

Canton Public Schools
District Goals
School Year 2021-2022

Achieving Educational Excellence and Ensuring Equity

Goal Statement:

Every student will achieve significant personal and academic growth through a rigorous, equitable and inspiring educational experience that is responsive to individual student needs and features research-based, high-quality instruction.

Key Actions:

- By December 2021, design and implement professional development opportunities related to educational equity, belonging and implicit bias, and launch school-based Equity/DEI teams.
- By January 2022, design a Curriculum Program Review process with an annual cycle through the various disciplines -- math, science, literacy/ELA, social studies, wellness, world language, visual arts, performing arts, technology -- across preK-12, in an effort examine best practices, instruction, assessment and structures; review curricular coherence across the grades; and identify high-quality student advancement opportunities (e.g. Seal of Biliteracy, dual enrollment, etc.)
- By January 2022, review, upgrade and publish the Galvin Middle School and Canton High School Program of Studies.
- By February 2022, conduct a review and analysis of past work around equity, examine equity audits from other school districts, and analyze data around demographics and subgroups, in an effort to prepare for future Equity Audit.
- By April 2022, design an action plan to address successes and issues identified in the District analysis around equity and budget accordingly for the Equity Audit.
- By May 2022, review the current Canton High School graduation requirements, define the goals for updating and upgrading the graduation requirements, research the graduation requirements of high performing MA high schools and design a plan for all the steps required to enhance high school graduation requirements. A January 2022 report will serve as the first semester update.
- By September 2022, design and implement a Multi-tiered System of Support (MTSS) -- a regular education initiative from the Department of Elementary and Secondary Education (DESE) -- to support differentiated instruction leading to academic growth and achievement for every student.
- Throughout the 2021-2022 school year, develop and implement a strategic human resources plan to diversify the Canton Public School staff.

Indicators of Excellence:

- ***Student Learning Outcomes***
Learning Outcomes (including demographic and subgroup analysis):
 - *Academic Performance*
 - *Critical Thinking*
 - *College and Career Readiness*

Canton Public Schools
District Goals
School Year 2021-2022

- **Student School Experiences**

Learning Experiences:

Approach to Learning

- *Student feedback and debriefing - survey*
 - *Growth mindset*
 - *Joy in and appreciation for learning*
- *Attendance data*
- *Discipline data*
- *Externship participation*
- *Community Service engagement*

Participation:

- *Pursuit of interests and passions - survey*

Canton Public Schools
District Goals
School Year 2021-2022

Cultivating School Culture and Climate

Goal Statement:

Every student will flourish in an intellectually stimulating and physically and emotionally safe educational environment that supports an authentic sense of belonging and well-being.

Key Actions:

- Throughout the 2021-22 school year, design and implement action steps that will support students impacted emotionally and academically by the COVID-19 Pandemic, address barriers to student growth and achievement, and create conditions for high-level learning
- By November 2021, conduct a survey around school climate, culture and student well being to set a baseline for the design and implementation of school-based strategies to rebuild a sense of community and an authentic sense of belonging for every student
- By December 2021, define a fiscal planning approach to continue the District's efforts to upgrade or replace HVAC units -- and analyze the feasibility and funding associated with air conditioning -- in an effort to maintain a healthy learning environment.
- By April 2022, design the Summer of 2022 programming for student support, enrichment and extensions.
- By September 2022, design and implement a Multi-tiered System of Support (MTSS) to support social-emotional and behavioral growth and achievement for every student.

Indicators of Excellence:

- ***Student School Experience***
Safety, Health and Relationships:
 - *Guidance data*
 - *School Resource Officer data*
 - *Staff demographics data*
 - *Family, staff and student Conditions of Learning surveys*
 - *Student risk assessment data*
 - *Nursing data*
- ***Learning Experiences:***
 - *Attendance data*
 - *Discipline data*
 - *Externship participation*
 - *Community Service engagement*
- ***Participation:***
 - *Participation in clubs, extracurricular activities and opportunities in the arts*

Canton Public Schools
District Goals
School Year 2021-2022

Transforming Teaching and Learning

Goal Statement:

Every educator will build his/her/their capacity to provide rigorous, relevant and culturally responsive learning experiences that engage, challenge and support all students. Purposeful curriculum and instructional design that engages students in deeper learning ensures that every student receives transformational experiences that promote student agency, develop individual talents and interests, and foster each child's critical thinking, collaboration, and citizenship skills.

Key Actions:

- Throughout the 2021-2022 school year, the District will provide and educators and support staff will participate in professional development on a variety of instructional strategies and lesson design including, but not limited to: reading and writing workshops, math centers, and Deeper Learning within the Gold Standard Project-based Learning - Essential Design Elements, and technology.
- In the Fall of 2021, schools will create cross-disciplinary collaborative educator teams focused on elevating all educators' instructional skills and knowledge.
- By December 2021, design a plan for programming that will support extensions, enrichments and accelerated learning opportunities that are accessible to all students at the different grade levels.
- By April 2022, educators will implement strategies for increasing student voice by debriefing on learning experiences and reflecting on their growth and achievement.
- Through the 2021-2022 school year, conduct staff surveys around all professional development experiences, noting staff feedback/future interests and the PD's relevance, effectiveness and impact.
- Through the 2021-2022 school year, the District will conduct curriculum alignment and unit development for the Massachusetts Framework for Social Studies standards, including civics, across the grade levels.
- Throughout the 2021-2022 school year, continue to administer and utilize the STAR assessment to address and develop student growth at the elementary level, and identify a benchmark assessment for the secondary levels.

Indicators of Excellence:

- ***District Excellence:***
 - Teachers and the Teaching Environment***
 - *Professional awards and honors*
 - *Participation in peer observation*
 - *Educator Evaluation results*
 - *Educator attendance rates*
 - *Educator retention*
 - *Professional development surveys*
 - *Feedback from professional development activities*

Canton Public Schools
District Goals
School Year 2021-2022

- **Student School Experiences**

- Learning Experiences:**

- Approach to Learning**

- *Student feedback and debriefing - survey*
 - *Growth mindset - survey*
 - *Joy in and appreciation for learning*
 - *Attendance data*
 - *Discipline data*
 - *Externship participation*
 - *Community Service engagement*

- Participation:**

- *Pursuit of interests and passions - student survey through Naviance*

Canton Public Schools
District Goals
School Year 2021-2022

Achieving District Excellence

Goal Statement:

The District will improve essential system functions in order to provide the services needed in the schools and to families that support our District's commitment to educational excellence and equity.

Key Actions:

- Starting September 2021, increase and enhance the number of communications and range of the audiences for District news and general updates.
- Starting in October 2021, initiate a process to collaborate with stakeholders to examine and update the mission, vision, values and Strategic Planning of the Canton Public School District.
- By October 2021, implement the strategy for a review of finances by programs and schools, along with the budgeting process in Canton.
- By December 2021, create the Indicators of Excellence Dashboard and determine the strategy for sharing elements of Dashboard internally and externally
- By December 2021, assess the value and engagement of the current communication strategies, including the Superintendent's Blog, the District and school-based websites, and social media strategies for implementation in January 2021
- By March 2022, research high-quality Student Information Systems (SIS) and develop the plan for securing a new system for implementation in 2022-2023, in an effort to most efficiently communicate and integrate student information for families and staff.
- Quarterly during 2021-2022 school year, the Interim Superintendent will conduct family forums to receive ideas, feedback and overall input about the school community experience.
- By June 2022, create our CPS identity, targets for improvement, and criteria for accountability by developing Indicators of Excellence with metrics, benchmarks and strategies; share with the public 2-3 times annually.
- By June 2022, design a technology plan that encompasses the continued integration of technology into instructional design, as well as creating an accurate replacement cycle and asset management plan.

Indicators of Excellence:

- ***District Excellence***

Resources

Personnel

- *Student: Educator ratios, by school, grade level and program area*
- *Organizational chart*

Learning Resources

- *Instructional materials inventories and budgets*
- *Class size analysis*