

Northbridge Public Schools District Strategic Plan 2024-2027

Mission

The Northbridge Public Schools is a proud community focused on the education and well-being of ALL students. We recognize each student as an individual, and we provide creative and innovative learning opportunities that encourage them to use their unique voices and personal strengths to achieve success both academically and personally.

Vision

NPS students are confident, empathetic and responsible individuals. Inspired by their passions, and prepared by their education, they achieve personal success and contribute to both society and their community in a positive way.

Core Values

- Everyone deserves to be treated with kindness, compassion and mutual respect.
- Change can be a positive opportunity to create a better community.
- Everyone is responsible for their own actions, but no one is defined by their failures.
- Our greatest strengths come from our individual differences.
- We achieve more when we work together.

NPS Mantra

Be a Good Human!

Theory of Action

If we give our students the tools and support to pursue their passions, skills and interests both responsibly and practically . . .

Then our students will achieve personal success and contribute to their community in a positive way.

Strategic Objectives

<i>Intentional Leadership</i>	<i>Voice and Choice</i>	<i>Belonging and Connections</i>
Cultivate leaders and educators who prioritize the well-being and success of others, communicate effectively, build trusting relationships, provide consistent support, and lead by example to create a community of excellence	Empower students to make influential decisions about their learning paths and experiences that resonate with their unique values, perspectives, passions, and interests in order to foster a truly student-centered learning environment.	Establish an educational community characterized by trust, inclusivity, and mutual respect to ensure that every individual feels valued and part of “one team” working toward the same goal of success for all students.

Strategic Initiatives

<i>Intentional Leadership</i>	<i>Voice and Choice</i>	<i>Belonging and Connections</i>
Provide professional development for faculty and staff on the qualities of mind of the NPS portrait of a graduate and portrait of an educator, so they can implement practices that incorporate the essential skills identified in each.	Design and implement instructional pathways, lessons, and learning environments that align to students’ individual needs, interests and learning styles.	Implement a district-wide system to ensure every student has a positive relationship with at least one adult or appropriate peer at their school who supports their educational and social experience.
Implement a district-wide system of building-level learning walks to allow building staffs to collaboratively analyze trends in instructional practices and identify and address areas for improvement.	Transition to/adopt the new DESE Teacher Evaluation Rubric, which focuses on providing equitable opportunities for students to excel across all grades and subject areas.	Create systems to regularly inform and educate parents and the community about academic performance levels, attendance rates, discipline trends, school transitions, and other data relevant to NPS.
Create and implement leadership development programs for administrators, educators and students, focused on communication skills, building trust, problem solving, and inspiring and supporting others to be their best selves.	Establish formal structures for students to provide input and influence decisions that impact them and their learning at each school, as well as throughout the NPS community.	Develop a collaborative leadership council composed of educators, parents, and community partners to drive family and community engagement events, as well as events in support of students, such as: career days, job fairs, community service projects, etc.

Outcomes

- Increased attendance rates for students and staff at all schools
- Increased satisfaction rates on student, staff and parent surveys (EOY)
- Increased number of staff, students and parents in leadership roles
- Increased # of teachers receiving exemplary ratings in Standards I and II
- Decreased # of drop-outs (HS)
- Increased staff retention rates
- Trend data from Learning Walks and evaluations shows incorporation of “voice & choice” in all classrooms
- Increased MCAS scores across grades and subjects
- Decrease # of students choosing private, vocational or other schooling after Northbridge Middle School