and inclusive learning community grounded in our core values, **then** every learner will be empowered to grow with confidence, become a successful lifelong learner, and participate thoughtfully in an evolving world.			
Strategic Objectives			
Cohesive Leadership and Systems	***Curriculum, Instruction and Professional Development***	***Communication***	***Culture and Community***
Champion unity across the school by designing and implementing a cohesive "one school" model that aligns leadership structures, empowers teachers as leaders, and creates consistency while honoring the unique needs of different school populations.	*Design and implement an aligned, inquiry-driven PK–8 curriculum supported by clear expectations, consistent instructional practices, and intentional professional development to ensure equitable, high-quality learning experiences for all students.*	*Establish clear and consistent systems of communication so that all members of the community receive the same information about the school to increase awareness and a sense of community.*	*Strengthen, support and sustain relationships between the school, families, staff, students and the broader Carlisle community so that all stakeholders feel a sense of connection and belonging.*
Strategic Initiatives			
Redesign the PK–8 leadership structure to create a fully unified school model that eliminates fragmented practices across grade spans and ensures consistent expectations, curriculum, instruction, behavioral systems, operational procedures, and	Establish consistent expectations for curriculum, instructional practices, and assessment systems across classrooms and grade levels to reduce variability in student learning experiences and promote high impact learning strategies.	Develop and implement a unified schoolwide communication framework that establishes consistent, transparent, and timely communication practices among staff, families, and school leadership.	Establish an equitable and accessible family engagement system that creates meaningful opportunities for families to participate in and contribute to the school community through flexible involvement options, collaborative

decision-making processes through a collaborative leadership approach focused on coherence, equity, and excellence for all students and staff.			partnerships, and ongoing dialogue aligned to school priorities.
Create, implement and sustain a PK–8 behavior and school culture framework that establishes shared expectations, consistent language, clearly defined staff responsibilities, and a school-wide system for tracking and responding to student behavior and support needs while recognizing the distinct developmental needs of students across grade levels.	Establish a cohesive PK–8 Multi-Tiered System of Support (MTSS) that ensures consistent processes for delivering, monitoring, and evaluating academic and social-emotional supports, providing equitable access to interventions and data-informed decision-making across all grade levels.	Establish a comprehensive student feedback system that elevates student voice and opportunities for choice, regularly gathers and analyzes student experiences, and uses this information to inform decision-making, strengthen school culture, and drive continuous improvement across the PK–8 school community	Cultivate and sustain a community partnership program that harnesses the expertise and resources of local organizations, businesses, families, and community members to enrich authentic learning experiences, deepen real-world connections, and inspire student engagement through mentorship, experiential learning, and career and civic exploration.
	Establish partnerships with the Concord Public Schools Special Education Department to support students with complex disabilities by increasing their access to peer cohorts and meaningful social connections.	Develop and implement a stakeholder engagement and communication feedback system that systematically gathers input from staff and families to identify and inform effective communication practices, enhance transparency, strengthen partnerships, and ensure school information is shared in ways that are timely, relevant, accessible, and responsive to community needs.	Establish and sustain PK–8 traditions, cross-grade experiences, and community-building opportunities that strengthen relationships, foster belonging, and promote a shared school identity among students, staff, families, and community members.

Outcomes

1. **Consistent, High-Quality Learning Experiences Across Classrooms**

Students across all grades and classrooms experience aligned curriculum, instruction, and expectations, reducing variability and ensuring equitable access to rigorous learning.

2. **Improved Student Achievement and Reduced Learning Gaps**

Stronger Tier 1 instruction and consistent intervention systems lead to earlier identification of needs, more effective support, and measurable growth in student performance (including narrowing gaps).

3. Increased Staff Clarity, Accountability, and Instructional Effectiveness

Staff operate within clearly defined roles, expectations, and systems, resulting in stronger instruction, improved collaboration, and greater professional accountability.

4. **Stronger Schoolwide Coherence and "One School" Culture**

The PK–8 system functions as a unified school with aligned practices, shared responsibility for students, and smoother transitions between grade levels.

5. Greater Trust, Engagement, and Communication Across the Community

Clear, consistent communication and structured opportunities for input result in increased trust among staff, families, and students, and stronger overall engagement in the school community.