

Everett Public Schools Strategic Initiatives

Strategic Theme A - Supportive culture where each student is engaged, thrives and values learning

- 1a. Develop shared practices and training utilizing SEL, restorative practice and culturally responsive tenets
- 2a. Enhance Positive Behavioral Interventions and Supports at every school, integrating social-emotional learning support
- 2b. Implement culturally relevant policies and programs that allow students to see themselves throughout the learning environment

Strategic Theme B: Effective instructional practices

- 1a. Establish clear and vertically aligned instructional models/frameworks that embed culturally responsive instructional practices
- 1b. Redesign and fully implement a comprehensive multi-disciplinary, system-wide Multi-Tiered System of Support
- 2a. Ensure instructional practices meet the needs of each diverse learner through the use of Universal Design for Learning
- 2b. Ensure instructional practices optimize personalized learning and center on student choice, exploration, contribution, and self-assessment
- 2c. Establish consistent grading and assessment practices across all schools and grade levels to reflect student learning that indicates mastery

Strategic Theme C: Equitable access to resources to support student learning

- 1a. Identify and remove barriers to authentic learning and high expectations for our diverse learners
- 1b. Establish district-wide expectations for instructional time, master schedules and course offerings
- 1c. Ensure classroom technology is standardized across the district and professional learning provided
- 2a. Expand participation in high-quality early learning through kindergarten
- 2b. Ensure flexible learning opportunities and choice programs are accessible for all students

Strategic Theme D: Consistency and accountability for key processes affective student success, balanced with differentiation and innovation

- 1a. Define the essential practices and structures that support student success and will be held in common across the district
- 1b. Develop and implement a process for monitoring effectiveness of essential practices
- 2a. Define necessary parameters for innovation targeted toward student success
- 2b. Foster a culture that promotes, supports, and sustains innovative practices
- 3a. Define, align, implement, and monitor clear expectations and standards for safety

Strategic Theme E: Community engagement

- 1a. Engage all stakeholders in district decisions and initiatives. Create systems that increase transparency and encourage effective and accurate two-way communication with all stakeholders throughout the district and community
- 1b. Secure parent and community support of the academic and social/emotional development of all students
- 2b. Develop and implement culturally responsive outreach programs where schools visit the community
- 3a. Embed cultural competence, equity, and accessibility within all community engagement practices
- 3b. Develop and implement culturally responsive customer service practices for all staff interactions with students and families

Strategic Theme F: Human capital recruitment, development, and retention

- 1a. Design and implement an effective recruitment and retention plan with an emphasis on diversity and inclusion for each employee group
- 2a. Cultivate a culture of excellence that includes career pathways and continuous growth for each employee group
- 2b. Ensure an inclusive work environment that promotes wellness, a sense of belonging, engagement, and support
- 2c. Cultivate a culture of high expectations, systems thinking, and shared accountability for student success