

Strategic Plan 2026-2029

Carlisle Public School

School Committee | October 14, 2026

Presented by Brian Waterson

Built by our community

The plan came from a strategic planning steering committee



Administrators



Teachers



High School Students



Parents



Community Members

FACILITATED BY

Amy McKinstry

Superintendent, Northbridge Public Schools, and DESE "Planning for Success" facilitator

Vision and mission

TODAY: COMBINED VISION AND MISSION

Carlisle Public Schools cultivate balanced learners who can stand confidently with one foot in the field and the other in the future.

We create a nurturing and individualized experience for our students and highly value personal relationships. We prioritize social-emotional and physical health. We include a project-based approach to help students develop their knowledge, skills, and interests. We provide multiple ways for students to demonstrate understanding and mastery, de-emphasizing state standardized assessments. Students engage in the classroom and in the community, with educators, local experts, and Carlisle's natural resources to understand how their studies can be applied to civic life to help solve local and global problems. We break down barriers between traditional subjects and create opportunities for students to develop their understanding of the world and extend their perspective and thinking beyond our town borders.

NEW

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.

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.

Core values

TODAY

Academic Excellence

Creativity

Respect

Responsibility

District tagline

NEW

E

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.

C

Curiosity
CPS inspires a lifelong love of learning by building the confidence and skills to question, explore, create, and discover.

R

Respect
CPS champions an inclusive community where every person is valued, safe, and heard.

R

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

TODAY

No theory of action

NEW

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 OBJECTIVE 1

Cohesive Leadership and Systems

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.

Strategic initiatives

1. 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 decision-making processes through a collaborative leadership approach focused on coherence, equity, and excellence for all students and staff.

2. 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.

STRATEGIC OBJECTIVE 2

Curriculum, Instruction and Professional Development

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.

Strategic initiatives

1. 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.

2. 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.

3. 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.

STRATEGIC OBJECTIVE 3

Communication

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.

Strategic initiatives

1. Develop and implement a unified schoolwide communication framework that establishes consistent, transparent, and timely communication practices among staff, families, and school leadership.

2. 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

3. 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.

STRATEGIC OBJECTIVE 4

Culture and 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

1. 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 partnerships, and ongoing dialogue aligned to school priorities

2. 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.

3. 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.

Next steps



Adopt the plan

School Committee vote tonight



Socialize the plan

Share the plan with staff, families, students, and the community



Build the three-year action plan

Develop process benchmarks, owners, timelines, and evidence of change for each initiative