



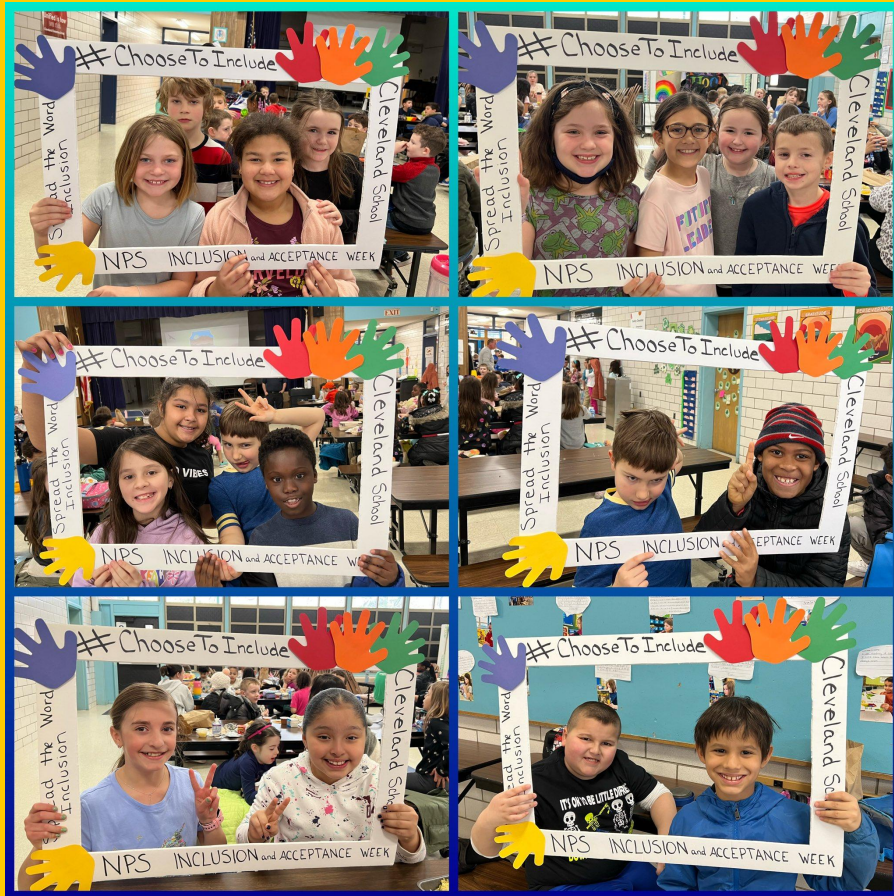
Norwood Public Schools

DESE Comprehensive Review Report

October 25, 2023

Agenda

- What is The DESE Comprehensive Review
- Strengths
- Areas for Improvement
- Current Work
- Future Considerations





What is a DESE Review?

Review is focused on the Six Standards of District Effectiveness
Supports Continuous District Improvement Efforts



Strengths Identified in Report

- Curriculum Review Cycle- Elementary English, Math, and Science Meet CURATE or Ed Reports Standards
- Expanded Curriculum Coaching
- Focus areas- Self Identified areas for growth (Strategic Plan)
- Expansion of accelerated math at middle level
- Expansion of AP courses
- Classroom Organization and Productivity
- Positive climate in schools
- Staff strength - growth areas were pre-identified in instructional rounds
- District commitment on HQ Tier 1 instruction
- Fully integrating CRSP teaching practices within classrooms
- Launch a new SEL program (FY24)



Strengths Identified in Report

- Core instructional delivery strategies to meet ALL students needs
- Increase inclusionary practices with a rigorous curriculum
- Purposefully planned small group instruction
- Financial Management- Improvement in reporting and internal controls
- Pockets of strong student engagement- Mixed results



Areas for improvement

- Improve collaboration between town and school (Finance and HR)
- Increase long-term financial planning with town
- More references to the strategic plans and budget documentation
- Increasing the amount of rigor in Tier 1 to continually reduce the number of students requiring an IEP
- Continue to develop processes for rigorous, differentiated instruction within Tier 1
- Increase student perspectives; most instruction is teacher driven versus student-driven (more student talk vs. teacher talk)
- Improve higher-order thinking skill sets (NHS)
- Increase student discourse in the early grades



Areas for improvement

- Increase data conversations among district staff and teachers
- Increased focus on data-based decision making to inform instruction
- Reorganization of central office team to add more visibility in schools
- Need to continue developing a comprehensive MTSS process for the district in alignment with data-informed needs and evidence-based practices at the elementary and secondary levels.
- Increase parental involvement in policy/ decision making; more ways for the district to engage with the community and families (creating a community engagement center)
- Transportation -examine contractual services to expand for substitute drivers, summer learning services, etc.?
- Consistent equitable handling of inappropriate behavior across school settings



Current Work

This year

- Continued work on student achievement data (Data Teams)
- MTSS – increased emphasis on Tier 1 and 2 to meet the needs of all learners
- Continued commitment to CRSP practices in our classrooms
- Initial discussions with HR on enhancements and collaboration
- Instructional Rounds focusing on higher order thinking and Culturally Responsive teaching
- Trauma Informed Instruction PD
- Aligned Educator Goals and School Improvement on CRSP domains and practices
- Curriculum Refresh – Install Character Strong SEL 1–8, Second Step PreK–K
- Curriculum Refresh – Review Arts, Health, and PE
- Adding behavior interventions at all levels





Future Considerations

1. Strategic Planning– New Plan
2. Continued Alignment of District Strategic plan, School Improvement Plans (SIP), and Educator Plans
3. Advocacy for Resources to Meet these Recommendations

