

GDRSD District Improvement Plan: 2026/2027

GDRSD Vision, Mission, & Core Values

Vision: In cooperation with all stakeholders, Groton Dunstable will establish coherence in our school district by creating learning environments that encourage curiosity and support an individualized joy of learning.

Mission: We will build a community where students are prepared to positively take action and advocate for more just schools and for their larger world. This commitment is in service of all learners reaching their highest potential socially, emotionally and academically.

Core Values

Acceptance: Students, staff and families feel acceptance through the acknowledgement that all have different backgrounds and narratives that are welcomed and celebrated.

Belonging: Students, staff and families feel a sense of belonging because they are an important part of the community with something to add to its culture. All help to contribute to what makes school a safe and supportive place to be.

Community: Students, staff and family are all important parts of our school community and the core values of each school and the district will guide the way that we interact, communicate, and support one another.

Support: Students, staff and family will receive the support they need to access the school environment in tiers. This means that when a student, staff member or family needs more support to access the school environment, that support will be provided in developmentally, cognitively, and culturally appropriate ways.

Equity: Equity recognizes that each person has different circumstances and allocates the appropriate resources and opportunities needed to reach an equal outcome. Students, staff and families will be afforded the opportunities to have what they need to succeed.

GDRSD Core Values in Our Schools:

<u>Boutwell Early Child Center</u> ★ Caring ★ Creative ★ Cooperative	<u>Florence Roche Elementary</u> ★ Respectful ★ Responsible ★ Resilient	<u>Swallow Union Elementary</u> ★ Growth ★ Respectful ★ Resilient ★ Responsible
<u>GDRMS (5-8)</u> ★ Ownership ★ Awareness ★ Kindness	<u>GDRHS (9-12)</u> ★ Perseverance ★ Balance ★ Integrity ★ Respect	

Strengthen student learning & achievement outcomes for all students:

The Groton-Dunstable Public Schools will provide an engaging, innovative, rigorous, and individualized system of teaching and learning that provides all students with the knowledge and skills necessary for college, career and global citizenship in the 21st century while integrating social, emotional, and wellness support. GDRSD will ensure that district-wide levels of support are accessible and appropriate for all students to ensure equitable outcomes.

Goals:	Actions - Timeline in Italics:
District student learning & achievement goal: GDRSD will meet or exceed DESE district accountability targets, as measured by the following criteria: student achievement, growth, high school completion, progress towards English Language proficiency, and additional indicators (chronic absenteeism rates, and advanced coursework completion). For the 2026-2027 school year, GDRSD will have met or exceeded the cumulative criterion-referenced target percentage.	• Leadership and Faculty Teams assess current student learning performance across all content areas. <i>August/September 2026</i> • Leadership and Faculty teams complete measurable student learning and professional practice goals aligned with district and school-wide goals. <i>September/October 2026</i> • Leadership and Faculty teams track student performance and identify interventions on internal assessment measures: DIBELS & IXL results. These benchmarks are given in the <i>Fall/Winter/Spring</i>. • Building leadership teams and faculty review student performance on benchmarks as well as results from Culture and Climate and DESSA results. <i>Fall 2026</i> • Technology department implements and supports adoption of new student data dashboards to triangulate data at the student level: MCAS, IXL, DIBELS, ProLADR. <i>Fall 2026 - Spring 2027</i> • Continue implementation of revised District Curriculum Accommodation Plan (DCAP). <i>Fall 2026 - Spring 2027</i>
School student learning & achievement goals: GDRHS: the high school will continue to meet or exceed DESE school accountability improvement targets as measured by the following indicators: academic achievement and student growth in ELA, Math, and Science; high school completion - graduation rate and drop-out rate, English Language proficiency rates for MLL students, chronic absenteeism rate, and advanced coursework completion.	• Leadership and Faculty Teams assess current student learning performance across all content areas. <i>August/September 2026</i> • School leaders and Faculty will work in teams to establish measurable student learning and professional practice goals aligned with the GDRHS goal of meeting/exceeding DESE improvement targets. <i>September/October 2026</i> • The Scheduling Committee will continue to meet regularly to explore developing a new HS schedule that can better meet the needs of all students. Modifications recommended to the existing HS schedule will be implemented to better serve the needs of all students. <i>Fall 2026 - Spring 2027</i>. • High School will assemble a working group to explore opening two innovation career pathways at GDRHS in business/marketing and engineering. <i>Summer - Fall 2026</i>.
GDRMS: the middle school will improve from substantial progress towards improvement targets to meeting DESE school accountability targets as measured by the following indicators: academic achievement and student growth in ELA, Math, and Science; and chronic absenteeism rate.	• Leadership and Faculty Teams assess current student learning performance across all content areas. <i>August/September 2026</i> • School leaders and Faculty will work in teams to establish measurable student learning and professional practice goals aligned with the GDRMS goal of meeting DESE improvement targets. <i>September/October 2026</i> • Middle School leaders will identify options/schedule modifications to provide additional targeted & individualized academic

	support time for students in specific content areas. <i>August/September 2026.</i>
Florence Roche: Florence Roche will improve from substantial progress to meeting DESE school accountability targets as measured by the following indicators: academic achievement and student growth in ELA, Math, and Science; and chronic absenteeism rate.	• Leadership and Faculty Teams assess current student learning performance across all content areas. <i>August/September 2026</i> • School leaders and Faculty will work in teams to establish measurable student learning and professional practice goals aligned with the Florence Roche goal of meeting DESE improvement targets. <i>September/October 2026</i>
Swallow Union: Swallow Union will continue to meet or exceed DESE school accountability improvement targets as measured by the following indicators: academic achievement and student growth in ELA, Math, and Science; and chronic absenteeism rate.	• Leadership and Faculty Teams assess current student learning performance across all content areas. <i>August/September 2026</i> • School leaders and Faculty will work in teams to establish measurable student learning and professional practice goals aligned with the Swallow Union goal of meeting/exceeding DESE improvement targets. <i>September/October 2026</i>

Communication & Community Relations:

The Groton-Dunstable Public Schools and its school committee will enhance its partnership with the communities of both towns, including town leadership, to sustain and support an education which provides all students with the knowledge and skills necessary to pursue technical, vocational or post-secondary education or college, career and global citizenship in the 21st century. The District and the committee will establish reciprocal communication that is varied, accessible, and understandable, and that unites all citizens around the belief that high-quality public education is a community's most valuable asset. The district and its school committee need to ensure that community outreach is in various methods that will provide access for all families and community members.

Goals:	Actions - Timeline in Italics:
Weekly Communication across the district: The GDRSD community will receive regular weekly communication from the Superintendent, and the Principal at each of our schools with updates, upcoming events, and relevant information on the work our students are doing in classrooms.	• Continue weekly superintendent and principal updates sent via email with updates archived on the district website. <i>Ongoing throughout the year</i> • Unify platform and format for Weekly Superintendent Updates and weekly principal notes. <i>October 2026</i>
Website Additions & Revisions: The GDRSD website will continue to be enhanced to provide a user-friendly, comprehensive experience where all members of our community can access the information and/or complete necessary tasks online.	• Continue to regularly update photos on the district and school webpages to keep the site current and showcase recent events, student work, and district-wide news and notes. <i>Ongoing throughout the year.</i> • Update Curriculum and Instruction page with recent curriculum review process, professional development opportunities, and assessment information. <i>October 2026.</i>
Enhancing School/Family Partnership: GDRSD will increase the frequency of in-person community events and family information sessions to strengthen the partnership between home and school.	• Publish a comprehensive list of events to the district and school calendars that include parent information/education nights, open houses, curriculum showcases, student performances, science fairs, etc. <i>August/September 2026</i>

These events will be facilitated and hosted on campus and focused on specific topics related to student learning, well-being, and community building.	● Capitalize on opportunities for parent and family education seminars/events related to student wellness, technology, social media, digital citizenship, etc. <i>Ongoing through the School Year</i>
School Committee: Monthly newsletters will continue to deepen connections with the community by sharing what is going on in schools and providing student and staff perspectives. The Communication Subcommittee will continue to organize and facilitate SC Communication activities and support agenda items related to monthly staff and student recognition, the SC “staff spotlight,” and plan for student presentations over the course of the year.	● Continue facilitating School Committee member interviews with students at each school. Questions and answers will be published as part of a quarterly newsletter during FY27 school year. <i>Ongoing through the school year</i> ● Monthly newsletters published and shared with the GDRSD community. <i>Ongoing through the school year (monthly).</i> ● Superintendent and Assistant Superintendent will help facilitate bi-monthly staff spotlight nomination process and slideshows to be shared at monthly meetings and via the Groton Channel. <i>Bi-monthly during the year.</i> ● Leadership team will facilitate and plan for student presentations throughout the year. <i>Monthly throughout FY27.</i>

Cultivating a culture of belonging for all students:

The DEI advisory serves to inform and advise the GDRSC on how to better align its policies, goal setting, collective bargaining, and budget setting priorities to embrace Diversity, activate Inclusion, and achieve Equity across the district. As members of the community, the DEI advisory may also elevate community issues relevant to the GDRSD’s scope of responsibilities.

Goals:	Actions - Timeline in Italics:
DEI Advisory Membership: Continue expanding committee membership to include students and staff members to provide greater perspectives to the advisory.	● Addition of students to the DEI advisory was a huge success. Communicate to the community to recruit additional members to the advisory: additional students, staff, and community members. <i>June 2026-September 2026</i>
Professional Development and Growth: Expand work of the Equity Imperative beyond professional development sessions with the Leadership Team to include work with faculty and staff.	● Equity Imperative: continuation of partnership to include PD for staff beyond SLT members. <i>Throughout the School Year</i> ● Conduct staff restorative practices professional development. <i>Summer 2026</i> ● Revise School Handbooks, student code of conduct sections, and restorative practices in place at all levels. <i>Summer/Fall 2026</i> ● PD options around the inclusive mindset and equitable practices embedded in PD catalog throughout the year: Primary Source membership, Equity Imperative PD Modules for staff. <i>Throughout the School Year</i>
Equity Related Data Collection: Utilize our student management system (SchoolBrains) to track and enter all relevant student data: academic	● Ensure all necessary student data is entered correctly and updated regularly into our student management system (School Brains). <i>Throughout the School Year</i>

performance, assessment data, discipline & behavioral data, etc.	Multi-Language Learners: include data collection systems (Home Language Survey, WIDA scores, ACCESS scores, etc.) to support ML students and families. <i>September/October 2026</i>
Student Voice: Continue building on our goal to strengthen student voice and sense of agency.	- Expand new leadership opportunities for students including student councils at middle and high schools, class officers, and student representatives to the School Committee, and the DEI advisory. <i>Summer - Fall 2026</i> - Explore community service opportunities and expectations for students at high school, middle school, and elementary school levels. <i>Throughout the School Year</i>

Harnessing the resources necessary for effective student learning and well-being:

The Groton-Dunstable Public Schools will provide its students with a cost-effective education that maximizes effective and efficient use of taxpayer dollars while communicating regarding these efforts in a public and transparent manner.

Goals:	Actions - Timeline in Italics:
Tri-Comm Committee: The school district will continue to work openly and collaboratively with the Town Administrators, Selectboards, and Finance Committees to establish common funding assumptions and goals.	- Establish meeting dates for TriComm starting in the summer of 2026. <i>June/July/August 2026</i> - Set priorities and goals for the committee connected to GDRSD FY28 Budget development. <i>August 2026</i>
Ch. 70 Funding Advocacy: GDRSD will continue to take a leadership role in advocating for a more equitable share of state funding for education through full reimbursement of regional transportation and circuit breaker, as well as structural changes made to the funding formula.	- Continue participating in Project 211 to advocate for future changes to the Chapter 70 funding formula, Regional Transportation, and Circuit Breaker Transportation Reimbursement. <i>Ongoing throughout FY27</i> - Continue to review all federal and state grant opportunities to fund district initiatives. <i>Ongoing throughout FY27</i>
Budget Process: The Superintendent, Director of Business & Finance, and the Assistant Superintendent will lead the School Committee, staff, and community through a transparent and inclusive budget process, where feedback and ideas from many perspectives will be considered as we put together a fiscally responsible budget that puts student learning and wellness for all students first.	- Facilitate public budget forums during SC meetings starting in the fall. - Superintendent will hold staff budget forums to get feedback and provide an early vision for the budget process for FY28. <i>November/December 2026.</i> - Continue to review contracts to ensure the district is efficiently using budgeted funds to get the most/best services for our staff and students. <i>Ongoing through FY27.</i>

Building a culture of continuous improvement:

It is intended that the educational environment at GDRSD will be based on best practices, academic research, and rigorous self-evaluation to provide students and staff the resources, materials, and infrastructure required for optimum teaching and learning. A learning environment is more than just a classroom—it's a space in which students feel safe and supported in their pursuit of knowledge, as well as inspired by their surroundings. The learning environment comprises the physical space, the psychological environment and the emotional environment that supports learning.

Goals:	Actions - Timeline in Italics:
Cultivating a Culture of Continuous Improvement: The leadership team will analyze results of the culture and climate surveys: student/staff/community to inform classroom practice and impact the learning environment in all schools.	• Data review teams and leadership team meetings will review student data monthly, impact the setting of student learning and professional practice goals for leadership and faculty in the fall, and monitor student progress throughout the school year. <i>Ongoing through the school year (monthly).</i>
Strengthening Student Learning & Instructional Practice: The District Leadership Team will continue instructional rounds to observe instruction across all buildings and strengthen understanding of instructional efficacy centered on specific problems of practice.	• Members of the leadership team will each host instructional rounds in their respective school/program at least once during the school year. A minimum of five instructional rounds sessions will be held during the course of the school year. <i>October 2026 - May 2027.</i> • Instructional rounds will be used to encourage peer observations among faculty across each building. <i>Throughout the FY27 School Year.</i>