

BROCKTON PUBLIC SCHOOLS DISTRICT IMPROVEMENT PLAN

Beliefs

PURPOSE

The purpose of education is to prepare students for life in a complex and changing world.

MINDSET

Expectations, attitudes and hard work directly affect academic performance.

BUILDING BLOCKS

Literacy and numeracy are the foundations upon which learning is built.

ENGAGEMENT

Student achievement is enhanced when learning is active and relevant.

ENVIRONMENT

Everyone has the right to an opportunity to learn in an orderly environment.

DIFFERENCES & WORTH

All students learn at different rates and in different ways and have abilities and talents worthy of recognition.

REINFORCEMENT

Students are more likely to succeed if education is supported at home.

COMMON CAUSE

Education is the shared responsibility of our students, their families and the community.

Mission

To provide education of the highest quality that motivates all students to excel, meets their individual needs, and prepares them for the future.

Goals	Strategies			Measurement	Essential Outcomes
Improve student learning and achievement	Align, design and implement a rigorous and coordinated PreK-12 curriculum based on the State Standards Review and reorganize grade structure Address Adequate Yearly Progress issues	Design and adopt an assessment and accountability system based on student performance Increase availability of full-day Kindergarten Adopt the Middle School Concept	Ensure all instruction responds to the learning needs of each student and leads to the achievement of the essential outcomes	Standardized tests Performance assessments: <ul style="list-style-type: none"> ▪ Portfolios ▪ Performances ▪ Exhibitions ▪ Report Cards 	<p style="text-align: center;">Students in the BPS will</p> <ol style="list-style-type: none"> 1. Read effectively and communicate clearly in written and oral form. 2. Use numbers and think mathematically. 3. Use technology and information effectively. 4. Appreciate the arts. 5. Think independently, critically, creatively, and solve problems. 6. Accept civic and personal responsibilities. 7. Respect others and act in an honorable and ethical manner. 8. Work effectively both independently and cooperatively. 9. Accept ownership for achieving personal excellence. 10. Value learning as a life-long process.
Provide safe, clean, orderly, learner-centered environment	Classroom Management strategies Availability of data Standards for cleanliness Restructure Buildings & Grounds	Create a safe school environment with clear and logical consequences Provide alternative education options	Review, update and practice safety procedures Review facilities maintenance staffing	Statistical Information: <ul style="list-style-type: none"> ▪ Graduation rate ▪ Attendance ▪ School choice ▪ Satisfaction surveys 	
Increase parent and community involvement in our schools	Create a climate in the school system which fosters openness, trust and collaboration	Expand reach of parent liaisons - Parent Information Center Review mission of Community Schools Coordinate and expand outreach programs	Strengthen community relationships through communication, information and outreach centers	<ul style="list-style-type: none"> ▪ Program participation ▪ Newsletters ▪ Parent/Teacher conferences ▪ Press coverage ▪ Program evaluations 	
Improve district effectiveness and efficiency	Review and reorganize personnel and departments Review practices Review use of space and facilities	Restructure Central Services Create financial efficiencies Eliminate redundancies Establish Cost Centers	Address audit mandates Improve instructional management systems Review workflow and streamline financial practices	<ul style="list-style-type: none"> ▪ School Improvement Plans ▪ Financial efficiencies ▪ EMAC ▪ Coordinated Program Review 	

Operating Principles

INSTRUCTION 1st
The first priority is an aligned pre K-12 instructional program.

CONSISTENCY & TRAINING
Programs will be consistent and aligned to the plan for continuous improvement and will include staff development and assessment.

IMPROVEMENT
Continuous improvement requires assessment literacy and supports innovation.

DATA-BASED
Decisions are data driven and are made at the level of accountability.

SMART DECISIONS
Site-based decisions will support and align with the district improvement plan.

WORK-IN-PROGRESS
School improvement plans will be living documents updated regularly.

OWNERSHIP
Accountability is a shared responsibility.

ASSESS & INFORM
We will regularly monitor and assess our progress and publicly report our results.