

Lynn Public Schools District Plan Overview 2019-24



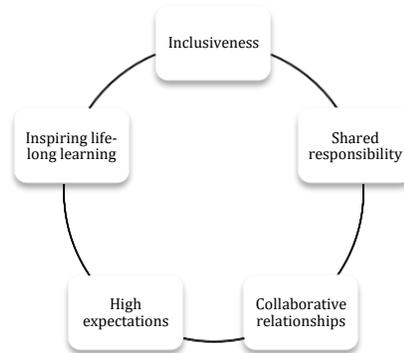
Mission

The Lynn Public Schools commits to providing our students with a safe inclusive learning environment that inspires and promotes individual academic and personal growth.

Vision

Drawing upon the strength of our community, our families, our students, and our partners, Lynn Public Schools commits to fulfilling the intellectual, physical, and social-emotional potential of all of our students. We work together so our students learn to thrive, advance, and impact the greater community and the world.

Core Values



The Lynn Public Schools community celebrates that we live in a rapidly changing, increasingly diverse and connected world. In our partnered effort to prepare students for this world, we are equally committed to:

- Inclusiveness
- Shared responsibility
- Collaborative relationships
- High expectations
- Inspiring life-long learning

Theory of Action

If there are shared values related to meeting the needs of students,
Then there will be more cohesiveness and buy-in with the work we are doing.

If we become more inclusive,
Then instruction will become more powerful and the social-emotional needs of students will be supported.

Strategic Objectives

<p>1. Provide engaging, relevant, and rigorous learning experiences that support each student and educator in reaching their fullest potential</p>	<p>2. Strengthen an environment and school culture that honors and celebrates diversity and responds effectively to the social-emotional experiences of every student and family</p>	<p>3. Maintain up-to-date, secure, safe, and equitable facilities that are conducive to active learning</p>	<p>4. Strengthen family and community partnerships to support and enhance student learning and well being</p>
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Strategic Initiatives¹

1.1 Provide and monitor professional development opportunities that address differentiation and inclusive practice to meet the needs of diverse learners, such as English learners and students with disabilities, and 21 st century learning, literacy, and life skills	2.1 Design and develop a social-emotional learning vision for all members of our community and a framework that identifies guiding principles for community partnerships, equitable opportunities for all, and resources necessary for implementation	3.1 Develop facilities, operational, and safety inspection plans, including ongoing needs assessments, in collaboration with Inspectional Services Department (ISD), in compliance with regulations	4.1 Partner with community agencies to increase opportunities to connect students and families to appropriate community and educational supports
1.2 Provide high-quality accessible instruction and interventions that respond to the diverse learning styles of all students	2.2 Provide professional development opportunities for all educators focused on trauma sensitive practices, cultural proficiency, culturally and linguistically responsive instruction, and anti-bias curriculum	3.2 Communicate and engage the Lynn community about facility needs of LPS and the goals and plans for improvement	4.2 Engage students and families in the design and development of student wellness programs focused on emotional health, mindfulness, eating habits, and culturally responsive food
1.3 Recruit, support, and retain a diverse staff	2.3 Select and implement a social-emotional learning curriculum addressing LGBTQ, race/culture, family systems, abilities, religion, and gender, at all grade levels	3.3 Develop a multistep, multiyear plan to address overcrowding and the use of physical space (gyms, playgrounds, etc.) at all schools	4.3 Develop and implement a system of communication that is unified and accessible to diverse stakeholders
1.4 Provide updated, relevant, culturally responsive curriculum materials, including technology, that connect students to real world applications	2.4 Support the Wellness Team in implementing the “Every Student Every Day” initiative and educating families about the importance of attendance	3.4 Develop a three-year technology plan, including ongoing needs assessments of infrastructure (hardware, software, devices, connectivity), repair, and replacement	4.4 Engage families to increase opportunities for family enrichment programs that support student learning, such as English language classes and parent information workshops
1.5 Provide students opportunities to explore a variety of pathways to college or career choices	2.5 Create a district-level orientation program for all new families upon registration that introduces them to the LPS mission and values and explains how to navigate the school system and schools	3.5 Communicate and update the safety and security plan, including emergency protocols, to students, staff, families, and the community	
		3.6 Pursue grant funding for capital improvement and smaller projects from organizations supporting educational programs	

¹ Re-ordered by importance via vote by strategic planning committee on March 21, 2019

Outcomes

1. Provide engaging, relevant, and rigorous learning experiences that support each student and educator in reaching their fullest potential

- Reduce the academic achievement gap in ELA and Math MCAS by X percentage points for the Students with Disabilities subgroup in grades 3-8.
- Increase the percentage of students making progress toward English language proficiency from X% to Y%
- Decrease achievement gaps for targeted student groups
- Increase student growth for student groups (state assessments)
- Human Resources Census Data for Diversity

2. Strengthen an environment and school culture that honors and celebrates diversity and responds effectively to the social-emotional experiences of every student and family

- Administer a district engagement survey annually, for students, staff, and families
- Meet DESE-identified targets for chronic absenteeism
- Increase attendance rates
- Increase graduation rates and/or decrease drop-out rates
- Set targets for specific areas in the Youth Risk Behavior Survey and VOCAL survey

3. Maintain up-to-date, secure, safe, and equitable facilities that are conducive to active learning

- Capital/Facilities 3-5 year plan, with annual review of schools on a rotating basis
- Technology Plan
- Safety and Security Plan

4. Strengthen family and community partnerships to support and enhance student learning and well being

- Increase number of students on paid internships or employed within community businesses
- Increase number of school events designed to support families, for example: curriculum and instruction, social-emotional, parenting skills, technology, access to community resources, guest speaker program
- Increase family attendance at school events