



FY20 DISTRICT ACTION PLAN

YEAR 1 of Implementing our Vision: PORTRAIT OF A NEEDHAM GRADUATE

School Committee presentation - June 18, 2019

Continuing the District's commitment to Equity:
Shared Vision of the Future for our *Pre-K to 12 Students*

PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

CREATIVE THINKERS AND PROBLEM SOLVERS

COMMUNICATORS AND COLLABORATORS

SOCIALLY & CULTURALLY RESPONSIVE CONTRIBUTORS

RESPONSIBLE AND RESILIENT INDIVIDUALS

EMPOWERED LEARNERS



DISTRICT-WIDE APPROACH TO PORTRAIT IMPLEMENTATION

- Take Action steps over 5 years with success measured in terms of outcomes of our students (Portrait competencies)
- Start where we are now and work toward *DISTRICT PRIORITIES*:
 1. *All Students Are Drivers of Their Own Learning*
 2. *All Students Experience Integrative Teaching and Learning*
 3. *All Students Learn and Grow Within Adaptable Environments*
 4. *Infrastructure Supports Needs of All Students*

PORTRAIT Roadmap FY20-FY25

PORTRAIT OF A NEEDHAM GRADUATE
SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS



Three years from now, we will work to **scale and optimize** the Actions for going forward.

FY22

FY23

As we refine the Actions needed four years from now and beyond, the **Portrait vision will guide us.**

In FY21, we will build on the initial year's Actions and start to **integrate** best practices and new ideas.

FY21

FY20

As we begin to implement the Portrait Plan, our focus is on the existing bright spots and foundational Actions we can take to **explore and prepare** for this work.

PORTRAIT Roadmap FY20-FY25

1. ALL STUDENTS ARE DRIVERS OF THEIR OWN LEARNING

Expand opportunities for student-centered learning, including independent study, career exploration, elective paths; Integrate technology to support personalized learning.

Focus on students' opportunities for personalized learning; Identify/eliminate barriers to access.

FY20 Collect data and assess our current practices; Introduce our students to Portrait competencies.

FY21

FY22

FY23

We envision: Every student engaged in student-centered learning, with choice and voice in how they learn.

Priority 1: ALL STUDENTS ARE DRIVERS OF THEIR OWN LEARNING

Strategic Objective A:

Incorporate opportunities for student choice, independent learning, personalized pathways

Strategic Objective B:

Provide structures and experiences that enable student efficacy, leadership, and voice

Strategic Objective C:

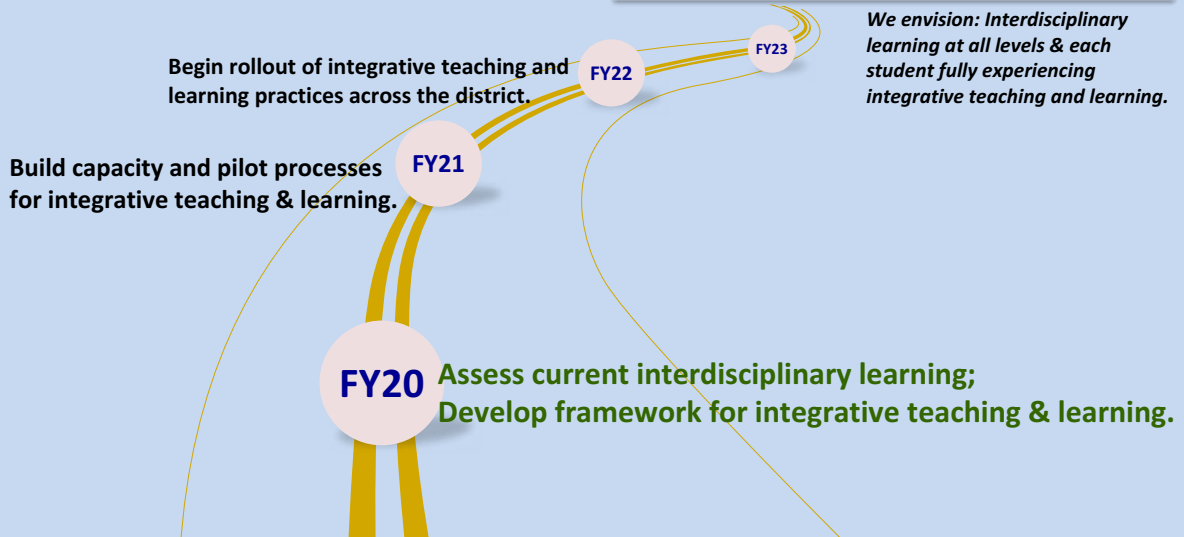
Teach students content and skills necessary for them to grow personally and academically

ACTIONS for exploring & preparing in FY20:

- Develop common understanding of student-centered learning & assess current practices
- Launch Full-Day Kindergarten and document fit with Portrait competencies
- Assess & expand existing structures/experiences for student efficacy, leadership, voice
- Continue to align Science and Social Studies curriculum and student-centered instruction to state standards
- Introduce Portrait to all students in developmentally appropriate ways
- Report results of student self-assessment on Portrait competencies

PORTRAIT Roadmap FY20-FY25

2. ALL STUDENTS EXPERIENCE INTEGRATIVE TEACHING & LEARNING



Priority 2: ALL STUDENTS EXPERIENCE INTEGRATIVE TEACHING & LEARNING

Strategic Objective A:

Extend interdisciplinary teaching and learning practices Pre-K to 12

Strategic Objective B:

Embed Portrait competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices

Strategic Objective C:

Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression

ACTIONS for exploring, preparing, and bringing cohesion to our work in FY20:

- Develop common understanding of interdisciplinary teaching and learning and assess current practices
- Support existing interdisciplinary teaching and highlight best practices
- Align and synthesize district's multiple plans, initiatives, and assessments*
- Develop framework for integrative teaching & learning

* Technology Strategic Plan, District Curriculum Accommodation Plan, District Framework for Social & Emotional Learning, Equity REAL Plan, multiple assessment methods, Portrait

PORTRAIT Roadmap FY20-FY25

3. ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS

Provide schedules to allow for internships & flex time;
Expand K2 model, makerspaces, break-out rooms;
Pilot cross-grade/multi-age classrooms, Innovation
Cluster; Offer more accessible field trips/travel.

FY22

FY23

We envision: Flexible spaces & schedules for full engagement within school, and learning enhanced outside with local & global community and in partnership with families.

Continue to plan for providing adaptable environments and engage community in Portrait process.

FY 21

FY20

Develop plans for providing adaptable environments;
Provide Family Education on Portrait.

Priority 3: ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS

Strategic Objective A:

Support and design classroom models and environments that foster collaboration & innovation

Strategic Objective B:

Provide time, schedules, and spaces that promote learning objectives

Strategic Objective C:

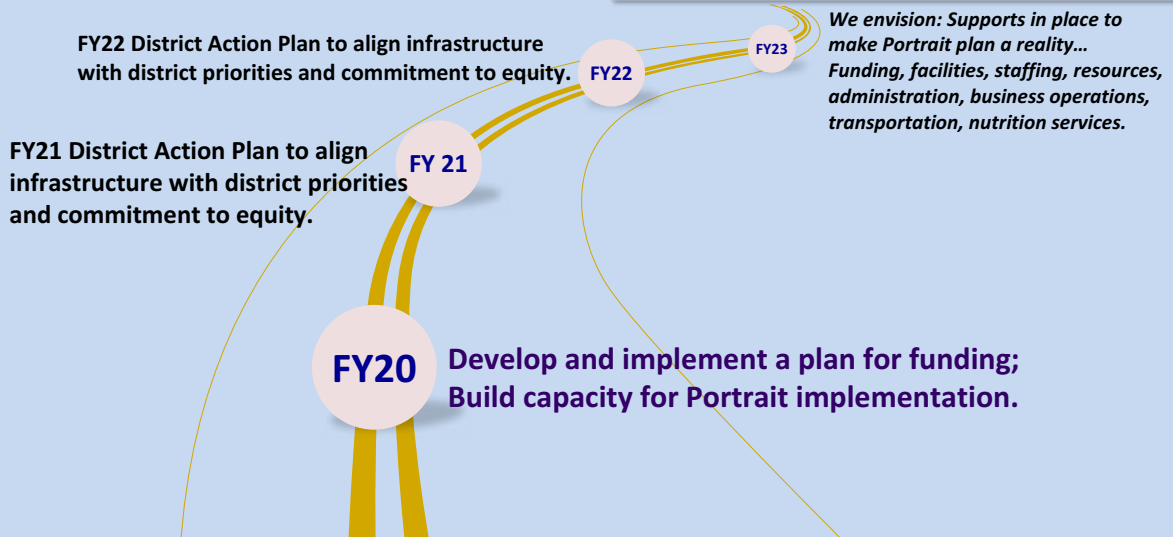
Complement instruction with accessible learning beyond the classroom, within community, and in partnership with families

ACTIONS for exploring & preparing in FY20:

- Plan for expansion of classroom models and environments for collaboration, innovation, cross-grade & multi-age learning experiences (e.g., Buddy classes)
- Develop plans for alternative scheduling
- Plan and prepare to adapt existing spaces within classrooms & schools to meet students' needs (e.g., creative seating, standing desks)
- Evaluate learning opportunities beyond the classroom for accessibility & Portrait alignment
- Partner with community members and businesses to plan for learning opportunities beyond the classroom (e.g., internships)
- Provide Family education on Portrait and preparing all students for their future

PORTRAIT Roadmap FY20-FY25

4. INFRASTRUCTURE SUPPORTS NEEDS OF ALL STUDENTS



Priority 4: INFRASTRUCTURE SUPPORTS NEEDS OF ALL STUDENTS

Strategic Objective A:
Provide staffing, facilities, and budget resources aligned to district priorities

Strategic Objective B:
Implement recruitment, retention, and development process for staff growth and diversity

Strategic Objective C:
Establish a professional learning structure supporting equity and the Portrait vision

ACTIONS for exploring & preparing in FY20:

- Prepare FY21 District Budget supporting equity and Portrait vision
- Assess potential impact of Portrait plans on the district's future organizational structure, staffing, facilities, business operations and systems, transportation, & nutrition services
- Formalize Human Resources plans and structures for recruitment and retention of diverse & qualified staff
- Assess the district's current Professional Learning and plan for a cohesive program (e.g., Portrait of A Needham Educator)

NEXT STEPS

- ✓ School Committee approval of FY20 District Plan at July School Committee Meeting
- ✓ Systems, processes, & structures will be created to complete work outlined in this plan
- ✓ Annual District Plans over 5 years will build on FY20 actions/outcomes to integrate, scale, and optimize the implementation of our Vision
- ✓ Portrait progress will be reported as actions/outcomes of District Plan, School Improvement Plans, Department Goals, Professional Practice Goals, and Evaluations

District's commitment to Equity: Portrait planning focuses on ALL our students and the impact of our actions on them



QUESTIONS? COMMENTS?



FY20 DISTRICT ACTION PLAN