



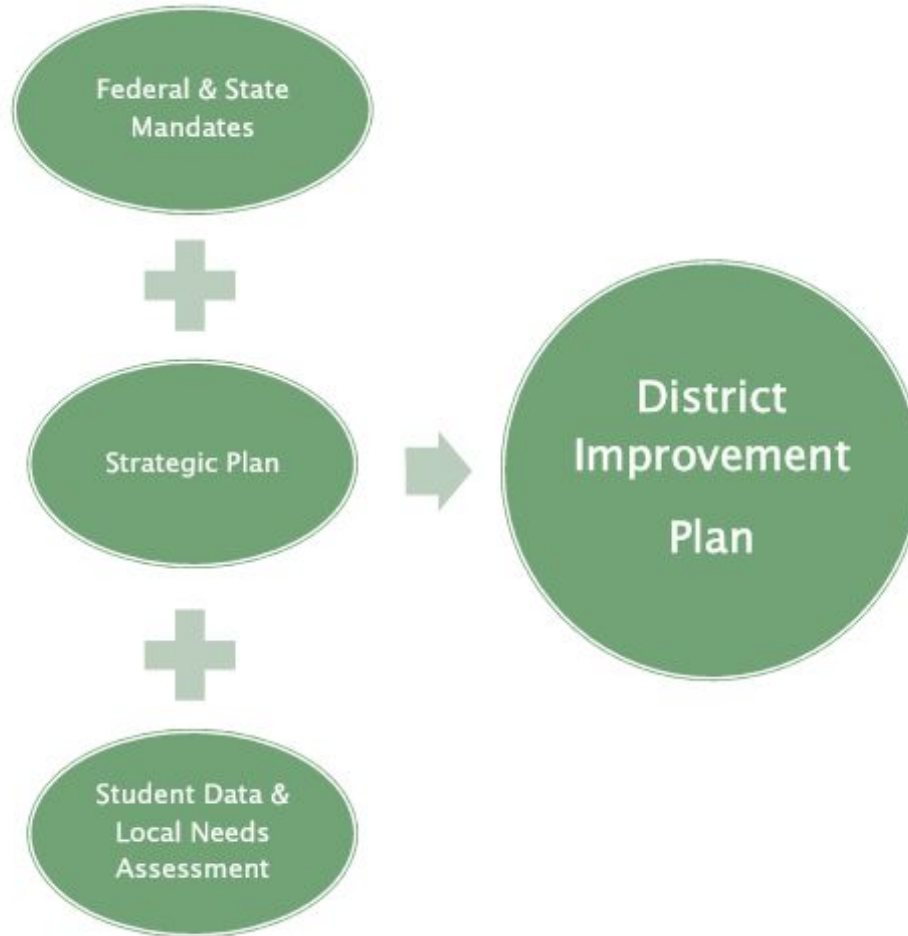
MERSD District Improvement Plan Summary

June, 2024

MERSD Vision

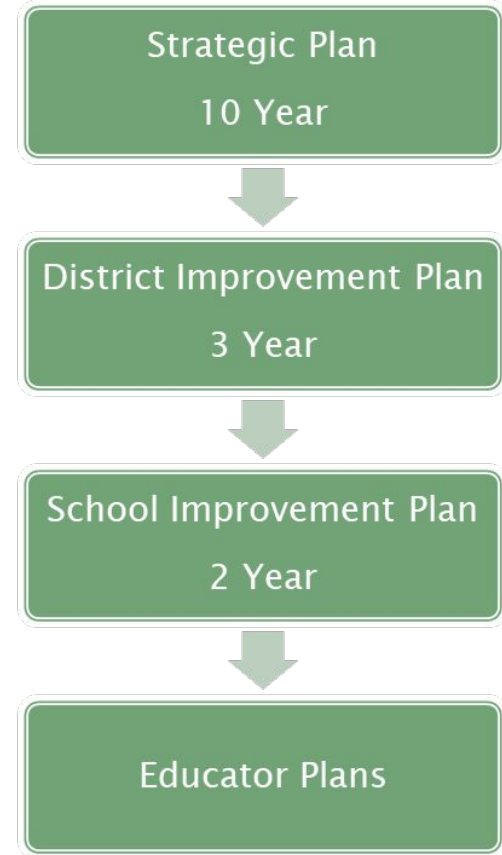
MERSD, with the partnership and support of member communities, will provide educational opportunities and resources so that all students can realize their individual, unique, and highest potential, achieve academic excellence, value integrity and honesty, and become intellectually curious and critical thinkers.





District Plan

- Mission, Vision, and Strategic Plan provide the structure
- Establishes district road map
- Informs development of school and educator plans
- Living document



Federal & State Mandates

Tiered Focused Monitoring

- Special Education, English Language Learners, Civil Rights
- On-Site Review

High Quality Instructional Materials (HQIM)

- Curriculum Review Processes (IMplement MA)
- Continued Literacy Implementation

Attendance Accountability

Student Opportunity Act (SOA)

IEP Improvement Project (New IEP)

Coming Up...Commissioner & DESE Direction, Revised Educator Eval Rubrics



District Improvement Plan Strategic Initiatives

Curriculum & Instruction Focused Strategic Initiatives

- Establish and foster an authentic Pre-K-12 learning environment.
- Integrate social emotional learning into all aspects of the school day.
- Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.



District Improvement Plan Strategic Initiatives

Significant Progress being made on Curriculum & Instruction (C&I) focused strategic initiatives.

- C&I goals and objectives work with and in support of each other
- Fast growth in areas already in development at the beginning of our plan [*Strategic Initiatives 2 & 3*]
- Slower growth, but increasing, in new focus areas [*Strategic Initiative 1*]
- As we learn and implement we are finding the need to revise or reconsider goals set at the beginning of the process.
 - *Example: Cultural Diversity survey*
- Overarching goal is increasing educator capacity to reach all learners.



Overarching Themes

Curriculum Review and Development

- MTSS Significant Headway
- Literacy Implementation becoming practice
- Equity & Inclusion mindset
- Social Emotional Learning

Supporting Transitions

Community Connections



Strategic Initiative 1

Complete/ On Track In-Progress

- NEASC
- Multi-Tiered System of Support
- Community Partnerships
- Professional Development Plan

Behind/In-Progress

- Secondary Curriculum Maps

Reconsidered

Arts Coordinator evolved into Arts Council program examination



MERSD Authentic Learning Definition

Strategic Initiative 1

Student-centered authentic learning is an approach to teaching and learning that engages students in inquiry-based experiences that have real-world applications guided by students' experiences, skills, and interests. Authentic learning is grounded in real world issues, problems, and applications. It encourages higher order thinking, empowers students with practical and useful life skills, and invites them to make a difference in their world.



Strategic Initiative 2

Complete/ On Track In-Progress

- SEL Teacher Leadership Model
- SEL Needs Assessment
- MTSS Handbook
- Parent Ed Series

Behind/In-Progress

- MTSS Vertical Team
- SEL Scope & Sequence and Assessment



Strategic Initiative 3

Complete/ On Track In-Progress

- Inclusion and cultural competence training for staff and students
- Cultural competency and inclusion assessment and roadmap
- Policy revisions

Behind/In-Progress

Reconsidered

Locally created Diversity/Equity Audit evolved into use of VOCAL
Climate Survey Data



Other Notable Accomplishments

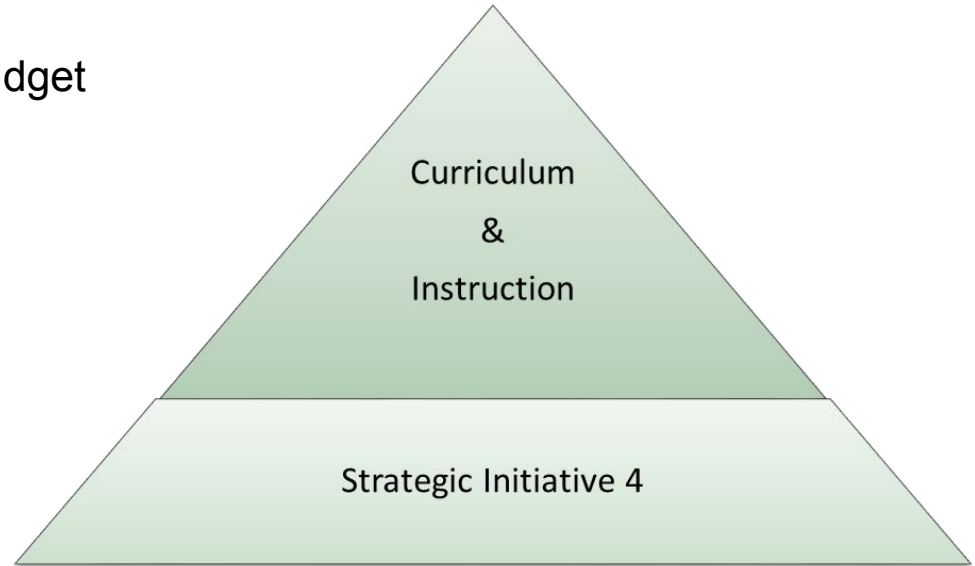
- History/Social Science Curriculum Review & Award of 2 competitive DESE Grants
- Wellness Committee Rejuvenation
- Professional Development:
 - New PD Website, Book Studies, PD Plan 24-25
 - Renewed partnerships: ECLC, Primary Source, NEASC
- High-Dosage Tutoring
- Elementary Literacy Curriculum Mapping
- Secondary World Language DESE Module Trainings



District Improvement Plan Strategic Initiatives

Finance & Operations Focused Strategic Initiative

- Ensure funding for stable, multi-year budget and capital improvement plan through collaboration with town and community partners.



Strategic Initiative 4

Complete/ On Track In-Progress

- Essex Elementary MSBA acceptance
- Central Office job descriptions and hiring
- Operations & Maintenance planning
- Annual review of staffing to identify potential operating and financial efficiencies

Behind/In-Progress

- Reserves Policy
- Reorganization of curriculum support (*Stipend JLM*)

Reconsidered

Budget w/ funding correction



Strategic Initiative 4

Observations

- Although a funding correction was not realized, efficient practices, strategic use of reserves, and reinvestment of savings from enrollment based staff reductions allowed for the delivery of an FY25 budget that maintained quality and forward progress.
- Positioned well to revision and rebuild World Language and Library programming.



District Improvement Plan Progress Reports

→ [FY23 EOY DIP Progress Report](#)

