

STRATEGIC PLAN



Progress Update



School Committee Meeting - December 15, 2025

Agenda

- **Mission & Vision**
- **Progress on Goals**
- **Family Listening Sessions**
- **Next Steps**



Mission & Vision

- **VISION** We envision a student-centered learning community where every student – honoring their unique strengths and background – is empowered to thrive academically, socially, and emotionally through tailored supports and equitable access to opportunity.
- **MISSION** Our primary mission is to cultivate inspired learners who are equipped to make a positive impact on the world. We achieve this by fostering rigorous and joyful learning environments where students, families, staff and community partners collaborate with a shared commitment to academic excellence and well-being.

ACADEMIC EXCELLENCE

Promote equitable outcomes, and enable targeted supports based on need by focusing on quality curriculum, instructional rigor, multi-tiered systems of support (MTSS), with an emphasis on strengthening supports for multilingual learners and special education students.



Priority #1: Academic Excellence

Promote equitable outcomes, and enable targeted supports based on need by focusing on **quality curriculum**, instructional **rigor**, multi-tiered systems of support (**MTSS**), with an emphasis on strengthening supports for **multilingual learners** and **special education students**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• Full time MTSS Specialist to align & strengthen systems• Sonday Systems multi-sensory reading training for special ed and ESL educators• Principal meetings which drive improved practice through instructional rounds• Common planning time - meaningful collaboration for educators to plan for their students• Lynch Leadership Academy for all principals, APs, and other admin <p>IN PROGRESS:</p> <ul style="list-style-type: none">• Curriculum rollouts in every grade PK - 8 (incl. specialized programs)• Professional development specific to the HQIM• Learning Acceleration Network ELA & District Illustrative Math walkthroughs at every school• Partnership with Boston Children's Hospital to strengthen universal screeners and tier 2 supports• Launched Middle Grade Experience district working group	<p>Curriculum:</p> <ul style="list-style-type: none">• Training on IM, Wit & Wisdom, FunDations, and Fishtank through CPT and full-day PD sessions <p>CPT:</p> <ul style="list-style-type: none">• All CPT leaders trained through HGSE, RBT, or internal modules <p>Assessment:</p> <ul style="list-style-type: none">• Seeing positive progress and growth on DIBELS and i-Ready, incl. for MLs

Priority #1: Academic Excellence cont.

Key Indicators Snapshot

Outcomes from most recent Learning Acceleration Network Walkthrough with TNTP (focused on Fishtank Implementation). **Core Actions Site Visit 1 Comparison (2024 vs 2025):**

■ Yes ■ Mostly ■ Somewhat ■ Not Yet

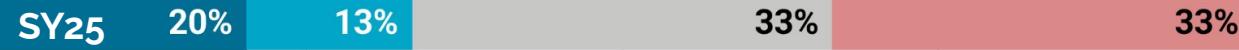
RLC Core Action 1 Overall: Is the lesson focused on a high quality text(s)?



RLC Core Action 2 Overall: Does this lesson employ questions and tasks, both oral and written, which integrate the standards and build students' comprehension of the text(s) and its meaning?



RLC Core Action 3 Overall: Are all students responsible for doing the thinking in this classroom?



0%

25%

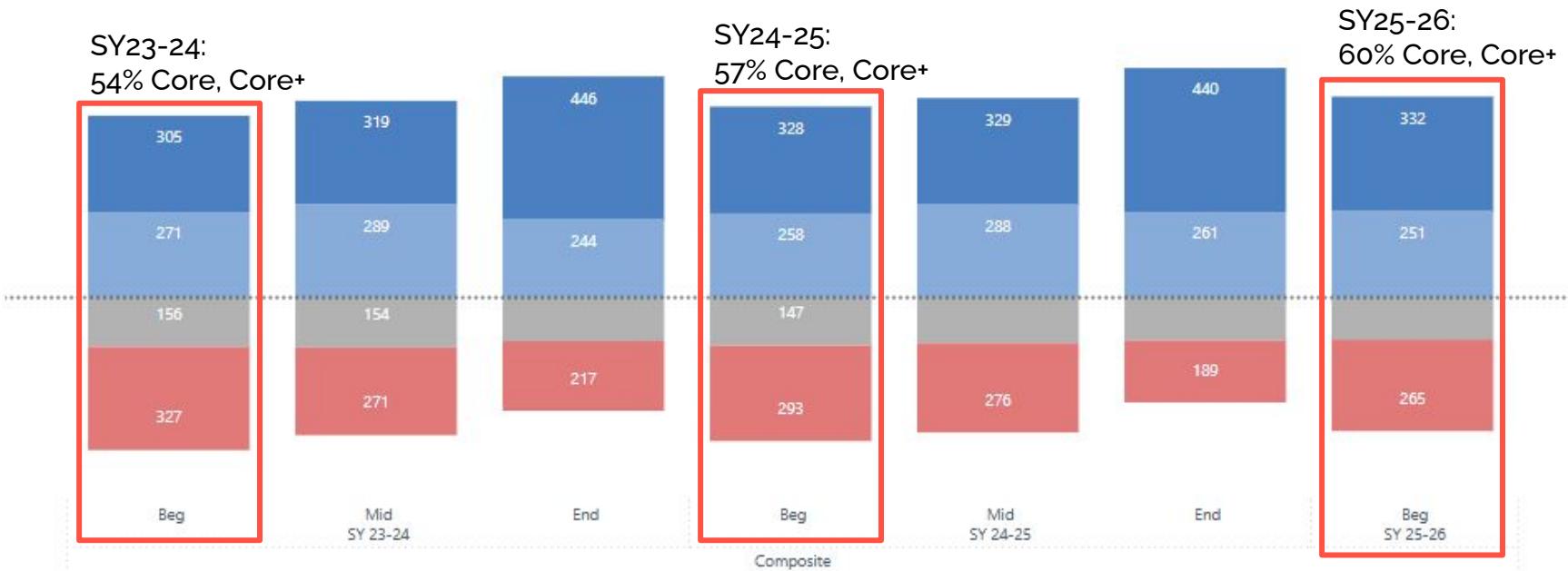
50%

75%

Priority #1: Academic Excellence cont.

Key Indicators Snapshot

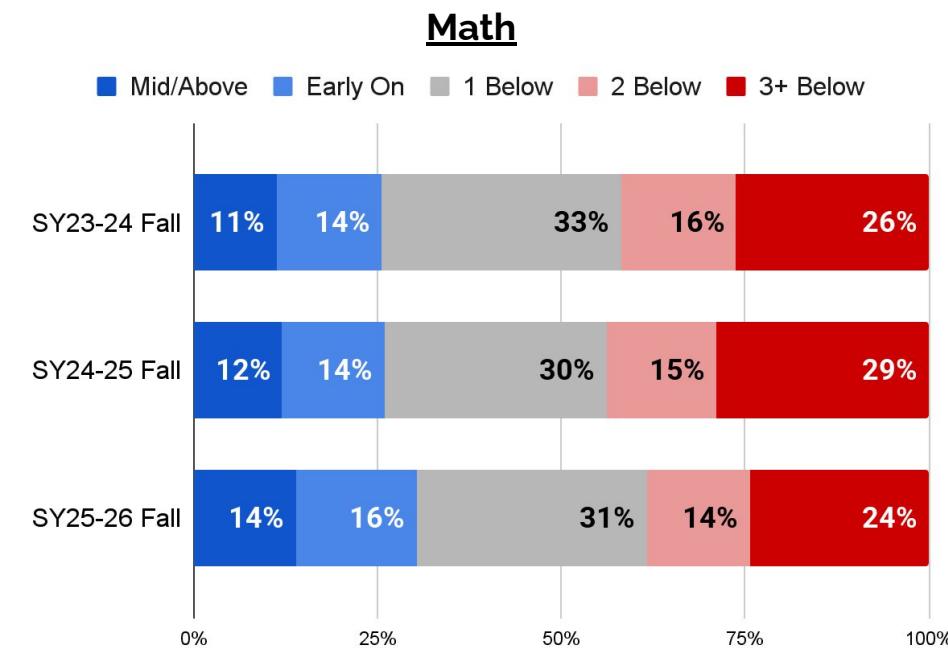
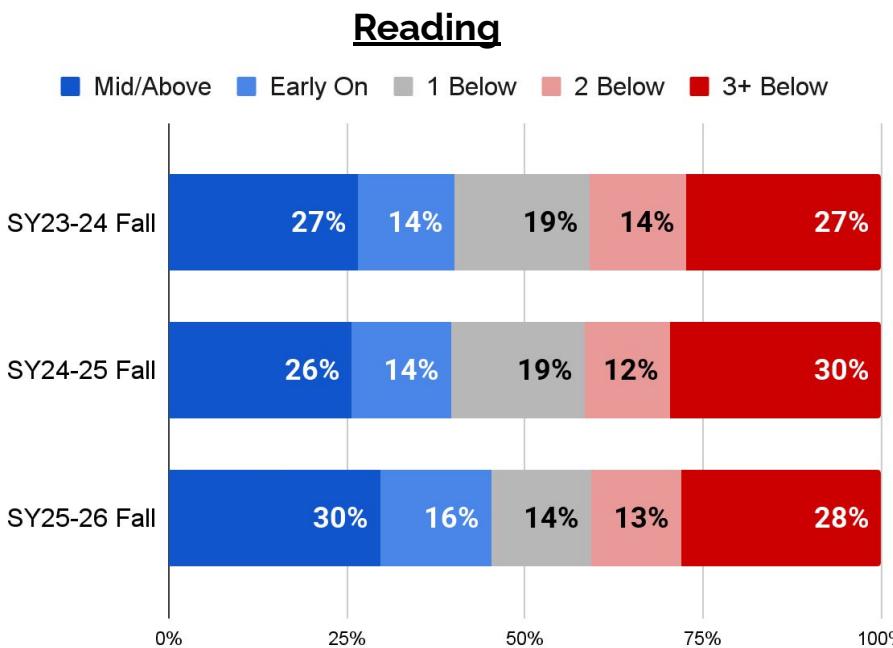
When comparing BOY results for students in grades 1-3, each year, we've had a **higher proportion of students starting at or above grade level**.



Priority #1: Academic Excellence cont.

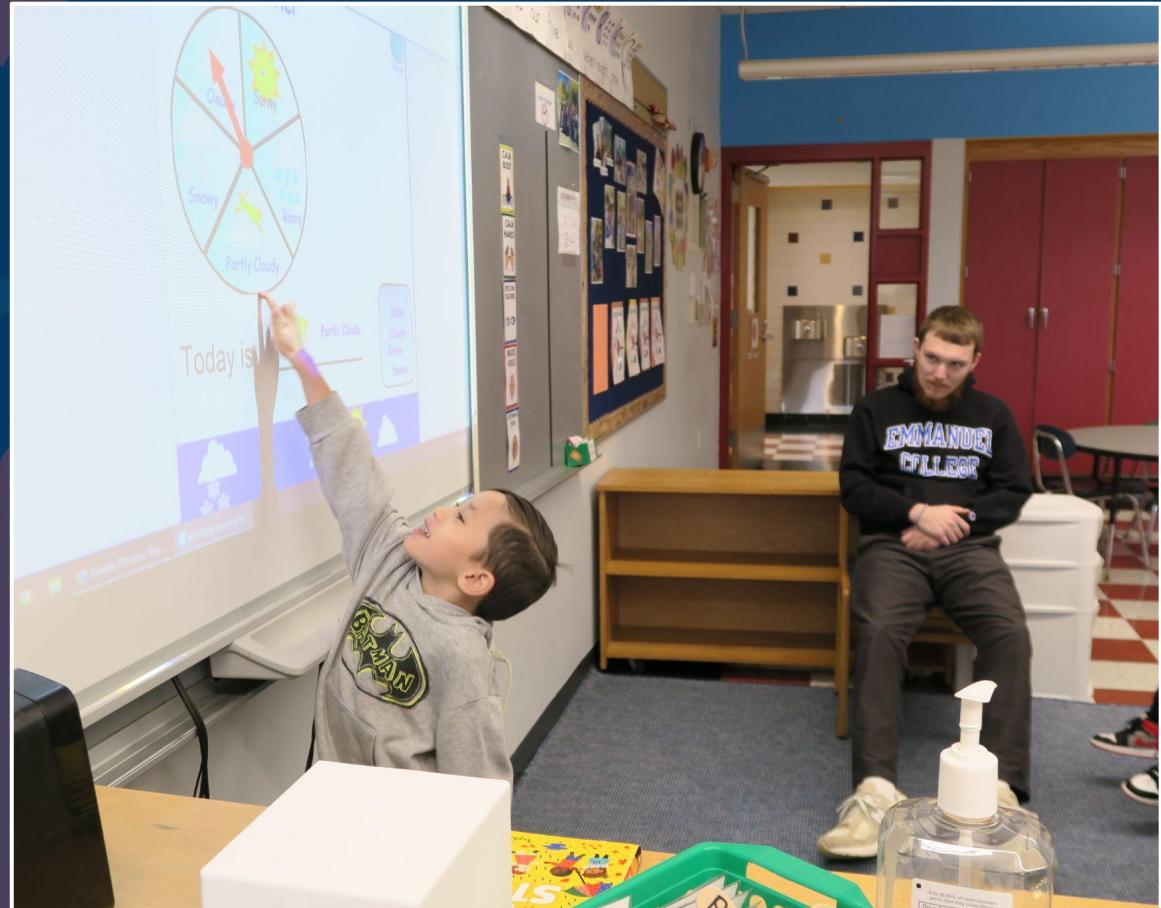
Key Indicators Snapshot

When comparing beginning-of-year reading and math i-Ready results for students in grades 3-8, we see a **higher proportion of students starting the year “mid/above” or “early on” grade level** this year compared to past years:



EQUITY & ACCESS

Address persistent gaps; deploy resources based on need; diversify the workforce; expand OST, CTE & SCALE programming/enrollment; ensure access to welcoming facilities.



Priority #2: Equity & Access

Address **persistent gaps**; deploy resources based on need; **diversify the workforce**; expand **OST, CTE & SCALE** programming/ enrollment; ensure access to **welcoming facilities**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• New district production kitchen, AFA classroom addition, Accessibility ramp at WHCIS +• Cummings MOU for use and District swingspace planning• Conduct annual walkthroughs with City departments (DPW, ISD, IAM)• New Facilities Coordinator• Annual Diversity Recruitment Fair• Strategic partnerships with local universities e.g. HGSE student teacher• Increased OST, SCALE, and CTE enrollment• Enhanced SCALE programming including:<ul style="list-style-type: none">◦ High school equivalency programming; Bridge to College; Added ESOL Certified Nursing Assistant and Early Childhood; Facilities Maintenance and HVAC; Pre-apprenticeship program. <p>IN PROGRESS:</p> <ul style="list-style-type: none">• MSBA coordination for Winter Hill Building Project (& potentially the Brown)• Exploring options for hiring international candidates (e.g. visa sponsorship, the Teacher's Council, ChileMass, etc.)• Creating alternative pathways to licensure (e.g. SCALE paraprofessional pipeline)• Inclusive Practices working group with educators, administrators, parents/caregivers	<p>Community Schools Enrollment:</p> <ul style="list-style-type: none">• 22% increase in enrollment (SY23-24 768 students to 937 students in SY25-26) <p>OST Club Enrollment:</p> <ul style="list-style-type: none">• 26% increase in enrollment (SY24-SY25 334 students to 422 in SY25-SY26) <p>SCALE Enrollment:</p> <ul style="list-style-type: none">• 35% increase in enrollment (SY23-24 432 students to 585 students in SY25-26) <p>CTE Enrollment:</p> <ul style="list-style-type: none">• 28% increase in enrollment (SY22-23 695 students to 891 students in SY25-26)• 5.4% point increase in ML students in CTE (SY22-23 11.9% to 17.3% in SY25-26)• Since SY22-23, 48 HS seniors have participated in affiliation program• This year 37 students in co-op education (up from three prior years)

WELLNESS & JOY

Invest in student and staff wellbeing by implementing quality SEL curriculum, Leveraging teams toward prevention, expanding clubs and OST offerings with focus on community-building, and celebrating educators.



Priority #3: Wellness & Joy

Invest in student and staff wellbeing by implementing quality **SEL curriculum**, Leveraging teams toward **prevention, expanding clubs** and OST offerings with focus on community-building, and **celebrating educators**.

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• Second Step PreK-8 curriculum fully implemented.• SEL Specialist in every Prek-8th grade building to support all SEL Programming• SEL Block on schedule in every building.(including SHS)• Creation of a Social Emotional Behavioral Support team• Added 2 full time Prevention and Intervention Specialists districtwide• Expanded mediation team (80 middle and high school)• Annual Staff Recognition Ceremony - 1st one in June 2025 was a great success• Expanded club offerings at many schools• Community Circles in every school (daily or weekly) <p>IN PROGRESS:</p> <ul style="list-style-type: none">• Restorative Justice circle keeper tier 1 internal trainings on going (66 new staff trained; 55 students trained)• Developing an educator showcase through district instructional leadership team (DILT)	<p>Conduct Incidents Decreasing:</p> <ul style="list-style-type: none">• 18% decrease across all PK-8• 23% decrease at SHS <p>Chronic Absenteeism Decreasing:</p> <ul style="list-style-type: none">• Approximately 5% point decrease from SY23-24 to SY24-25 <p>Attendance Rate Increasing:</p> <ul style="list-style-type: none">• Current 94.6% attendance (as of week 12/8 - 12/12) compared to 92.8% end of SY24-25 <p>Conditions for Learning (2025):</p> <ul style="list-style-type: none">• 92% of students feel their school values the diversity of their school community• 73% of students said they enjoy going to their school.

FAMILY & COMMUNITY ENGAGEMENT

Create clear, accessible, and streamlined communication channels with families, more opportunities for engagement and strengthen community partnerships.



Priority #4: Family & Community Engagement

Create clear, accessible, and **streamlined communication channels with families**, more opportunities for **engagement** and strengthen **community partnerships**

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• Updated multilingual process information sheets for SPS Enrollment and Community Schools• Implemented Arbiter, a NEW streamlined platform for OST Clubs registration• Established direct channels of communication with PTAs, SEPAC, MLPAC, Padres Latinos, SAFN• Started collecting differentiated feedback from families for each SFLC office	<p>Enrollment Info Sessions:</p> <ul style="list-style-type: none">• 94% positive feedback <p>Enrollment in-person support</p> <ul style="list-style-type: none">• 25% families come to TAB for in-person support
<p>IN PROGRESS:</p> <ul style="list-style-type: none">• Expanding the use of Arbiter as a single-point of entry for families to register for afterschool & summer programs• Development of new communications platforms and publications for broad messaging, including SPS: In Print newspaper and SPS Podcast.• Expanding use of video to deliver district messaging on curriculum enhancements, state of schools, etc.	<p>Enrollment Team feedback form: (launched 11/3/25)</p> <ul style="list-style-type: none">• 40 responses• Avg 95% satisfaction rating <p>Arbiter Registration System:</p> <ul style="list-style-type: none">• 235 registrations for session 2 OST Afterschool Clubs

Priority #4: Family & Community Engagement, cont.

Create clear, accessible, and **streamlined communication channels with families**, more opportunities for **engagement** and strengthen **community partnerships**

Action Steps	Key Indicators
<p>DONE:</p> <ul style="list-style-type: none">• Coordinated second Get Ready for School Fair• Advocated for and secured funding to support additional food resources• Regular tabling at monthly markets for community partners to share key resources with families• Collaborated with PTAs to distribute grocery gift cards to families impacted by food insecurity• Partnered with Food for Free and the Healey community to launch a third monthly food market• Strengthen partnerships with the Growing Center, EPH, Strategies for Children, SPL, C2C, Bullpen• Launched first of five (5) Family Listening Sessions• Developed a Kindergarten Transition roadmap <p>IN PROGRESS:</p> <ul style="list-style-type: none">• Developing opportunities for focused family and community engagement, such as<ul style="list-style-type: none">◦ Curriculum Workshops: Introduction to Math and ELA Curriculum (Jan & May 2026)◦ Bilingualism and the Brain Workshops (Jan & May 2026)• Opening direct channels of engagement<ul style="list-style-type: none">◦ Dr. Carmona meeting families at monthly food markets◦ District leaders being listeners at Family Listening Sessions◦ District leaders regular attendance at Council of PTAs meetings• Launching a Parent-Teacher Conference Working Group• Carrot Card program will return in January 2025	<p>Get Ready for School Fair: (August 2025)</p> <ul style="list-style-type: none">• 1,000 + attendees;• 47 community partners• 92% positive feedback <p>Food Markets</p> <ul style="list-style-type: none">• Avg. 294 families per month <p>Forthcoming:</p> <ul style="list-style-type: none">• School tour attendance• Events: Attendance and feedback ratings

Next Steps

- **Continue to implement the Strategic Plan**
 - School Improvement Plans
 - Professional Development
 - Progress monitoring
- **Continue to use data to drive decision-making**
 - Data dashboard, Open Architects
 - Bi-annual progress updates to the School Committee
- **Continue to engage students, staff, families and community partners**
 - Listening sessions
 - Website updates
 - Working groups



Family Listening Sessions



Continuous Engagement:

Create meaningful opportunities for families to partner in the work by sharing their ideas and priorities for key areas of the strategic plan.

Dates:

Special Education: 11/12/25 8:30 - 10am
01/30/26 6 - 7:30pm

OST: 01/14/26 8:30 - 10am
02/10/26 6 - 7:30pm

MLE: 01/28/26 8:30 - 10am



Somerville Public Schools'
Strategic Plan 2025-2030



THANK YOU!

Acknowledgements

Thank you to all of the students, families, staff and community partners who participated in a listening session, focus group, root cause analysis session, strategy session and/or responded to the survey. Your voice and expertise have been invaluable to the development and implementation of the SPS Strategic Plan.

Staff Acknowledgements

Amara Anosike – Chief of Staff and Strategy

Samantha Eligene – Director of Data, Assessment, and Accountability

Tina Lu – SFLC Coordinator of Resources, Data, and Communication

Ruth Santos – Director of Somerville Family Learning Collaborative

Darryl Nash - Director of Communications

Superintendent's Executive Team

Joselyn Marte - Director of SCALE

Jim Hachey - Director of CTE

Rosanna Paribello - Director of OST

Adriana Guereque - Assistant Director of OST

Caeli Gallitano - Director of Equity & Excellence