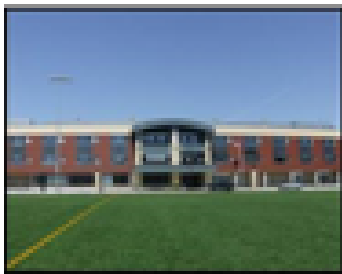




**AUBURN**  
PUBLIC SCHOOLS

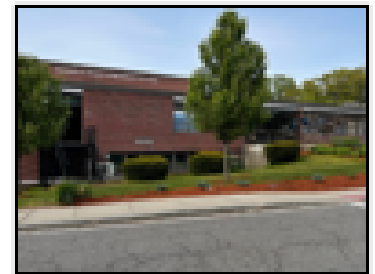
**K-2 Schools**  
**School Improvement Plan**  
**2023-2024**



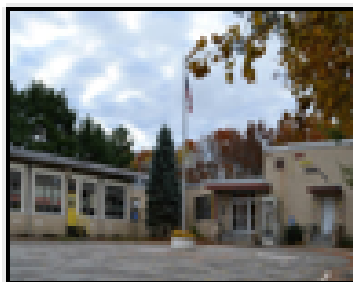
**AUBURN HIGH  
SCHOOL**



**AUBURN MIDDLE  
SCHOOL**




**SWANSON ROAD  
INTERMEDIATE  
SCHOOL**



**BRYN MAWR SCHOOL**



**PAKACHOAG  
SCHOOL**



**Our Commitment:** We will create, maintain, and support an environment that fosters a sense of belonging for all students in our schools respecting race, color, sex, religion, national origin, sexual orientation, gender identity, homelessness, poverty, spoken language and ability.



## To Our Community

We must examine, evaluate, and re-envision the systems and structures in place in the Auburn Public Schools to ensure we are meeting the needs of all including students of color, LGBTQ+ students, students with diverse cultural backgrounds and students with disabilities.

We commit to:

- Examine our curriculum, classes, and classrooms to ensure students see themselves reflected positively in instructional and classroom materials, have equal access to rigorous learning opportunities, and feel welcome in the Auburn school community.
- Build staff capacity and understanding of inclusive instructional practices through the implementation of flexible learning environments and instructional practices that accommodate individual learning differences.
- Developing authentic relationships with students and families using focus group meetings, student interest surveys, staff and family feedback surveys and regular two-way communication with families.
- Eliminate bias and racism across our district and enhance each student's sense of belonging and safety through continued examination of our own beliefs and values and participation in ongoing professional development with the Anti-Defamation League.
- Further develop a Multi-Tiered System of Supports for students impacted by trauma and mental health challenges by implementing a Universal Screener, a tiered system of social emotional/mental health supports and enhanced connections to community resources for students and families.
- Provide opportunities at all levels for students to take on leadership roles and allow them to have an active voice in their social and academic experiences by establishing affinity groups, student leadership councils, peer mentoring, and access to restorative practices.

# APS STRATEGIC PLAN

## 2023-2026

We will create, maintain, and support an environment that fosters a sense of belonging for all students in our schools respecting race, color, sex, religion, national origin, sexual orientation, gender identity, homelessness, poverty, spoken language and ability.

TEACHING AND LEARNING	HEALTH, WELLNESS, AND SAFETY	COMMUNITY PARTNERSHIPS
<u>Enhance Social-Emotional Learning Supports District Wide</u>	<u>Continue to Monitor and Enhance Safety Procedures across the District</u>	<u>Foster Civic Engagement at the Global, National and Local levels</u>
<u>Create Cohesive Content Programming District Wide</u>	<u>Promote Social and Emotional Health in All Schools</u>	<u>Utilize and Streamline Community Resources for Partnerships</u>
<u>Collaboratively expand educators' understanding of what culturally conscious teaching, high expectations, and academic success for each and every student means</u>	<u>Enhance District-Wide Nutrition and Healthy Lifestyles</u>	<u>Effectively communicate with families and the community</u>

## Teaching and Learning

Action	Due Date	Person(s) Responsible
Implement Wonders 2023 programming to ensure high quality literacy instruction.	Ongoing	Assistant Superintendent, Principal, Teachers
Evaluate Wonders 2023 to align Science and Social Studies Massachusetts curriculum standards.	June 2024	Assistant Superintendent, Principal, Teachers
Increase educator capacity by continuing the implementation of Universal Design for Learning (UDL) to promote inclusivity and equity for all students.	Ongoing	Assistant Superintendent, Principal, UDL Coaches
Provide professional development aimed at increasing cultural proficiency to promote inclusivity and cultural awareness throughout the school community.	Ongoing	Assistant Superintendent, Principal
Continue to support the SEL needs of all students through relationship mapping, PBIS, restorative practices and outreach to families and community resources.	Ongoing	Assistant Superintendent, Principal, School Climate Task Force
Identify innovative and effective technology to enhance teaching and learning.	Ongoing	Assistant Superintendent, Principal, Technology Department, Technology / Media Specialist, Teachers

## Health, Wellness, & Safety

Action	Due Date	Person(s) Responsible
Collaborate with the Auburn Public School Safety Team to conduct safety drills and continuously examine and improve safety protocols and procedures within the school.	Ongoing	Principal, Safety Team, All Staff
Promote the responsible use and care of technology.	Ongoing	Teachers
Evaluate school traditions and celebrations through a diversity, equity, and inclusion lens to ensure all students and families feel safe, included and welcome in our school community.	Ongoing	Principal, All Staff, School Council
Continue to provide new families with opportunities to visit the school, ask questions, access school and community resources to begin to build a positive home-school connection.	Ongoing	Principal, Secretary, School Counselor, Social Worker, Teachers
Refine transition opportunities within the school as well as between buildings.	Ongoing	Assistant Superintendent, Principals, Auburn Integrated Preschool Staff, Swanson Road Intermediate Staff, All Staff
Investigate before or after school extracurricular opportunities.	Ongoing	Principal, All Staff
Communicate regularly with families to provide up-to-date information of school-wide activities, learning initiatives, and how families can support students at home.	Ongoing	Principal

# Community Partnerships

Action	Due Date	Person(s) Responsible
Develop school-wide community service-learning projects to benefit organizations at the global, national, and / or local levels.	Ongoing	Principal, Grade Level Leaders, Teachers
Continue to build upon our community partnerships providing students and families increased opportunities to strengthen relations within our community.	Ongoing	Principal, School Counselor, Teachers