



# Nantucket Public Schools

## *District Improvement Plan, 2019-2023*

Links to [DIP Year 1 \(2019-20\)](#), [DIP Year 2 \(2020-21\)](#), [DIP Year 3 \(2021-22\)](#)

\*\*\*\*\*

# DIP Action Plan Year 4: 2022-23

### *Vision*

**We commit to provide equitable, inclusive, and challenging learning experiences where every student and adult feels seen, heard, valued, and respected.**

### *Mission*

**Nantucket Public Schools, in partnership with a caring community, will create a dynamic and equitable learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet local and global challenges.**

## Core Values

Nantucket Public Schools values collaboration, communication, and reflection that supports:

- **Equitable access to multiple pathways for individual and collective success.**
- **High expectations and a student-centered educational approach that integrates academic progress, extra-curricular participation, personal responsibility, and community involvement.**
- **Inclusive and sustained family relationships that respect all cultures and the experiences each child brings to our schools.**
- **Challenging ourselves to embrace and advocate for the needs of every student, adult, and family within our school community.**

**Strategic Objective 1: Improve Student Learning and Achievement by providing high quality core instruction with multiple interventions and a system designed to nurture and enrich intellectual curiosity while also meeting the needs of all students.**

Strategic Initiative	Monitoring Progress - Process Benchmark <i>What will be done, when, why, and by whom</i>	Measuring Impact - Early Evidence of Change Benchmark <i>Changes in practice, attitude, or behavior you should begin to see</i>	Person(s) Responsible	Notes
1.1 Establish standards-based curriculum and corresponding assessment systems that are horizontally and vertically aligned for all content areas.	Develop Curriculum Audit Schedule and follow plan for this year	K-12 Curriculum Audit schedule, including curriculum documents, working audit document	Curriculum Directors EL/SPED Directors Principals	Completed in FY22 - will be presented in FY23
	Ensure instruction is purposefully planned/enacted to support all students to acquire the essential content of their grade-level regardless of starting point	EWDS/PD Half Days and Full Day agendas/notes reflect curriculum review and alignment work, lesson plans from evaluations, K-12 Observation/Walkthrough Data Evidence of Planning Data	Curriculum Directors All Evaluators All Educators	FY23 alignment to focus on math/science adoption

1.2 Define and implement high-impact pedagogical practices for all students.	Apply Universal Design for Learning strategies to help students access learning and thinking in a way that makes learning relevant and understanding visible.	Evidence of UDL in teacher practice. Evidence of student progress correlated with UDL strategies.	Curriculum Directors Tech Director Evaluators Teachers	Align to define practices in instructional guides in FY23
	Engage every student in rigorous tasks that accelerate learning in essential grade-level content, standards, and practices.	Improved attendance Improved student engagement Differentiated assessments tied to students' needs	Evaluators, Teachers	FY23 Alignment to more student-led at high school
1.3 Ensure timely, actionable evaluation feedback using common language and expectations for all educators to improve teacher practice	Building administrators will conduct walkthroughs with directors, other building administrators at each school with a focus on the district's Mission, Vision and Core Values to plan for continued improvement.	Walkthrough notes/ co-observation write-ups	Principals/APs Directors	FY23 Priority
	Provide timely feedback on specific strategies for engaging educators and students in inclusive and equitable learning opportunities.	Use Culturally Responsive Teaching "Look Fors" in observation write-ups and pre/post conferences.	Principals/APs Directors	FY23 Alignment to MS goal for improved feedback
	Use Culturally Responsive Look-Fors in educator evaluation practices.	PD and calibration practices on Culturally Responsive Look-Fors Educator observation reports and assessments that address culturally responsive practices	Principals and APs, other evaluators	FY22 focus with continued implementation in FY23 Alignment to MS goal for improved feedback
	Administrators will engage in instructional rounds to calibrate their observations and feedback with emphasis on developing agreement around lesson design.	DLT Admin Agendas/Minutes Completion of OPTIC Assignments	Principals/APs Directors	

**Strategic Objective 2: Increase Support, Equity, and Access for All Students by providing culturally relevant, equitable, safe and supportive learning environments which will broaden all students' social/emotional resiliency.**

Strategic Initiative	Monitoring Progress - Process Benchmark <i>What will be done, when, why, and by whom</i>	Measuring Impact - Early Evidence of Change Benchmark <i>Changes in practice, attitude, or behavior you should begin to see</i>	Person(s) Responsible	Notes
2.1 Ensure that all students have equitable access to curriculum and instruction that is universally designed, and culturally and linguistically appropriate	Provide structures and WIDA, Universal Design for Learning (UDL) and Culturally and Linguistically Responsive (CLR) pedagogy	Lesson plans that include differentiation and UDL, PD artifacts	District Leadership Team, school counselors	
	NEW: Begin data collection on a District Literacy Plan that articulates measurable PreK-12 literacy improvement goals and action steps regarding curriculum, instruction and assessment			
	Provide Professional Development in Sheltered Instruction using Student-Centered Coaching in classrooms to increase and sustain pedagogy designed to meet the needs of every student.	SEI Coach log Walk-through data	SEI Coach EL Director/ School Admin	Continuing coaching practices at grades 6-12 for FY23
2.2 Provide meaningful support towards model student behavior in the classroom and beyond.	Incorporate best practices in Responsive Classroom to teachers in NES and NIS  Begin exploration of Responsive classroom in CPS in FY24	DESSA data Discipline records Reduction in suspensions Referrals to counselors	NES & NIS Principals & APs	Completed PD FY22 for NES and NIS - will be incorporated into the instructional guide.
	Incorporate developmentally appropriate and consistent best practices in social-emotional learning.	DESSA data Discipline records Reduction in suspensions Referrals to counselors NELMS self-assessment data	Principals & APs	Completed PD FY22 - will be incorporated into the instructional guide.
2.3 Evaluate, adjust and align school safety processes and protocols across the district	Create Reunification Plan in conjunction with NPD/first responders, shared with faculty, staff, parents, and students	Reunification Plan meeting agenda/notes, draft of plan document	District Leadership Team Nantucket Police Dept	

**Strategic Objective 3: Secure and Maximize Resources that meet the growing needs of the district by providing a sound budget process, intentional staff recruitment and retention, comprehensive maintenance of facilities, and access to advancements in technology.**

<b>Strategic Initiative</b>	<b>Monitoring Progress - Process Benchmark</b> <i>What will be done, when, why, and by whom</i>	<b>Measuring Impact - Early Evidence of Change Benchmark</b> <i>Changes in practice, attitude, or behavior you should begin to see</i>	<b>Person(s) Responsible</b>	<b>Notes</b>
3.1 Ensure sustainable sources of revenue for facilities, infrastructure, and operational expenses.	Actively participate in Town of Nantucket Ad Hoc Budget Group and meetings with town administration regarding budget process/school appropriation	Meeting agendas/minutes	School Committee Finance Director Superintendent	
	Update/revise Capital Improvement Plan to share with Town of Nantucket	Updated plan, TON Capital meeting agenda/minutes	Superintendent Facilities Director Finance Director	
3.2 Actively recruit, develop, and retain high-quality diverse staff.	Improve Mentoring Program and differentiate based on the needs of differing levels of new staff	Mentor coordinator hired; improved feedback from new staff	Superintendent Curriculum Directors HR Specialist	
	Continue to increase the diversity of staff to better reflect the diversity of our students	Increased number of diverse candidates for hiring consideration for 2021	Superintendent HR Specialist	
3.3 Maintain and upgrade district facilities and grounds.	Continue design of Campus-Wide Master Plan	Meeting agendas/minutes; draft blueprint in place for next steps, 2022-2027	Superintendent Facilities Director SMRT	
	Schedule general maintenance: floors, exterior siding, windows, cabinets	Completed facilities work, as evidenced in weekly updates with superintendent	Facilities Director	
3.4 Expand housing inventory for staff	Work with Nantucket Educational Trust (NET), Town of Nantucket, Housing Nantucket, and School Committee to explore/expand housing options	Meeting agendas/minutes	Superintendent Executive Assistant to the Supt NCS Director School Committee	

**Strategic Objective 4: Champion a Culture of Inclusion, Collaboration and Communication by recognizing and celebrating the uniqueness of all individuals (students and educators alike) and by cultivating socially responsible members of diverse local and global communities.**

<b>Strategic Initiative</b>	<b>Monitoring Progress - Process Benchmark</b> <i>What will be done, when, why, and by whom</i>	<b>Measuring Impact - Early Evidence of Change Benchmark</b> <i>Changes in practice, attitude, or behavior you should begin to see</i>	<b>Person(s) Responsible</b>	<b>Notes</b>
4.1 Strengthen partnerships with parents, families, and community by enhancing communication among stakeholders.	Improved parent and community communication around expectations for partnerships to provide enriching experiences for students.	Improved communication and updated NPS website. Access in multiple languages to school communications. Multiple presentations of mission, vision and core values. Improved social media presence at district level.	All staff Executive Assistant to Supt HR Specialist	
4.2 Strengthen partnerships with local community members to promote the development of a welcoming school environment.	Update and share a list of current partnerships to include: school, grade level, purpose, curricular connection, cost.	Improved access to project-based learning opportunities with the classroom and community.	DLT NCS Community Partners Teaching Staff	List of partnerships available
	Invite community members to be virtual or in-person teachers or guest speakers (local authors)	Increased visibility of reciprocal school and community partnerships. (advertise on website & social media)	All staff Civics Project teachers	
4.3 Develop a stronger sense of community among district staff.	Create more opportunities for the celebration of successes	Scheduled school and district-based events and celebrations	DLT Superintendent Principals/APs	FY23 priority
	Continue to grow a cadre of teacher leaders at all schools and all levels	Teacher leadership opportunities Differentiated PD ILTs/Book Groups/Study Groups/Curriculum Committee	DLT Superintendent Principals/APs	Work to organize and formalize the cadre of leaders for each school.
	Encourage stronger attendance by staff at athletic events, competitions, music, performances, Arts exhibitions	Increased attendance of staff at district events Google/Digital Calendar of school events for faculty & staff	DLT Superintendent Principals/APs	Create opportunities to incentivize attendance of staff at events.
	Create Culture and Climate Committees at each school to address building-based needs around climate improvement	Meeting minutes, agenda/notes	Principal Superintendent Committee members	

