

PEABODY PUBLIC SCHOOLS

PEABODY, MASSACHUSETTS



Dr. Josh Vadala

Superintendent of Schools

Entry Plan Findings 2021

Dear Peabody Students, Families, Staff and Community,

The 2020-2021 school year was unlike any other year we've ever experienced. During my first year in the Peabody Public Schools, the purpose of my entry plan was to design a path forward by building relationships, listening and learning, and planning for continuous improvement.

Developing foundational relationships built on trust and mutual respect has been an integral part of listening and learning about the district's strengths and where we can grow. During my first six months, I met with as many stakeholders as possible. I visited every school multiple times conducting focus groups of students, teachers, support staff and administrators. In addition to listening and observing, I have reviewed a variety of documents and reports, both internal and external, to gain a deeper understanding of the Peabody Public Schools and our community as a whole. I also met with parent advisory board members, elected officials and community members to develop an understanding and appreciation for the diverse needs and perspectives across the city. It has truly been a joy to develop and strengthen relationships with students, families, staff and community members.

This report captures the key learnings from our work over the past year. The information in this report will help guide our planning towards continuous improvement as well as our budgetary decisions, strategic planning and development of district goals for the upcoming school year.

I am grateful to all who participated in this process and look forward to the opportunities to engage with those whom I have not met. While the initial phase of the entry plan is complete, I will continue to listen and learn to ensure we make the best decisions for our students in the Peabody Public Schools - *Every Student, Every Day.*

Sincerely,



Josh Vadala, Ed.D.

- **Additional Areas to Recognize and Celebrate**

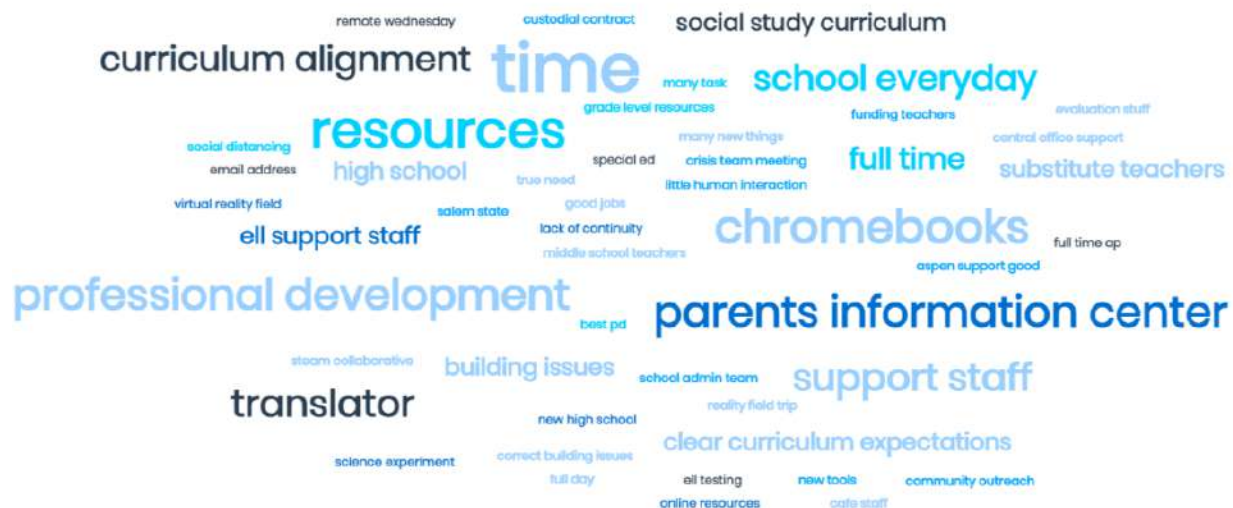
The Peabody Public Schools has a rich history of recognizing and celebrating student success in a variety of areas. Peabody takes great pride in their performing arts programs, including stage one drama, visual arts, theatre, band, chorale as well as many other individual and group achievements within performing arts. There is also a great sense of pride throughout the community for the athletic programs. Peabody Veterans Memorial High School athletic programs are well supported throughout the community. The success of athletic teams and individuals is regularly recognized and celebrated. For example, PVMHS teams are highly competitive within their respective athletic conferences and regularly qualify for state tournaments in team and individual competitions. Youth athletic programs are also extremely successful including recent state championships from the 12 year old Peabody West Little League team and the U15 Girls Lacrosse program.

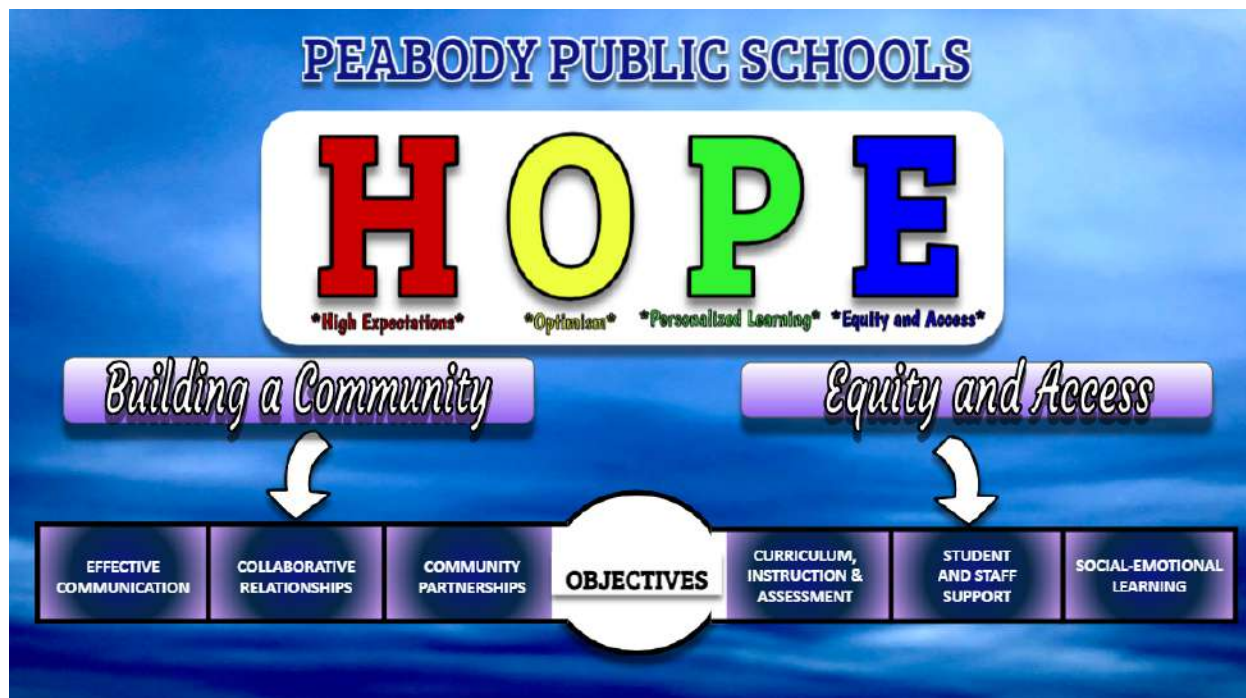




Opportunities for Growth

In addition to recognizing and celebrating our many accomplishments, focusing on Every Student, Every Day requires us to look at the district through a lens of continuous improvement. During our focus groups and interviews with students, staff, families and community members several areas have been identified where the district can improve our practice and provide additional support and resources. Throughout the budget process, our goal has been to invest in people and the building capacity of our staff and students. For example, the school committee recently approved several additional positions to support mental health, learning loss due to fragmented instructional models during COVID-19. In addition, much needed professional development has been put in place to support our staff as they address the diverse needs of our students. The word cloud below represents the responses from students and staff on areas for us to grow. Our ultimate goal is to provide a sense of HOPE for every student, every day as we support them to achieve academic excellence and empower them to take on leadership roles within our schools and throughout the community.





A Framework for Growth

HOPE provides a framework to guide our practices and focus our work. The graphic above represents our district's vision for the path forward. We will achieve our vision of HOPE for "every student, every day" by establishing a culture of High Expectations, Optimism, Personalized Learning and Equity and Access for all. The framework is comprised of two major themes, Building a Community and Equity and Access, which are supported by six strategic objectives. Moving forward, all district goals and initiatives will be aligned with this framework to provide a consistent direction in the way we support our students, staff and families. District goals and school improvement plans have been developed based on this framework. It is critical that we align the district goals with school improvement plans, teacher goals and individual student goals.





District Goals

We have developed two district SMART goals that align with the district's strategy for improvement and our vision of HOPE. Our overarching strategy of investing in our students, staff and families by building their capacity for excellence can be achieved through the theory of action below.

Theory of Action

IF we foster a community of educators who embrace the core belief of “every student, every day” by providing equal access to a rigorous personalized learning experience and a supportive environment for all Peabody Public Schools students, *THEN* we will improve learning outcomes for all students while meeting their individual academic, social, and emotional needs.

SMART Goal 1: District Professional Practice Goal (Building a Community)

By June 2022, Peabody Public Schools will build a strong and supportive community by:

- a. Improving **effective communication** as measured by feedback from surveys, focus groups and interviews of students, staff, and families.
- b. Improving **collaborative relationships** as measured by the number of staff effectively participating in professional learning community meetings.
- c. Improving **community partnerships** as measured by an increase of at least 2 community partners per school.



SMART Goal 2: District Student Learning Goal (Equity and Access)

By June 2022, Peabody Public Schools will increase equity and access to high quality educational opportunities for all students by:

- a. Improving **curriculum, instruction, and assessment** practices as measured by at least 75% of all students meeting or exceeding expectations on state and district assessments.
- b. Improving **student and staff support** as measured by a 50% reduction in the number of staff and students identified as chronically absent.
- c. Improving **social and emotional learning** for all students as measured by a 25% increase in the number of students demonstrating proficiency on SELIS rating scales.





Closing Thoughts

A major focus this year will be highlighting our academic achievements in addition to our extracurricular and athletic successes. As we return to full in-person learning this fall, our focus will be on re-establishing relationships between students, staff and families. We know that the pandemic has impacted each member of our community in unique ways and we will strive to support one another through our vision of HOPE - high expectations, optimism, personalized learning and equity and access. We will continue to focus on building a strong and supportive community through the lens of equity and access. We believe that if we focus on the unique strengths and identified opportunities for growth of every student, every day, we will achieve these goals and help students reach their maximum potential. We look forward to working with you and your family during the upcoming school year and for many years to come.

