

# 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**.

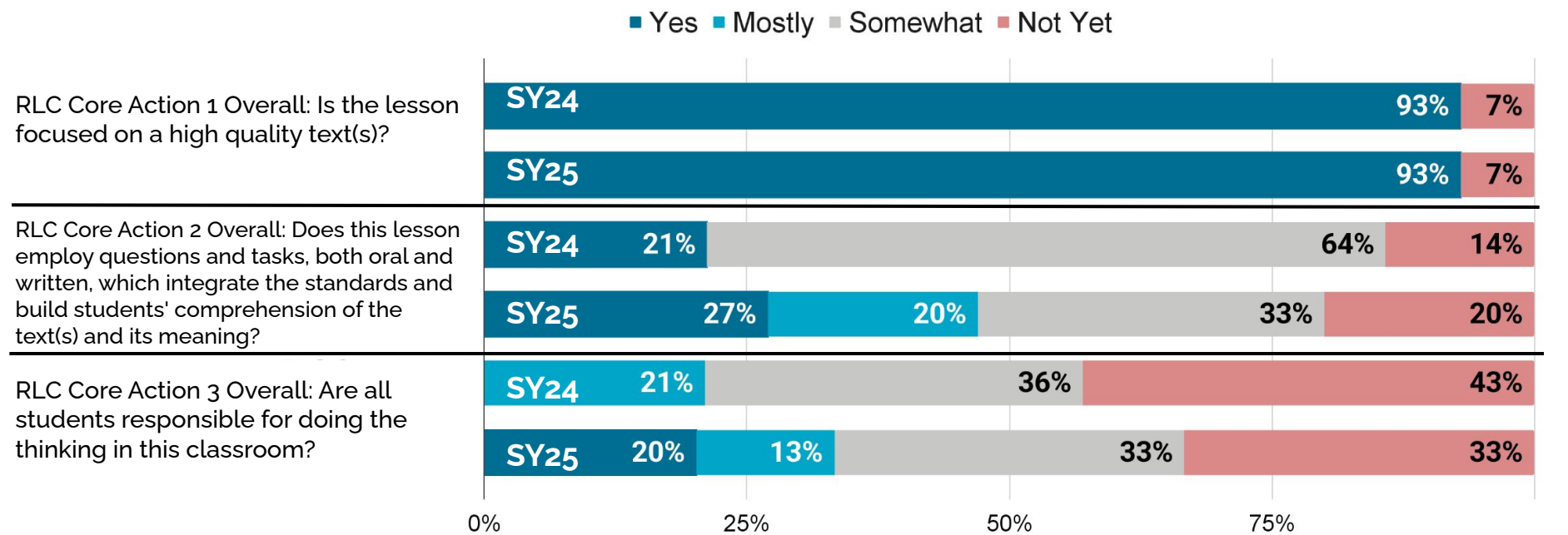
Action Steps	Key Indicators
<p><b>DONE:</b></p> <ul style="list-style-type: none"><li>• Full time <b>MTSS Specialist</b> to align &amp; strengthen systems</li><li>• <b>Sonday Systems</b> multi-sensory reading training for special ed and ESL educators</li><li>• Principal meetings which drive <b>improved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

# 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):**

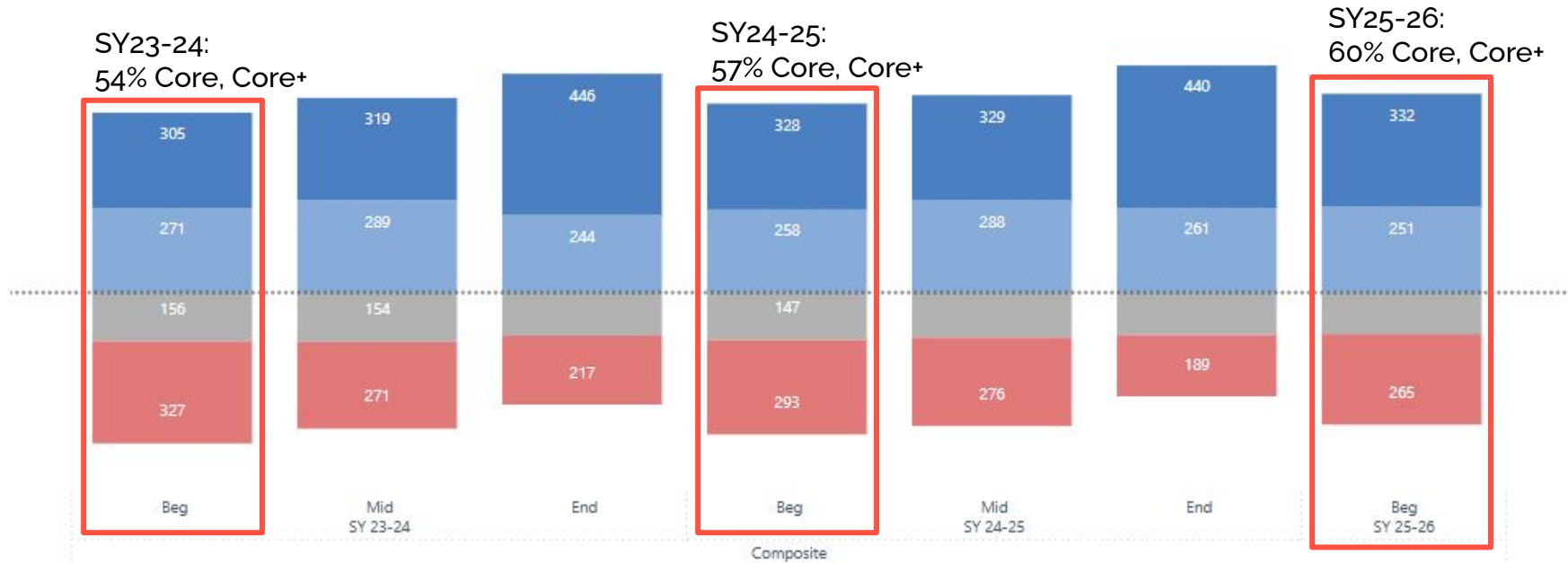




# Priority #1: Academic Excellence cont.

## 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.**

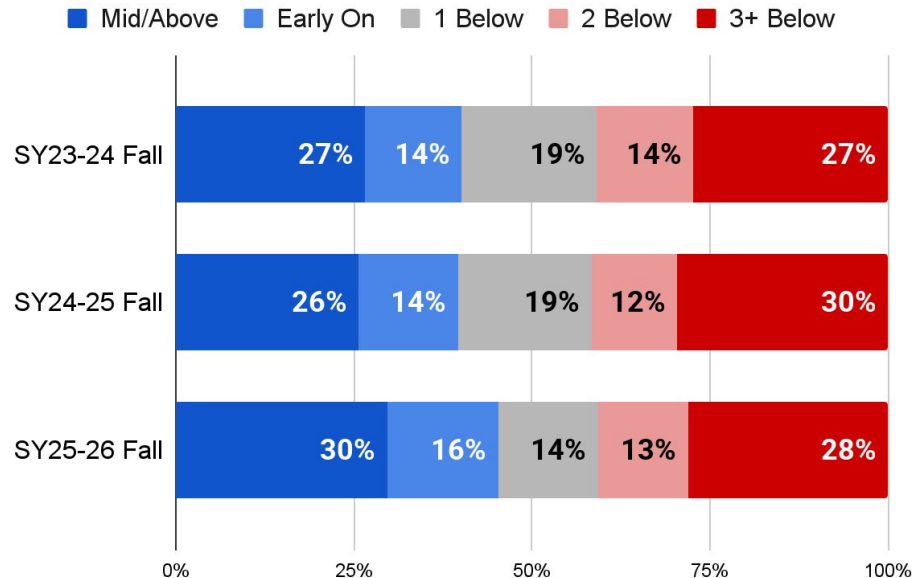


# Priority #1: Academic Excellence cont.

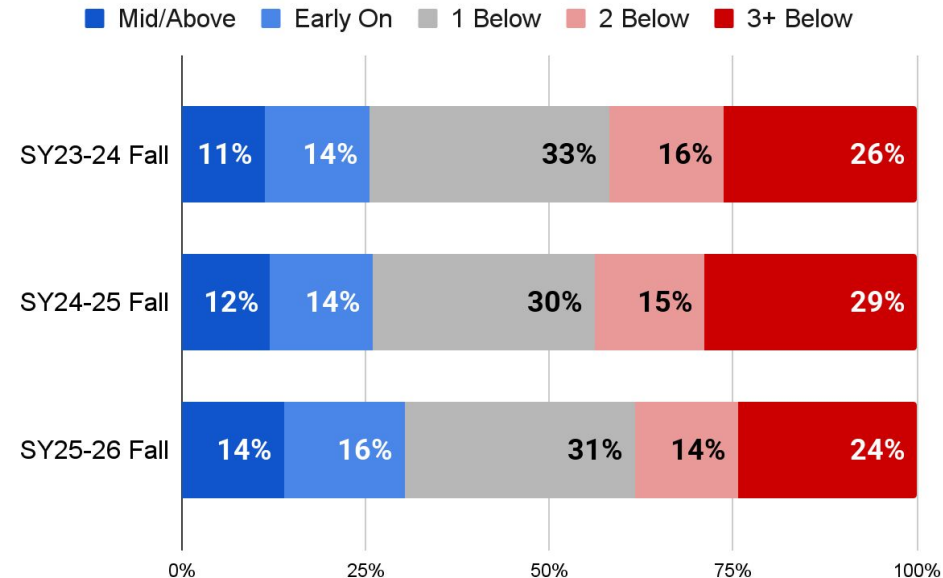
## Key Indicators Snapshot

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:

### Reading



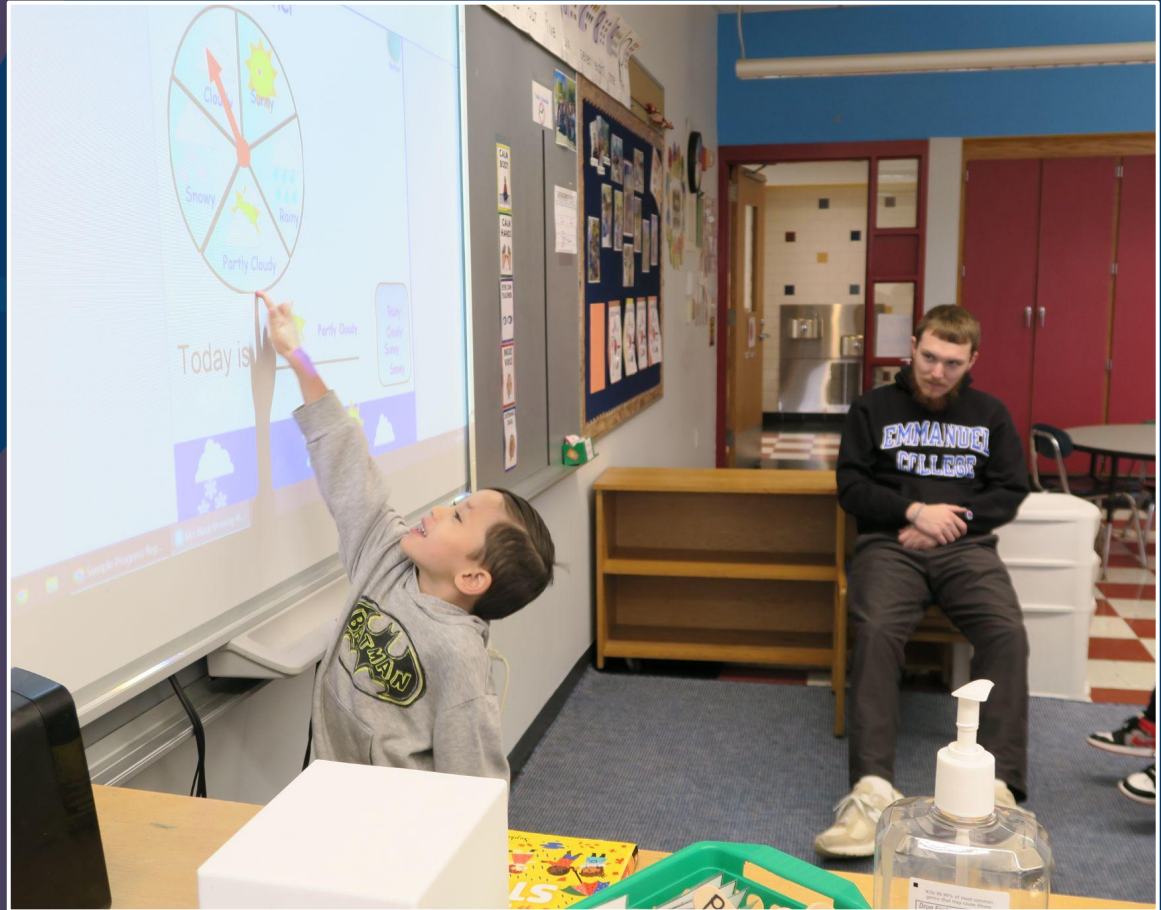
### Math





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

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



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



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

# 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