PUBLIC SCHOOLS of
BROOKLINE

School Committee Goals

Goal 1: Joy in Learning

Our schools are dedicated to teaching students to be involved, active learners who work hard, think critically and creatively, and communicate effectively. We emphasize high expectations for all students and seek to instill a lifelong joy in learning through a rich curriculum that will allow students to find and succeed at what they love, and flourish in their lives.

Goal 2: Excellence in Teaching

Passionate, knowledgeable, skillful teachers are the core strength of our schools. Our educators provide a dynamic and rewarding learning experience for students. We are committed to supporting a professional community that creates and sustains an atmosphere of intellectual excitement, innovative instruction, personal growth, and strong relationships between faculty and students.

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Strategic Objective 1

Evaluate and identify priority content areas to establish, implement, and regularly assess a cohesive, culturally relevant, consistent standards-based curriculum delivered using evidence-based, culturally responsive instruction

- Develop a plan for providing all PreK to 12 staff with professional development and coaching around Multi-tiered systems of support (MTSS), Social Emotional Learning (SEL), Universal Design for Learning (UDL), and Culturally Responsive Instruction
- Establish a scope & sequence that includes common assessments and accountability benchmarks.
- Establish a collaborative process for selecting high-quality curriculum materials for all levels and disciplines.
- Design and implement school schedules that provide consistent time for learning in each content area across schools.
- Develop a Professional Learning Community (PLC) culture across schools, departments and grade levels

Strategic Objective 1

Evaluate and identify priority content areas to establish, implement, and regularly assess a cohesive, culturally relevant, consistent standards-based curriculum delivered using evidence-based, culturally responsive instruction

- Develop and implement equity-driven report cards that reflect the standards-based curriculum
- Establish a common vision and structure for Multi-Tiered Systems of Support.
- Develop a vision of a graduate to inform future planning and goals
- Create a horizontally and vertically aligned system for transitioning students from elementary to middle school and middle school to high school based on best practices for eliminating bias

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Objective 1 Outcomes

- Eighty-five percent of educator observations show evidence of implementing a cohesive, standards-based curriculum for the Public Schools of Brookline.

- Through robust Tier I instruction, the number of students who receive additional general education support does not exceed 20%.

- The district has established a comprehensive common assessment system aligned to a standards-based curriculum in core content areas.

- Eighty percent of PSB Professional Development promotes equity and inclusion through the development of common practice and language as measured by observations using the DESE Culturally Responsive Teaching Rubric.

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Objective 1 Review

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School Committee Goals

Goal 4: Celebration of Difference
Brookline is presently and historically diverse. We celebrate this diversity, and we commit to providing an education that authentically and deeply reflects the different perspectives, cultures, and experiences of our community. We strive to include the full range of Brookline voices, not just in our academic curriculum but in all school-based activities.

Goal 6: Ethic of Wellness
For our students and the world around them to thrive, our schools must contribute to an ethic of wellness. PSB will attend to the social and emotional development of its students, so that they may flourish personally, build positive relationships, and contribute to a more caring and just world. PSB will also teach and adopt sustainable practices, inspiring and empowering students to be good stewards of the Earth.

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Strategic Objective 2

Develop & implement a culturally responsive community engagement plan that fosters connections among families, schools, the district, & the greater community

- Develop equitable, consistent systems of protocols and expectations for communication to effectively inform families at the school and district levels
- Build and execute a comprehensive system to obtain input from families
- Ensure universal access to information for all stakeholders
- Improve upon communication of student progress
- Inform the community of the vision of a graduate to guide future planning and goals

Objective 2 Outcomes

- The District has developed and implemented clear expectations, systems, and protocols for communication with families, as measured by the presentation of exemplar procedures and protocols to the School Committee, attendance verification for professional learning opportunities around implementation at the Central Administration and school level, and feedback from families

- There is a 20% annual increase each year in the number of families who report favorable opportunities to engage in PSB experiences, and an annual decrease in families who have endorsed lower school belonging as observed by at least three(3) modes of information gathering(Ex. Surveys, in-person school-based individual or small group meetings, home-based consultation with families)

- The District has developed and sustained viable partnerships that foster ongoing access to resources in the community to assist students and their families in need of services, as evidenced by partnerships with six (6) new community resources.

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Objective 2 Review

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Strategic Objective 3

Develop a climate and culture in which all students, staff, and families experience a strong sense of belonging and safety

- Adopt a PreK- age 22 system-wide, culturally responsive approach to Social Emotional Learning (SEL), including assessment, instruction, interventions, and support.

- Define and implement clear processes and procedures for bidirectional feedback & input at the school and district levels between all stakeholders.

- Increase access points and support to allow all students and families to fully participate in all PSB's experiences, programs, and services.

- Improve classroom-level inclusion to retain students within the general education setting to the greatest extent possible.

- Develop and sustain viable partnerships that foster ongoing access to resources in the community to assist students and their families in need of services

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Objective 3 Outcomes

- Using the Panorama Teacher and Staff survey, at least 80% of PSB staff will endorse a strong sense of belonging by the end of the 2025 to 2026 school year

- Using the Panorama Student Survey, at least 80% of students will endorse a strong sense of belonging, including students who are Black/African American, Latinx/Hispanic, AAPI, eligible for free and reduced-price lunch, and students who participate in METCO, STS, ELE, and Special Education….

- By the end of the 2025-2026 school year, chronic absenteeism will have declined by at least 20% for all student groups.

- All students have equitable access to all academic and extracurricular activities offered by PSB.

- By the end of the 2023-2024 school year, administer the Panorama Teacher and Staff Survey at least once.

- By the end of the 2023-2024 school year, PSB will select a universal Tier 1 SEL curriculum to be used in all PreK to 5 classrooms.

- By the end of the 2023-2024 school year, we will select a Tier 1 SEL curriculum to be used in all middle school advisories.

Objective 3 Review

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School Committee Goal

Goal 5: Commitment to Equity

We are committed to eliminating barriers to educational achievement in our schools. To this end, we create policies and practices so that every student, regardless of race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, disability, or socioeconomic status, experiences a safe and welcoming environment in our schools, and receives the resources and support they need to take fullest advantage of the opportunities a Brookline education offers. We recognize the existence of great disparities in private means among PSB students, and will do everything possible to ensure that private resources do not determine student outcomes.

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Strategic Objective 4

Develop resource management and capacity-building systems that will ensure educational and organizational goals are accomplished timely and with transparency.

- Develop a budget aligned to District and School Improvement Plans that is clear and understandable to stakeholders.

- Develop and memorialize budgetary processes and procedures that support predictability and transparency.

- Develop and implement a Human Resource model that is designed to recruit, retain, and sustain talent in all positions.

- Create a learning academy designed to build the capacity of all staff to perform their operational roles in service to the mission, vision, and core values of the organization.

Objective 4 Outcomes

- The annual budget will be developed from the educational plan and will therefore be directly connected to achieving the vision and strategic plan. The budget will include data on enrollment, staffing, funding, goals and related narrative by cost center and fund.
- The School Committee and administrative staff understand their roles and responsibilities in the budget cycle (planning, developing, marketing, approving, monitoring/managing, and reviewing/reflecting).
- A comprehensive human resources model (recruit, hire, onboarding, induction, mentoring, employee engagement, etc.) will be designed to attract, develop, retain and sustain talent in all positions and reflect our values of diversity, inclusion, and equity;
- The district has implemented processes for recruiting and retaining diverse, highly qualified staff so that all staff and students work and learn in an optimal environment.

Objective 4 Review

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School Committee Goal

Goal 5: Commitment to Equity

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Strategic Objective 5

Design and implement an organizational structure and related information systems that will enable the organization to achieve its vision

- Create and disseminate an organization chart with clearly delineated roles and responsibilities in all areas.

- Assess and modify existing systems, workflows, policies and procedures to ensure that they are effective and efficient in achieving intended outcomes.

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Objective 5 Outcomes

- A comprehensive review of all aspects of the organization's structure will be performed by Senior leadership to ensure that the structure supports the Vision, Mission, and Core values of the organization.
- The roles and responsibilities of all administrative and non-aligned positions will be clearly defined and codified in job descriptions.
- The district consistently assesses and reviews the efficacy, efficiency and effectiveness of programs, systems, policies, and procedures and makes adjustments that will enable the organization to function in a smooth and orderly fashion.
- Throughout the school district, the Strategic Plan guides current work and future planning across the district as evidenced by an explicitly stated connection to the mission, vision, core values, and theory of action.
- The district employs the organizational chart, roles, responsibilities, processes, and procedures in service of the Strategic Plan and widely communicates and enacts at all levels of the organization.
- Our facilities and infrastructure support the needs of our programs and staff and are safe, welcoming, and meet current health, fire, public safety, and building codes.

Objective 5 Review

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PSB Response to

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