



2025 - 2030 GPS Strategic Plan:
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FORTIFY OUR FOUNDATION							
Develop consistent reliable systems and structures to prioritize community engagement, communication, and resources to ensure equitable access for all students							
ACTIONS	3/2025 To 6/2025	7/2025 To 6/2026	7/2026 To 6/2027	7/2027 To 6/2028	7/2028 To 6/2029	7/2029 To 6/2030	MEASURES OF SUCCESS
Communication: Develop effective, efficient, and consistent methods of two-way communication that will assist in aligning the School District's goals.	Action steps June 2025 Survey High School 3.35 Middle School 3.15 Penn Brook 3.62 Perley 3.62						As measured by the PBIS Climate And Culture Survey, we will see: The average family score will be a 3.5/4.0 that "I feel comfortable talking to teachers at my student's school."
Community Engagement: Through collaboration and building relationships, community engagement will be an equitable and ongoing two-way process, resulting in transformative experiences and opportunities for the School District.	Action Steps						There will be increased opportunities for Alternatives to earning credits (early college, internships, externships, etc.). The GPSD will make available reports from the Superintendent on the process/results of exploring partnering with other North Shore Districts or Regionalization.

Resources - Human, Fiscal, Physical: Thoughtful appropriations of human, fiscal, and physical resources will be prioritized with an equity focus. The needs of all students will be paramount, and future planning will build upon school department assets and strengths.	<u>Action steps</u> June 2025 Survey Families: High School 3.0 Middle School 2.64 Penn Brook 3.64 Perley 3.38 Staff: High School 3.31 Middle School 3.52 Penn Brook 2.98 Perley 2.08						<p>The majority of staff will report that they have adequate access to the materials and information they need to be effective in their jobs.</p> <p>As measured by the PBIS Climate and Culture Survey, we will see: the average family and staff score will be a 3.5/4.0 that "My student's school building is well-maintained."</p>
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<div>ELEVATE ACADEMIC EXPECTATIONS</div> <div>Universal high academic expectations and real world readiness will be a priority through the provision of educational programming, practices, experiences, and resources to meet the diverse and evolving needs of all students</div>							
ACTIONS	3/2025 To 6/2025	7/2025 To 6/2026	7/2026 To 6/2027	7/2027 To 6/2028	7/2028 To 6/2029	7/2029 To 6/2030	MEASURES OF SUCCESS
Curriculum: Create a systematic procedure to identify, implement, and evaluate curricula across all subject areas.	Action Steps						Increase meet/exceed proficiency rates on the MCAS for students identified as receiving special education services across all content areas by 30%.
Sense of Belonging: Integrate social and emotional learning support across all academic learning and settings.	Action Steps June 2025 Survey Families: High School 3.09 Middle School 2.81 Penn Brook 3.22 Perley 3.25						Increase the advanced course work offerings and meet the accountability target set by DESE. As measured by the PBIS Climate and Culture Survey, we will see the average family score will be a 3.5/4.0 that "Teachers at my student's schools promote academic success for all Students."
Instruction: Ensure that high-quality, differentiated instruction is consistently implemented across all classrooms Pre-K-12. Instruction: Fortify our Multi-Tiered System of Supports to ensure all students receive evidence-based instruction aligned with state standards to meet students' varying needs.	Action Steps						Develop a new, modernized District Curriculum Accommodation Plan.

Continuous Improvement: Create a system of continuous improvement and employ data-driven decisions based upon cycles of student data analysis.	Action Steps						
Data Cycles: Use data to employ ongoing assessment of program effectiveness based on student achievement.	Action Steps						
Special Education: Prioritize the recommendations from the Special Education Program Review to create a plan of action, support, and accountability for all general and special education staff members to address the specific needs of our special education community.	Action Steps						
Student Voice: Build a community-wide culture that cultivates student efficacy, self- advocacy, independent learning, and problem solving.	Action Steps						

EMPOWER OUR EDUCATORS

Georgetown Public Schools believes in the power of the educator and is setting systems, structures, and expectations for adult learning and collaboration so that students have access to grade level content and tasks. They will transform Georgetown Public Schools into an inclusive district that attracts, supports, and retains student-centered, innovative, and highly-effective educators. Empower teachers to grow professionally and feel valued, fostering a culture of academic excellence and world readiness that benefits both educators and students.

ACTIONS	3/2025 To 6/2025	7/2025 To 6/2026	7/2026 To 6/2027	7/2027 To 6/2028	7/2028 To 6/2029	7/2029 To 6/2030	MEASURES OF SUCCESS
Cohesive PD: Implement a comprehensive professional learning plan that provides ongoing, high-quality training in culturally responsive teaching, differentiated instruction, social-emotional learning, and co-teaching models to ensure all educators are equipped to meet the diverse needs of students.	Action Steps						<p>The Professional Development yearly schedule will be cohesive and aligned with district priorities.</p> <p>The GPSD will maintain or exceed an 85% annual retention rate for all teachers rating proficient/exemplary.</p> <p>As measured by the PBIS Climate And Culture Survey, we will see the average staff score will be a 3.5/4.0 that "I feel like I am an important part of my school."</p>
Continuous Improvement: Use both qualitative and quantitative data to assess student progress, teacher effectiveness, and overall district performance. Regularly review this data and make adjustments as needed.	Action Steps						<p>100% of educators will meet the licensing requirements as outlined by DESE.</p> <p>85% of School Committee meetings will have a student Spotlight on Excellence.</p>

Teacher Mentorship: Strengthen mentorship and coaching programs where experienced teachers help new teachers grow professionally, share best practices, and create a sense of community.	Action Steps						
Innovative Practices: Create a culture that encourages experimentation with new teaching strategies and technology. Teachers are supported in taking risks and trying out innovative ideas in their classrooms without fear of failure.	Action Steps						
Collaboration: Set aside regular, scheduled time for teachers to collaborate across grade levels and departments. This encourages the sharing of ideas and the development of cross-curricular, student-centered initiatives.	Action Steps June 2025 Survey Staff: High School 3.0 Middle School 3.3 Penn Brook 3.29 Perley 3.67						

Excellence: Celebrate the achievements and efforts of staff and students to boost morale and foster a positive school culture. Publicly recognize teacher successes to encourage a culture of excellence, to motivate staff, and reinforce a supportive, appreciative environment for both educators and students.	Action Steps						
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<div> <div>NURTURE OUR SENSE OF BELONGING</div> <div> Inclusion will be a top priority as we cultivate a supportive learning environment in our schools where everyone is welcome. We are committed to creating learning communities where individuals are seen, heard, supported, and celebrated for who they are. We will nurture a culture throughout the district where students feel valued, connected, and empowered. </div> </div>							
ACTIONS	3/2025 To 6/2025	7/2025 To 6/2026	7/2026 To 6/2027	7/2027 To 6/2028	7/2028 To 6/2029	7/2029 To 6/2030	MEASURES OF SUCCESS
Inclusion: Develop a philosophy of inclusion through professional development and coaching that includes the co-teaching model.	Action Steps						The GPSD will decrease our District-wide Chronic Absenteeism by 5% points (2024 18.1%) As measured by the PBIS Climate and Culture Survey, we will see:
Learning Environment: Strengthen the District's PBIS framework and continue to build effective classroom behavioral management strategies to create a safe learning environment for all students.	Action Steps						<ul style="list-style-type: none"> An Overall student total score no less than 3.5/4% at Penn Brook that "My school wants me to do well" The student total score no less than 3.5/4% at the middle school "My school wants me to do well" The average student score will be a 3.5/4.0 that "I get along with other students." The average grades 7-12 students score will be a 3.5/4.0 that "I feel my school has high standards for achievement." The average grades 7-12 students score will be a 3.5/4.0 that "I feel like I fit in at my school."
SEL: Assess, explore, and adopt additional Social - Emotional Learning curriculum and lessons.	Action Steps <ul style="list-style-type: none"> PBIS Climate Survey: The average student score will be a 3.5/4.0 that "I get along with other students." High School 3.3 Middle School 3.32 Penn Brook 2.91						

Alternatives to Punitive Discipline: Equip staff with the knowledge and skills to implement restorative practices effectively.	Action Steps						
Culture of Understanding: Provide community education on topics that negatively impact our students, including bullying, social media abuse, etc.	Action Steps June 2025 Survey <ul style="list-style-type: none">An Overall student total score no less than 3.5/4% at Penn Brook that “My school wants me to do well” - 3.42						
Culture of Understanding: Incorporate ways to recognize and celebrate students’ differences and successes.							
Culture of Understanding: Build cohesion in practice and philosophy to help break down silos and build a boundless collaborative culture across the schools and community.							