

# Amesbury Public Schools District Strategy

## January 2023 - June 2026

<b>Vision</b>	
In the Amesbury Public Schools, we strive to prepare every student with the skills to think, act, learn, and lead in a way that will make a positive impact on our interconnected world.	
<b>Mission Statement</b>	
In the Amesbury Public Schools, we are unconditionally committed to... The growth of <i>every child</i> . By creating a safe, supportive, and inclusive environment that provides dynamic learning experiences, the highest quality staff, and a vitally involved community, every child experiences success.	
<b>Equity Vision</b>	
In the Amesbury Public Schools, we are committed to valuing the unique characteristics and perspectives of each member of our community. By considering our differences as strengths, we are dedicated to building a culture where students, staff, and community partners feel empowered and supported as they connect with and contribute to the world.	
<b>Core Beliefs</b>	
<b>Communication</b>	Respectfully communicating with all community members in a timely, clear, and honest way
<b>Academic Excellence</b>	Conscientiously pursuing excellence in our teaching and learning to provide diverse learning opportunities
<b>Relationships</b>	Intentionally building caring connections to enhance engagement, collaboration, and belonging in the Amesbury community.
<b>Equity and Inclusion</b>	Actively cultivating an equitable and inclusive environment where each individual is able to work and learn in an atmosphere of respect, dignity, and acceptance.
<b>Theory of Action</b>	
IF we ensure a safe, equitable environment where academic excellence is encouraged and maintained through dynamic learning experiences and IF we provide educators with opportunities to enhance their pedagogy and provide them with the tools to support the demands of a rapidly changing and	

interconnected world, **THEN** our students will have success on any pathway they choose to pursue.

## Amesbury Public Schools - District Strategy Overview

### Strategic Objectives

<b>Enhancing Teaching and Learning</b>	<b>Promote Continuous Development of High Quality Educators</b>	<b>Progressive Learning and Work Environment that is Safe and Accessible</b>
<p>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum.</p>	<p>Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.</p>	<p>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset.</p>

### Strategic Initiatives - January 2023 through June 2023

<b>1.1</b> Complete a curriculum inventory for all content areas and all courses/content areas in all grade levels	<b>2.1</b> Re-establish the Professional Development Council (PDC) ensuring maximum representation of diverse roles.	<b>3.1</b> Provide professional development on Restorative Practices in the classroom
<b>1.2</b> Develop a curriculum review cycle.	<b>2.2</b> Develop a draft Professional Development (PD) calendar for School Year 2023-2024	<b>3.2</b> Examine and create a visual representation of the district's organizational structure and job responsibilities.
<b>1.3</b> Complete visual representation (flow chart) for MTSS (Multi-Tiered System of Supports) for Literacy, Math, and SEL.		<b>3.3</b> Create a District Maintenance Plan and update the Capital Projects Plan
<b>1.4</b> Provide opportunities for parents/guardians and school personnel to understand the MTSS (Multi-Tiered System		<b>3.4</b> Create a Central Registration process

of Supports) in Literacy, Math, and SEL.		
		<b>3.5</b> Create a district-wide Technology Planning Committee
		<b>3.6</b> Create Program descriptions for all specialized programs for students with disabilities

**Strategic Initiatives - July 2023 through June 2024**

<b>Enhancing Teaching and Learning</b>	<b>Promote Continuous Development of High Quality Educators</b>	<b>Progressive Learning and Work Environment that is Safe and Accessible</b>
Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum.	Enhance the Professional Learning Community by providing rich professional development that ensures everyone’s focus on high expectations and continuous improvement for professional practice.	Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset.
<b>1.5</b> Begin curriculum alignment, revision, additions incorporating choices and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion, and belonging for our students	<b>2.3</b> Build the capacity of staff by utilizing their expertise in designing and delivering professional development opportunities.	<b>3.7</b> Develop a 5 Year Technology Plan that incorporates a purchase and replacement policy.
<b>1.6</b> Utilize professional development opportunities to strengthen and focus Tier I Instruction so that all students can access the curriculum and experience optimal success.	<b>2.4</b> Implement professional development opportunities that support Tier 1 instruction including, but not limited to: the use of inquiry and skills based learning, Universal Design for Learning, scaffolding, and the use of formative assessments and data.	<b>3.8</b> Create a full on-boarding and separation of service for all staff members including requisite training.
<b>1.7</b> Create and implement data teams for	<b>2.5</b> Utilize the PDC to review and revise the	<b>3.9</b> Create job descriptions and

each building, grade level and/or content area.	District Curriculum Accommodation Plan (DCAP) to ensure that the professional development that is offered is meeting the teachers' needs to implement the DCAP in the classroom.	responsibilities for all positions in the district and ensure ADA compliance
<b>2.8</b> Create Tier 2 interventions at AMS and AHS		<b>3.10</b> Revise organizational structure to reflect the needs of the district
<b>2.9</b> Pilot K-5 Math Program (Summer time to select pilots)		<b>3.11</b> Utilize the work from the MTSS SEL team to support the needs of the staff and students
		<b>3.12</b> Create a district marketing and promotion plan with the assistance of an outside communication specialist.

**Strategic Initiatives - July 2024 through June 2025**

<b>Enhancing Teaching and Learning</b>	<b>Promote Continuous Development of High Quality Educators</b>	<b>Progressive Learning and Work Environment that is Safe and Accessible</b>
Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum.	Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.	Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset.
<b>1.10</b> Continue curriculum alignment, revision, additions while incorporating choice and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion and belonging for our students.	<b>2.6</b> Develop a system wide process for conducting peer observations within and between buildings	<b>3.13</b> Create opportunities and/or experiences designed to build relationships between the school and families.

1.11 Refine Tier 2 interventions at AMS and AHS based on data collected.	2.7 Create content or team based teacher leadership positions at AMS, CES, and Shay to support content areas.	3.14 Redesign the district website to provide important, relevant information to families in multiple languages
1.12 Incorporate digital citizenship into each grade/course		3.15 Implement the 5 Year Technology Plan
1.13 Revisit and provide professional development about the enhanced use of technology in the classroom to support and challenge all learners		
1.14 Implement K-5 Math Program		
<b>Strategic Initiatives - July 2025 through June 2026</b>		
<p style="text-align: center;"><b>Enhancing Teaching and Learning</b></p> <p>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum.</p>	<p style="text-align: center;"><b>Promote Continuous Development of High Quality Educators</b></p> <p>Enhance the Professional Learning Community by providing rich professional development that ensures everyone’s focus on high expectations and continuous improvement for professional practice.</p>	<p style="text-align: center;"><b>Progressive Learning and Work Environment that is Safe and Accessible</b></p> <p>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset.</p>
1.15 Continue curriculum alignment, revision, additions while incorporating choice and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion and belonging for our students.	2.8 Implement a system wide process for conducting peer observations within and between buildings	3.16 Create opportunities for community members and community leaders to share life experiences to support learning and success.
1.16 Provide a centralized location for all written curricula and make a version of the district’s curriculum available to all	2.9 Create a catalog of professional development opportunities after school hours provided by and for teachers in the district.	

stakeholders		
<b>1.17</b> Utilize community partners for opportunities to authentically apply learning at all levels.	<b>2.10</b> Implement catalog of professional development	
<b>1.18</b> Implement the Curriculum Review Cycle		

