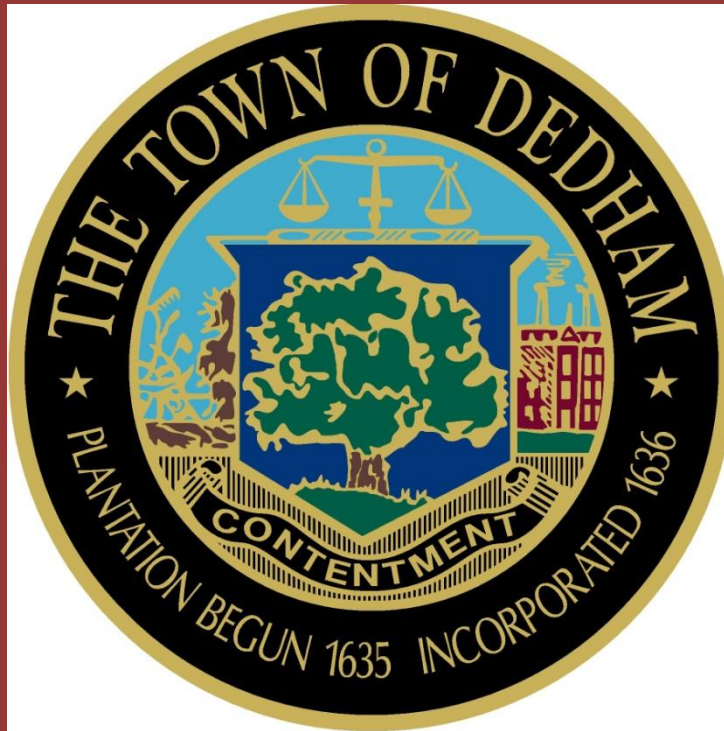


Dedham Public Schools

Home to America's first tax supported, free public school



State of the Schools Address

Wednesday, January 29, 2020

District 2020 Vision

5-Year Strategic Improvement Plan

1. Invest In Human Capital To Design And Grow Individual Educator Capacity Throughout The District
2. Create Integrated Organizational Structures/Systems To Ensure High Quality Instruction And Consistent Learning Expectations/Outcomes
3. Expand The Use Of Technology To Streamline Educator And Student Feedback For Improved Performance

DPS 2020 Vision Strategic Objectives

Invest In Human Capital To Design And Grow Individual Educator Capacity Throughout The District



Create Integrated Organizational Structures/Systems To Ensure High Quality Instruction And Consistent Learning Expectations/Outcomes

Expand The Use Of Technology To Streamline Educator And Student Feedback For Improved Performance



DPS 2020 Vision Supporting Initiatives

Collaboratively implement Educator Evaluation System to promote reflective growth and best practices

Promote a climate of expected collaboration and individual educator investment in all district planning and decision making

Expand HR recruitment and hiring practices to diversify education workforce

Enhance educator mentoring program to develop the capacity of all new hires to the district

Provide robust and universal technology training (TeachPoint, TalentEd, Google Apps) in all appropriate areas for all staff

Enhance and promote internal leadership development and opportunities through Aspiring Leaders Academy

Expand individual educator exposure to best practices through collaborative peer observation, PLC's, school visits, and attendance at professional conferences

Promote team-based educator goals and partnerships to increase educator collaboration and consistency of practice within grades and district wide

Create district committees for Curriculum, Assessment, and Professional Development (CAPD) that represent all levels and content areas to inform all district decisions

Align district budgets to support initiatives from C.A.P.D. committees

Review existing PreK-12 Special Education staffing, programs, and training to inform future practices and placements

Develop Student Assistance Teams with consistent membership, evaluation protocols, resources, and interventions in every school

Create uniform Tiered Intervention (RTI) staffing, expectations, cut-off standards, and instructional resources for every school

Review/promote/clarify current district organizational structure to clearly define supervision and roles/responsibilities

Standardize the School Improvement Plan development process, expectations, review/reporting, and alignment with district initiatives

Budget and transition to free full day kindergarten and enhance K to Elementary transition communication

Initiate comprehensive data integration initiative (4-I's) to provide consistent, convenient, and accurate data to all stakeholders

Expand TeachPoint, TalentEd, Google Apps fluency and usage among all appropriate staff and students

Establish district and school data teams to systemically analyze student performance and inform instruction

Integrate 1:1 environment through Grades 6-8 and explore expansion through Grades K-5

Expand use of technology and media to communicate district success stories and increase public awareness

Electronically integrate all parent and student information access through web based applications (Edline, Unipay, student registration, SNAP, Powerschool, etc...)

Develop and implement electronic survey instrument to assess effectiveness of social/emotional wellness initiatives over time

Establish common district wide expectations for technology integration and usage by staff and students

**Update to Strategic Plan in process
Next 5-Year plan to be approved in fall 2020**

2019-20 School Committee Goals

(Approved September 4, 2019)

Elementary School Facilities Plan

The School Committee will complete a Facilities Master Plan Update, using input gathered from public hearings and elementary school-based forums. The School Committee will work with the School Building Rehabilitation Committee (SBRC) to jointly submit a Statement of Interest (SOI) to the Massachusetts School Building Authority (MSBA) by February 2020. This submission will reflect the immediate need to address the renovation/replacement of the Oakdale, Greenlodge, and/or Riverdale elementary schools.

FY 2021 Budget Development

By January 2020 the Budget Subcommittee will conduct a thorough review of the FY2020 Budget and outline a fiscally responsible FY2021 Budget that addresses the increasingly complex programmatic needs of our students and the ongoing upkeep of our facilities. The final approved FY2021 Budget will support the learning of all students, the instructional and professional development of all educators, and the momentum to maintain a first class district.

Communications & Community Engagement

The School Committee will assist the Communications and Community Engagement Coordinator in organizing a series of unique communication outreach opportunities to inform and engage the community. These efforts will focus on increasing proactive and responsive messaging through outreach about the schools via presence at existing district and community events and a consistent media presence. This commitment will serve as an opportunity to solicit feedback about families' experiences in the District and help to inform our improvement efforts in the future.

Educational Equity

The School Committee will receive bi-monthly reports that analyze the equitable allocation of resources to support learning for all students and with a particular eye toward high needs and low incidence groups. These reports will evaluate any disproportionalities with regard to student engagement and success in academic and extracurricular experiences. This data will be used to make budgetary recommendations about future programming to support a more equitable climate for all students.

Avery/DMS/DHS Campus Circulation Safety Plan

The School Committee will evaluate the data and recommendations received from the 2019 VHB Circulation Study presented in spring 2020. Through a series of community input sessions, this information will be used to develop a comprehensive plan aimed at improving student/employee/staff/visitor safety and access throughout the Avery/DMS/DHS campus and surrounding neighborhoods. This plan will suggest a range of improvements that may require significant investment in local infrastructure upgrades and collaboration with additional Town of Dedham boards, departments, and committees.

District Enrollment Growth

Dedham Public Schools Total Enrollment

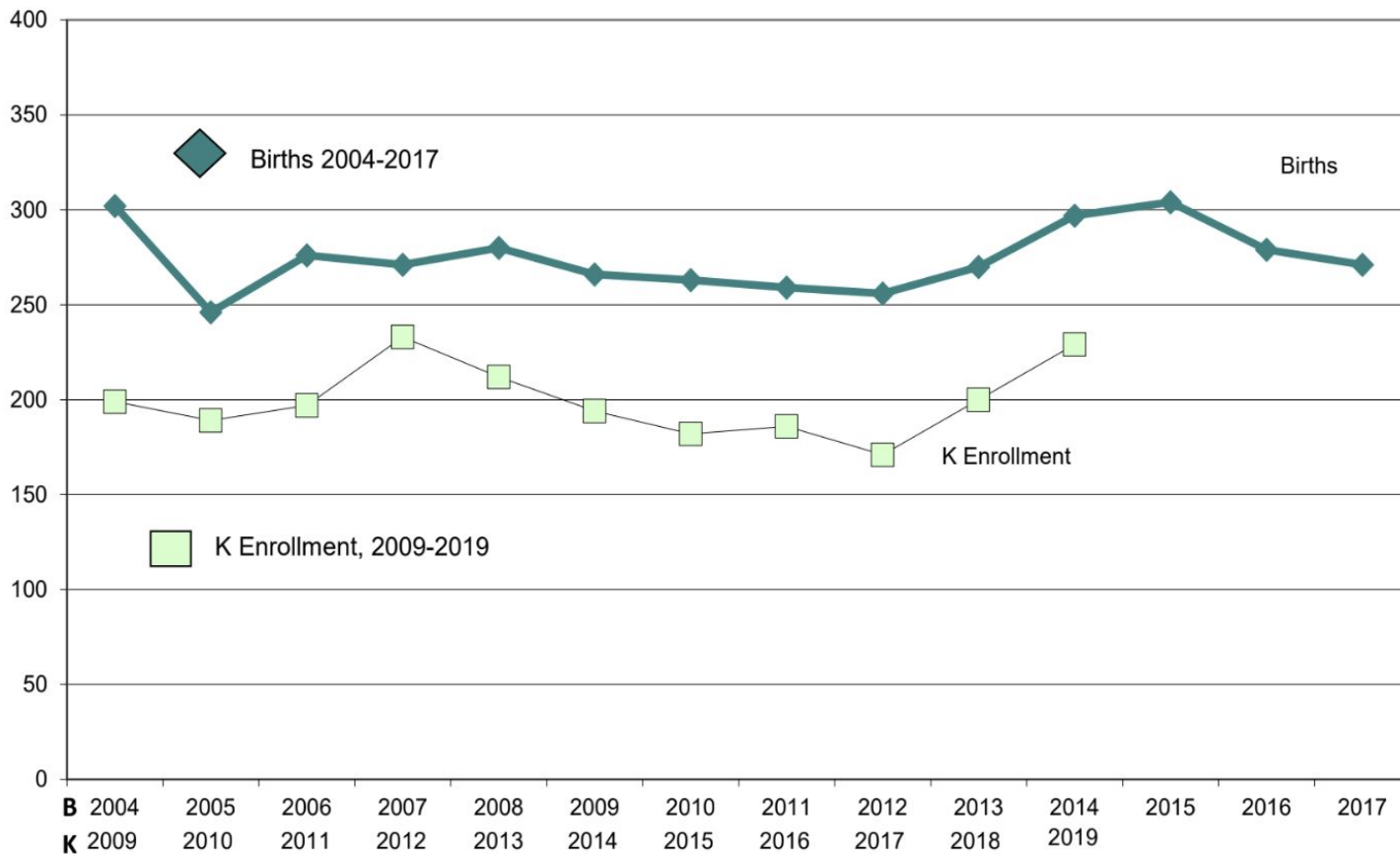
(based upon DESE October 1 report)

	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
2007-08	129	203	224	196	240	228	213	242	218	214	225	177	196	174	2,879
2008-09	130	208	225	217	201	232	217	202	236	216	227	198	181	167	2,857
2009-10	131	199	231	233	228	204	235	217	204	242	206	218	201	161	2,910
2010-11	131	189	214	235	233	226	205	231	211	201	220	190	196	197	2,879
2011-12	124	197	207	206	234	227	234	201	233	215	179	215	191	199	2,862
2012-13	113	225	208	200	211	231	231	227	190	225	180	172	210	203	2,826
2013-14	99	212	231	208	205	213	225	239	223	196	186	183	181	217	2,818
2014-15	109	194	238	237	204	210	204	230	233	217	165	180	184	171	2,776
2015-16	112	182	186	225	244	202	213	213	223	230	185	162	186	185	2,748
2016-17	95	187	178	194	220	244	205	203	213	215	208	180	160	191	2,693
2017-18	97	173	201	174	200	221	255	197	198	208	186	198	188	162	2,693
2018-19	98	201	177	207	183	210	216	255	194	198	170	188	203	187	2,687
2019-20	129	229	196	186	207	182	211	221	258	195	169	170	178	199	2,730

Surge In Kindergarten

Enrollment

Dedham, MA Birth-to-Kindergarten Relationship



Investment In Early Childhood Education

**Curran Early
Childhood Center**



**3 Kindergarten Classrooms
Added in last 2 years**

Curriculum Alignment and Professional Supports

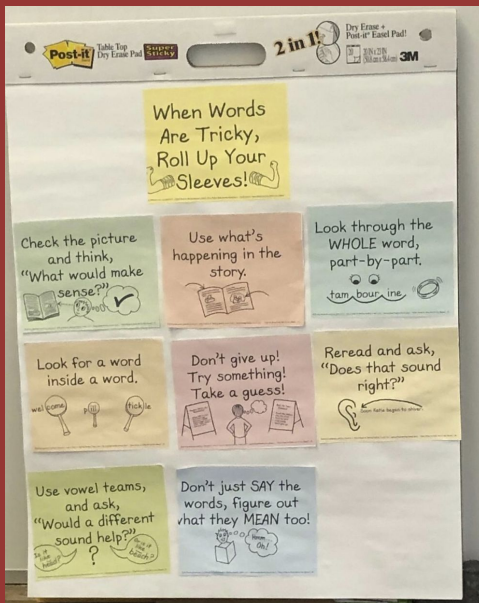


Foundations Phonemic Awareness Program Fully Implemented in K, Gr. 1, Gr. 2

Final Phase of Lucy Calkins Reading & Writing Cohort Trainings Currently in Year 3



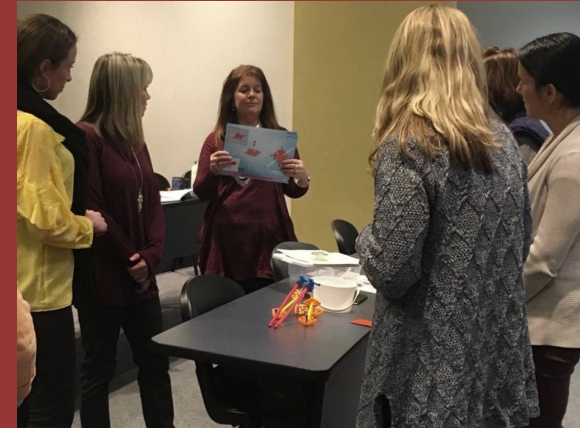
"Tools Of The Mind" Preschool Curriculum Ongoing professional support



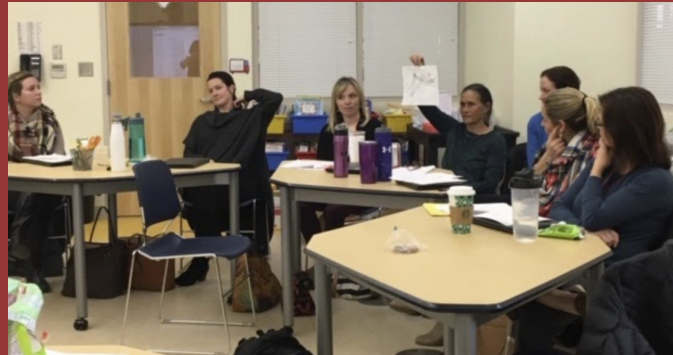
Curriculum Alignment and Professional Supports



Common Planning Time
for All Teachers at All
Elementary Grades and
DMS



Year 3 of Building Blocks
of Science Curriculum -
Fully implemented in all
Elementary Grades



Coordinated PD for All
PreK-8 Educators Through
Humanities and STEM
Curriculum Coordinators



Continued
Embedded
Side-By-Side
Instructional
Coaching at ECEC,
Elementaries, &
DMS



Adverse Childhood Experiences

Traumatic events that can have negative, lasting effects on health and wellbeing

Abuse

- Emotional abuse
- Physical abuse
- Sexual abuse

Neglect

- Emotional neglect
- Physical neglect

Household Challenges

- Domestic violence
- Substance abuse
- Mental illness
- Parental separation / divorce
- Incarcerated parent

People with 6+ ACEs can die **20 yrs** earlier than those who have none

1/8 of the population have more than 4 ACEs

www.70-30.org.uk
@7030Campaign

4 or more ACEs

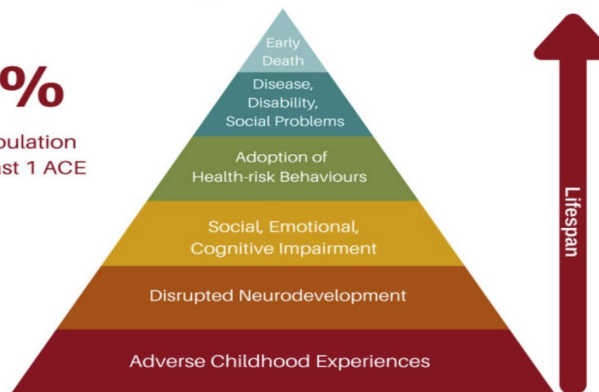


“Adverse childhood experiences are the single greatest unaddressed public health threat facing our nation today”

Dr. Robert Block, the former President of the American Academy of Pediatrics

67%

of the population have at least 1 ACE

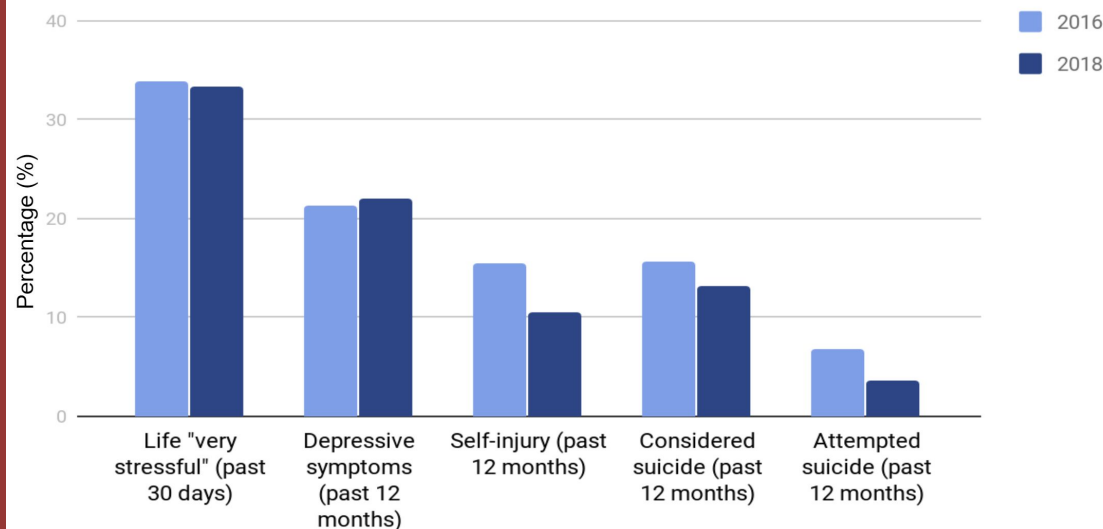


Social Emotional Student Supports



Seal of Biliteracy

Dedham High School -- Grades 9-12 Trends in Mental Health



Metro West Adolescent Health Survey

Investment In Fine Arts

Elementary Instrumental Music
DURING the school day



Instrumental Music Students

	2019 - 2020				
	Avery	Greenlodge	Oakdale	Riverdale	Total
Gr. 4	31	17	20	20	88
Gr. 5	23	15	23	12	73
Total	54	32	43	32	161
Total Enroll	112	99	109	71	391
Total Playing	48.21%	32.32%	39.45%	45.07%	41.18%
Trumpets	10	8	21	11	50
Clarinets	19	15	10	11	55
Flutes	15	5	2	8	30
Trombones	7	2	3	1	13
Percussion	3	2	7	1	13
School Total	54	32	43	32	161



Investment In Fine Arts

DHS Fall Play - “Our Town”



M.M.E.A. Eastern District Senior Festival

In-District Programming Investments

Out Of District Placements History



Actual Out of District Tuition & Transportation

	FY2017	FY2018	FY2019	FY2020
Actual Tuition Paid	\$3,614,008	\$3,674,276	\$3,882,293	\$4,059,356
Out of District Transportation	\$801,025	\$842,010	\$952,727	\$900,000
Total Tuition + Transportation	\$4,415,033	\$4,516,286	\$4,835,020	\$4,959,356
Total Out of District Students	49	47	47	44
Average Cost Per Student	\$90,103	\$96,091	\$102,873	\$112,713

In-District Programming Continuum

ECEC
P.A.L.S.
Program



Riverdale ACCESS Program

D.M.S.
Complex
Learners
Program and
Pathways



Greenlodge S.T.A.R. Program

D.H.S.
Bridges and Alt
Programs

In-District Programming Investments



**New LifeStart
Program for 18-22
Year Olds**



School Safety And Security

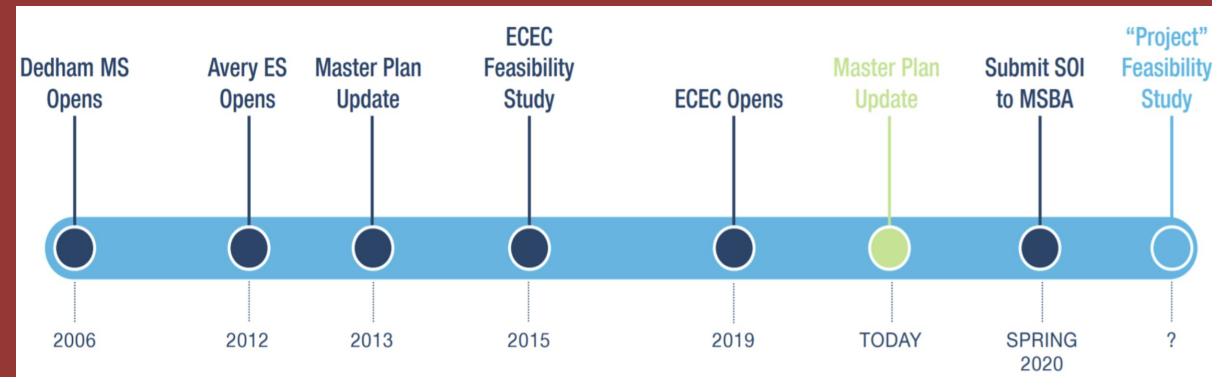
- Continued Monthly “Safety Super Team” Meetings with Dedham Police/Fire, Fallon Ambulance, DPW, Technology
- December 2018 through April 2019 – Active Shooter Simulation Drills at All Schools
- Fall 2019 – Lockdown Practice at All Schools



- September through December 2019 – Off-Site Evacuations and Reunification Practice at All Elementary Schools

Ongoing Projects And Future Initiatives

Facilities Master Plan




Master Plan Community Input Process

- S.M.M.A. Retained, Spring 2019
- School Committee Overview - June 2019
- Meetings at Elementary Schools - October 2019
- Community Workshop @ECEC - December 9, 2019
- Community Feedback Meeting - January 13, 2020

Dedicated Web Page

Dedham Master Facilities Plan 2019-2020



Dedham Public Schools are currently in the process of updating the Long Term Facilities Master Plan and identifying the best next steps in the improvement, renovation, or replacement of school facilities in Dedham. After the recently completed construction of the Dr. Thomas J. Curran Early Childhood Education Center, the focus of this effort is centered around reviewing and providing recommendations for the Greenlodge, Oakdale and Riverdale Elementary Schools, as well as Dedham High School, all of which have not undergone major renovations or reconstruction in the past 30 years or more.

This site will provide ongoing updates and the most current information available on this Facilities Master Plan process.

WHAT'S NEW

The most recent community forum, held on January 13, 2020 outlined the possibilities, test fitting school facility options on each of the three current Elementary School sites and reviewed the considerations for each. Next steps in the process involve the submission of a Statement of Interest letter to the State. A copy of the January 13, 2020 presentation is [available here](#) for viewing. Parents and residents with questions or comments can submit them via online form [here](#).

Quick Links

Frequently Asked Questions
Answers to some of the more commonly asked questions throughout this process. Check back often as we are regularly adding new answers here!
<https://www.dedham.k12.ma.us/Pages/2452>

Submit Questions & Input
Ask questions or submit your feedback for consideration using this online form.
<https://forms.gle/dkmqg4hrnqZ5WvTA>

Latest Project Updates

Previous Community Forum Presentations

- January 13, 2020 Community Forum
- Master Plan Progress Report - December 9, 2019
- Master Plan Progress Report - October 2019
- Master Plan Progress Report - June 5, 2019

Project Leadership

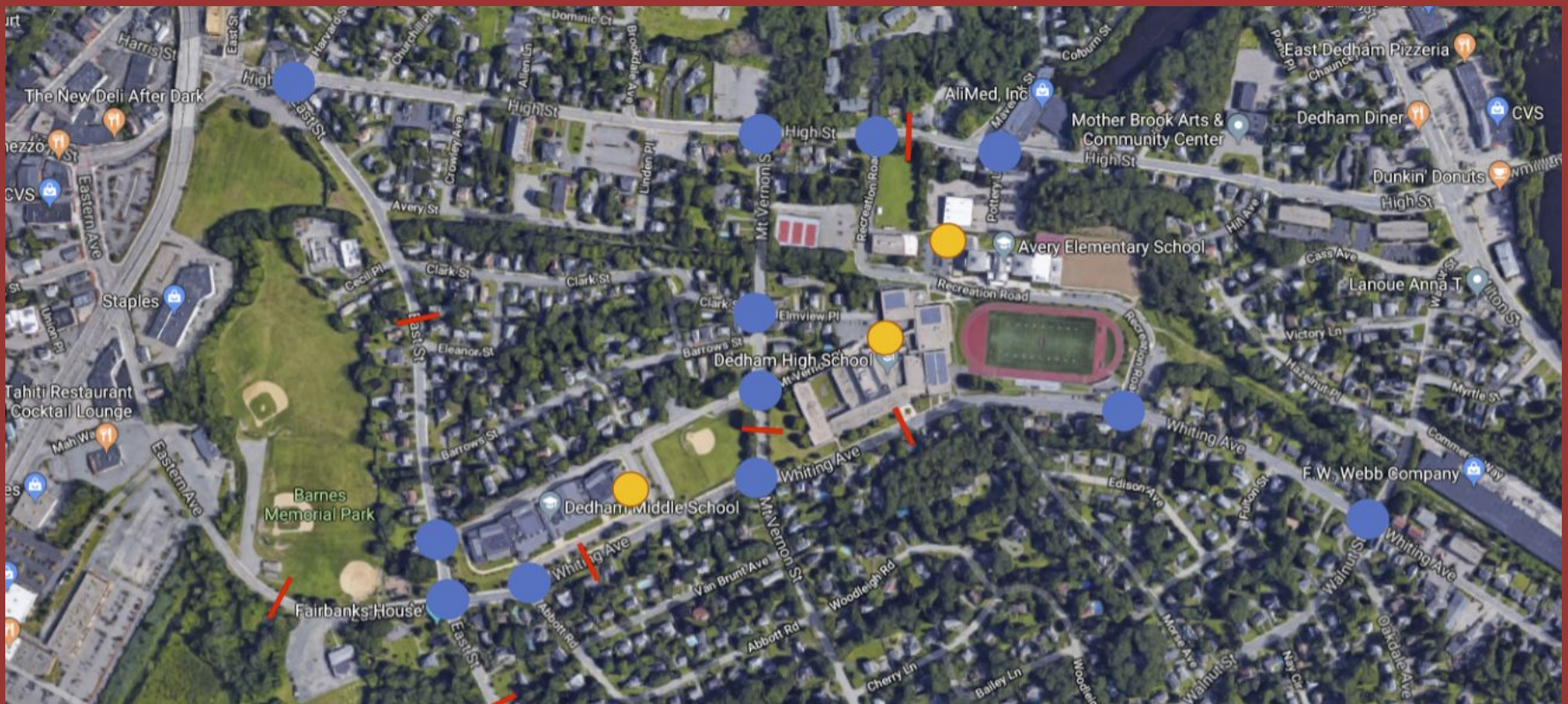
Dedham School Committee
The Dedham School Committee has seven elected members members from the Dedham community who are responsible for overseeing Dedham's public schools by appointing leadership, reviewing and approving budgets, and setting school education goals and policies, as defined by State law and Town Charter Section 3-3.

**Statement of
Interest
Submission by
April 9, 2020**

Ongoing Projects And Future Initiatives



**Traffic/Circulation Study
Community Meeting
February 4 @DHS**



DELTA Program



Next Steps...

Update of 5-Year District Strategic Plan (Through fall 2020)

- Input from stakeholders through June
- Draft to be approved by School Committee in fall 2020

Ongoing PreK - 5 Training/Curriculum Work (Ongoing)

- District Wide Cultural Proficiency and Implicit Bias Training
- Final Cohort of K & Elementary Teachers - Lucy Calkins Reading & Writing
- Expansion of Lucy Calkins Reading & Writing to DMS
- “Tools Of The Mind” Preschool Curriculum - Ongoing Training
- Re-Alignment of Civics and Science Curricula - DMS and DHS
- Think Kids S.E.L. Training at DMS

Next Steps...

Facilities Master Plan

- Final plan draft in February
- Statement of Interest to MSBA by April 9, 2020
- Feasibility Study (anticipated) in Spring 2021

DHS-DMS-Avery Campus Circulation/Traffic Study

- Community meeting Tuesday, February 4, 2020
- Recommendation later this spring
- Engagement with Town boards & committees for recommendations

Questions?