



HOLYOKE PUBLIC SCHOOLS
JUNTOS PODEMOS | TOGETHER WE CAN

Moving Forward Together

*A plan by Holyokers,
with Holyokers,
for Holyokers*



Morgan School, Fall 2024

Presented to BESE by Superintendent Anthony Soto
November 2024

Agenda

- Strategic Plan Overview
- Accomplishments
- Capacity Building Plan

An Inclusive Engagement Process

The strategic plan reflects the collective input of 1,500+ students, families, educators, staff, leaders, and community members:

- Built from the foundation of the turnaround plan
- Focused on what is working and what needs to be improved
- Updated annually to reflect lessons learned and next steps



"I really enjoyed working with such a diverse group of people who were very committed to creating a strategic plan that is ambitious and puts kids first." - Advisory Committee Member

Our Vision

HPS is a high-performing school system where students reach their full potential, educators inspire, families are partners, and the community thrives.

Our Mission

Through an equitable, high-quality education and trusting relationships, all Holyoke students develop the skills and access the opportunities to graduate high school ready for life, career, and college.

OUR CORE BELIEFS



Students are at the center of everything we do.



Every child can and will learn.



School is a joyful place of discovery, support, and belonging.



Students and staff hold high expectations of themselves and each other.



Trusting relationships lead to successful partnership.



Our equity commitments are enacted in our daily work.

Priorities



- **Early Literacy:** Ensuring all students in grades PreK-3 read at grade-level.
- **Learning Experiences:** Ensuring schools provide rigorous, culturally responsive instruction in all content areas to all students.
- **Inclusion:** Providing differentiated, in-classroom supports so that students with diverse learning needs thrive.
- **Whole Child:** Providing students access to social emotional learning, mental health supports, and opportunities to explore their passions.
- **Educator Development:** Growing and retaining a talented, diverse staff.

Key Efforts for SY24-25

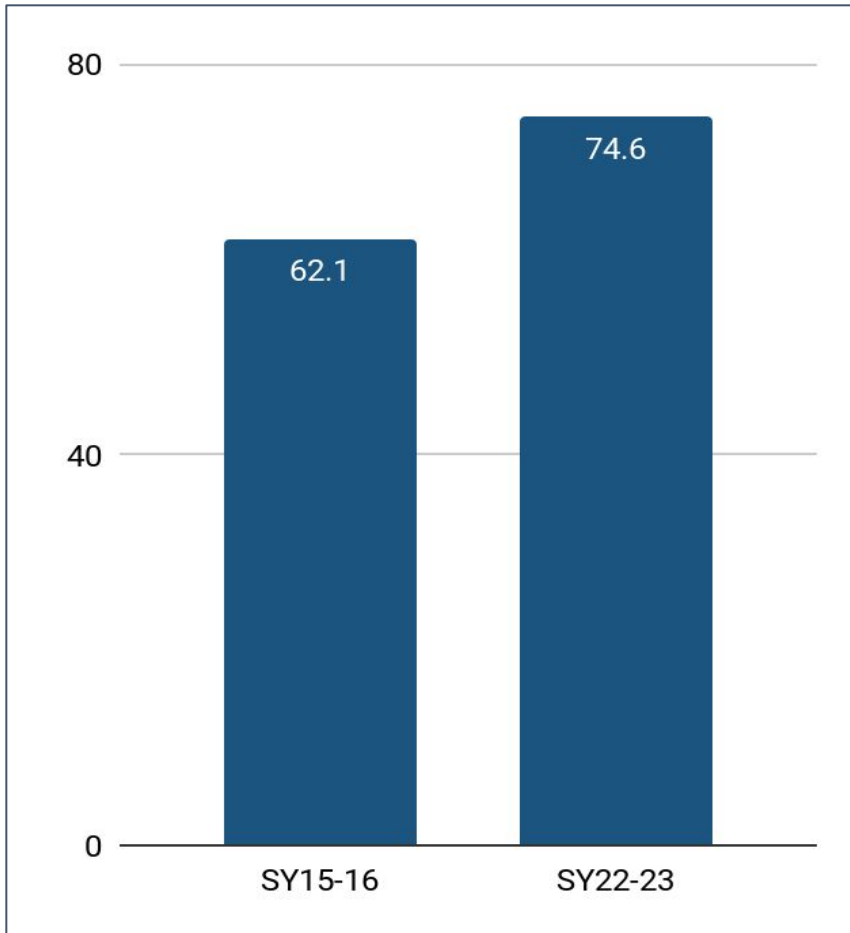
- **Early Literacy:** 80% of K-2 teachers implement evidence-based early literacy practices
- **Learning Experiences:** 80% of teachers deliver high-quality lessons focused on students producing grade level work
- **Inclusion:** Implement a comprehensive and multifaceted attendance plan--Here! Aqui!--leading to a reduction in chronic absenteeism
- **Whole Child:** Reduce referrals and suspensions through implementing a strong multi-tiered system of support
- **Educator Development:** Implement a differentiated, coordinated professional learning series for educators

Agenda

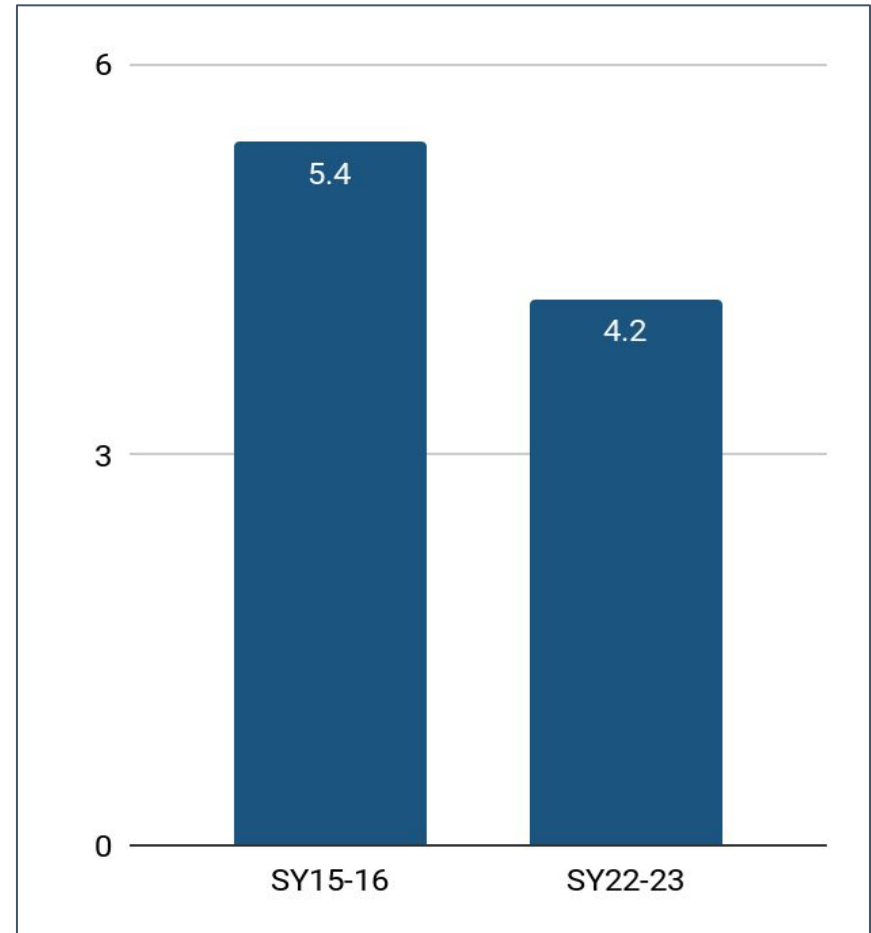
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Graduation rates have increased and drop-out rates have decreased

Graduation Rates

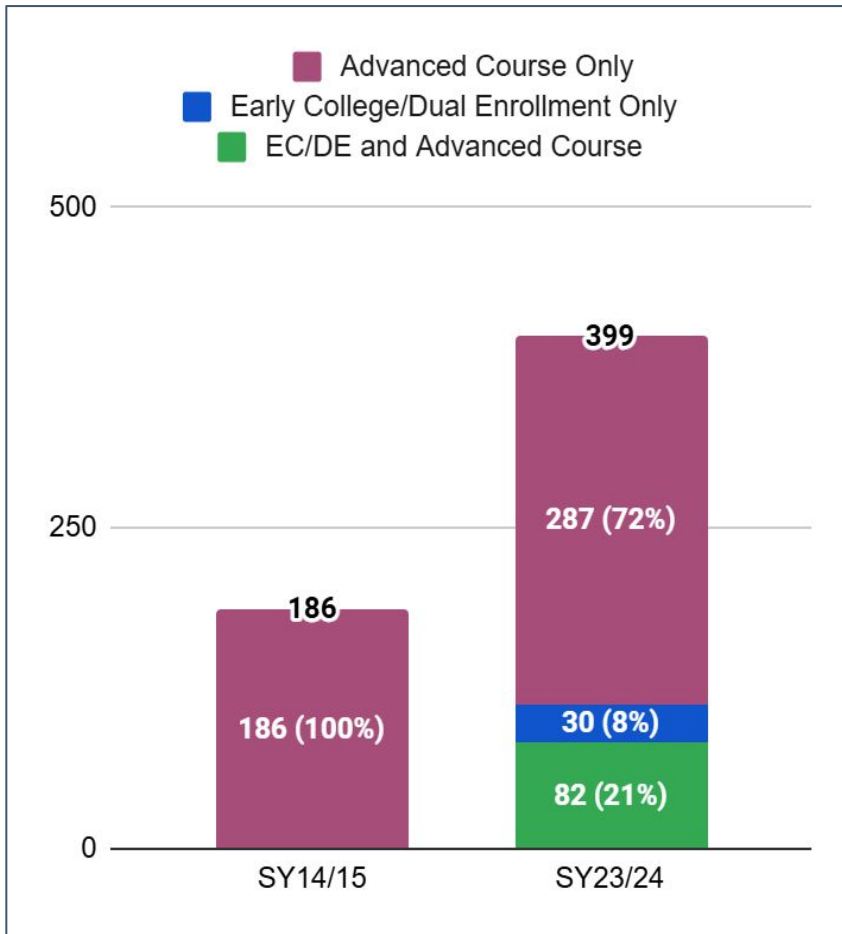


Drop-out Rates

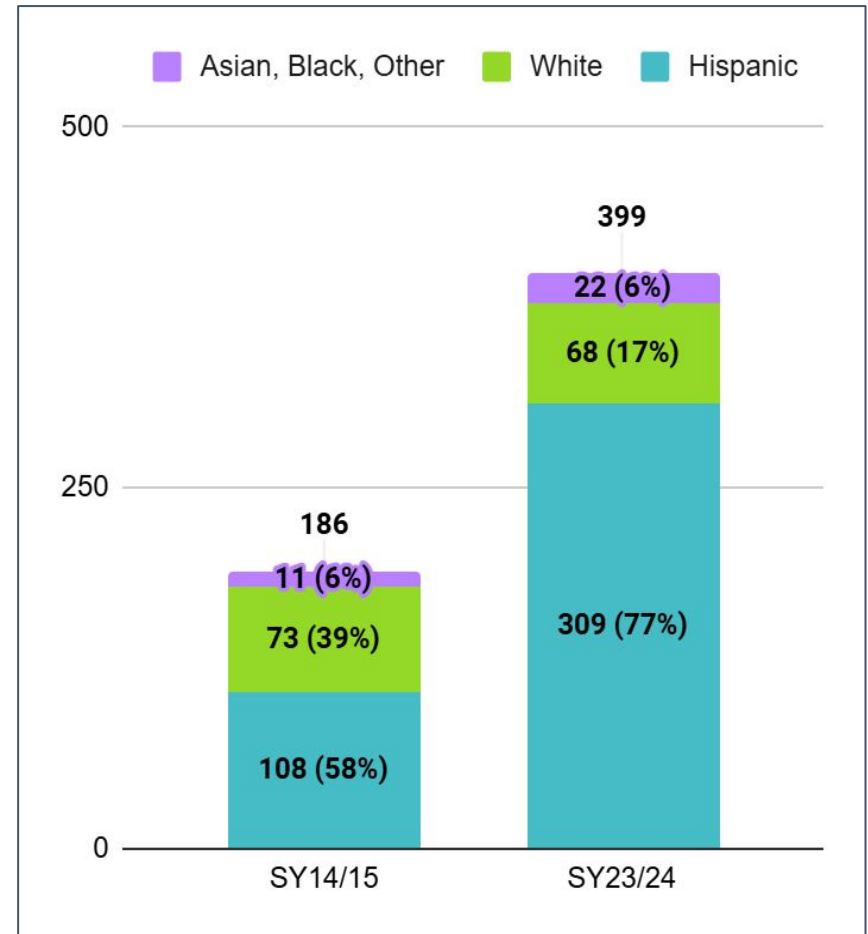


Enrollment in Advanced Coursework has dramatically increased and is representative of student demographics

Advanced Coursework Enrollment



Student Demographics



Additional Academic Accomplishments

- 2x growth in PreKindergarten seats
- 20% of students (PK-8) enrolled in dual language
- Expanded DL to HS (gr. 9-10), with 26 students earning Seal of Biliteracy last year
- Increasing the relevance of learning in HS
- 75% Breakfast in the Classroom (BIC) participation, PreK-12
- 90%+ staff participating in equity training
- 40% decrease in referrals and suspensions
- 2x as many students excited the ELD program this past year

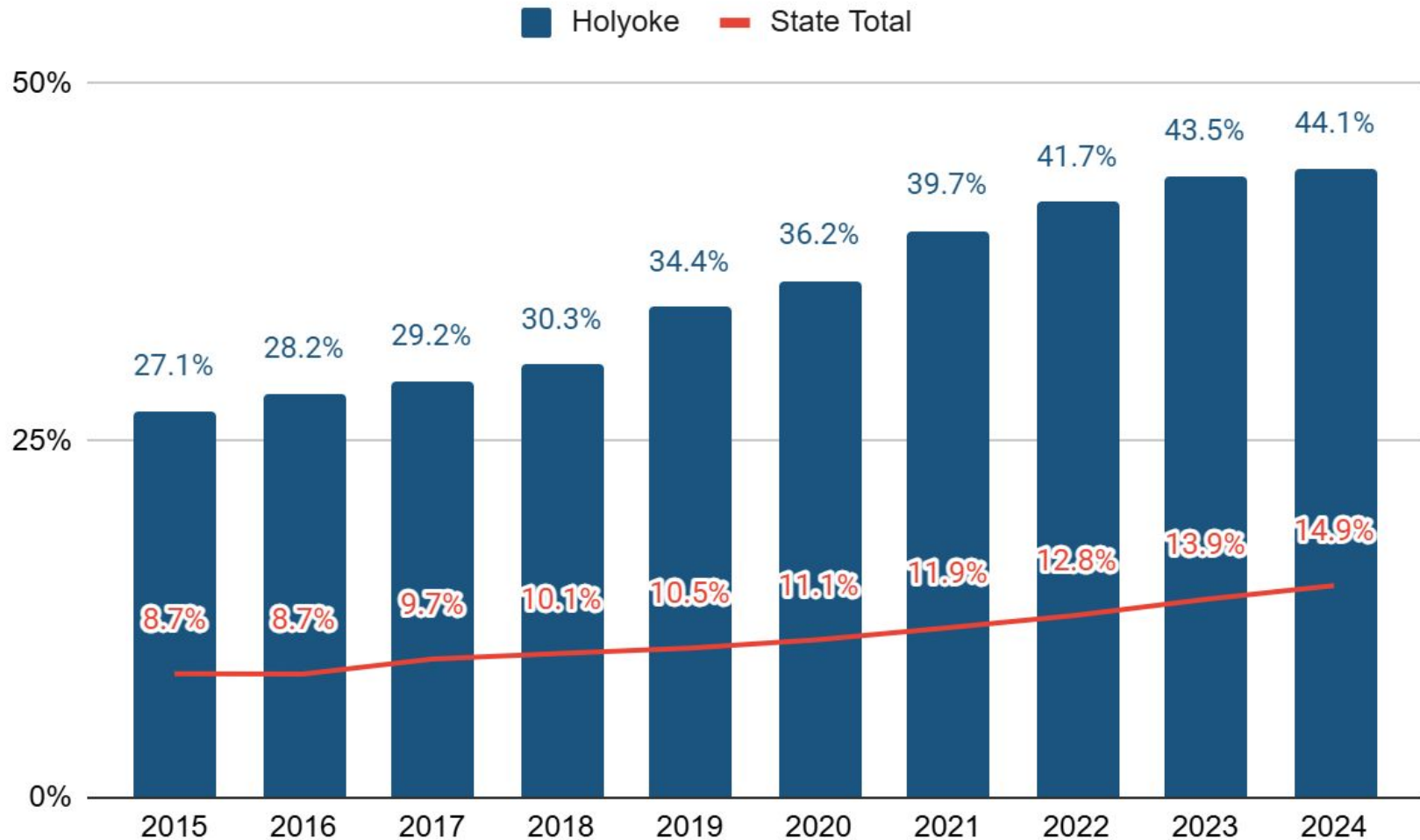
Our Instructional Model sets a strong foundation for teaching and learning

- Instructional Vision
- High Quality Curriculum
- Professional Learning
- Assessment and Data Management
- MTSS



AP Calculus at Holyoke High School North, Fall 2024

More educators of color are serving our students



Note: Educators includes Admin, Teachers, Counselors, Psychologists, Instructional Support Staff, Nurses, Paras, SPED Staff

Structural Improvements

- Moved from a K-8 school system to separate elementary and middle schools in fall 2023
- Invested nearly \$200 million in the physical infrastructure of our schools
- Implemented financial budget development process
- Developed staffing model
- Developed data management system and tools
- Developed career pathways for paraeducators and teachers
- Revived CVTE programming and Dean Technical Campus

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Engaged School Committee Leadership

- Trainings
- Conferences
- Regular meetings
- HPS stakeholder engagement groups



Capacity Building Plan

- Superintendent evaluation
- Superintendent hiring
- Finance and budget
- Policy development



Fall 2024

Superintendent Evaluation & Hiring

- Local control subcommittee meeting regularly
- Superintendent evaluation: SY24-25 goals will soon be approved
- Community Advisory Team

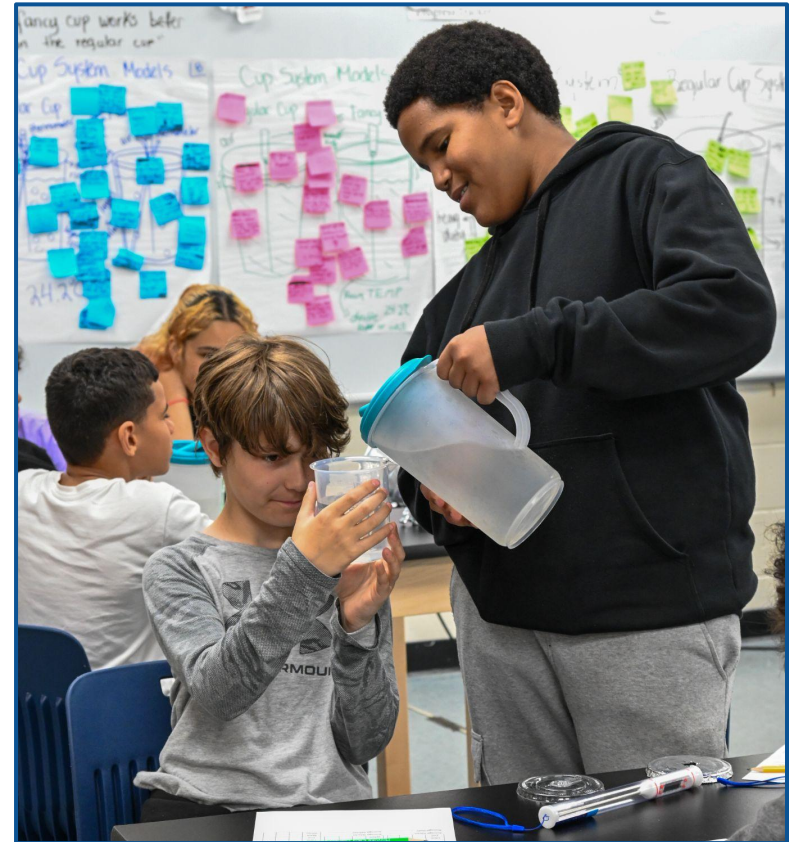
Finance & Budget

- Finance/budget subcommittee meeting regularly and receiving regular budget reports from HPS
- MASC budget training completed
- Budget calendar/timeline approved
- Recommended budget guidelines and priorities and monetary threshold and cost center definitions for budget transfer to the HSC
- Warrant policy discussed at 11/12 HSC meeting

Policy Development

- Policy subcommittee is beginning to meet monthly
- Contracting with MASC to review current district, policies, handbooks, and contracts and compare to MASC's comprehensive policy reference manual
 - Scheduled to complete in April 2025

Juntos Podemos | Together We Can

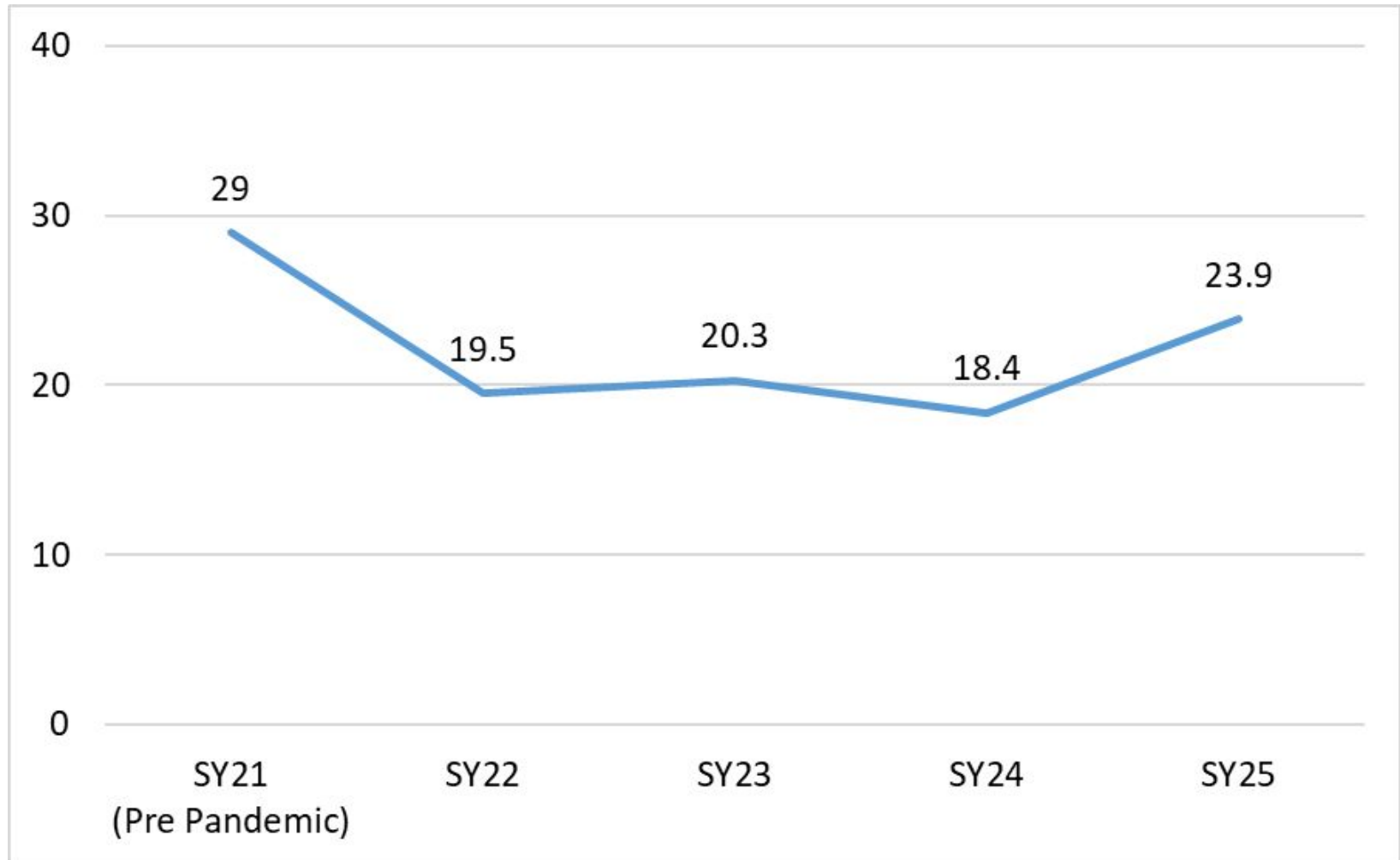


Sullivan School, Spring 2024

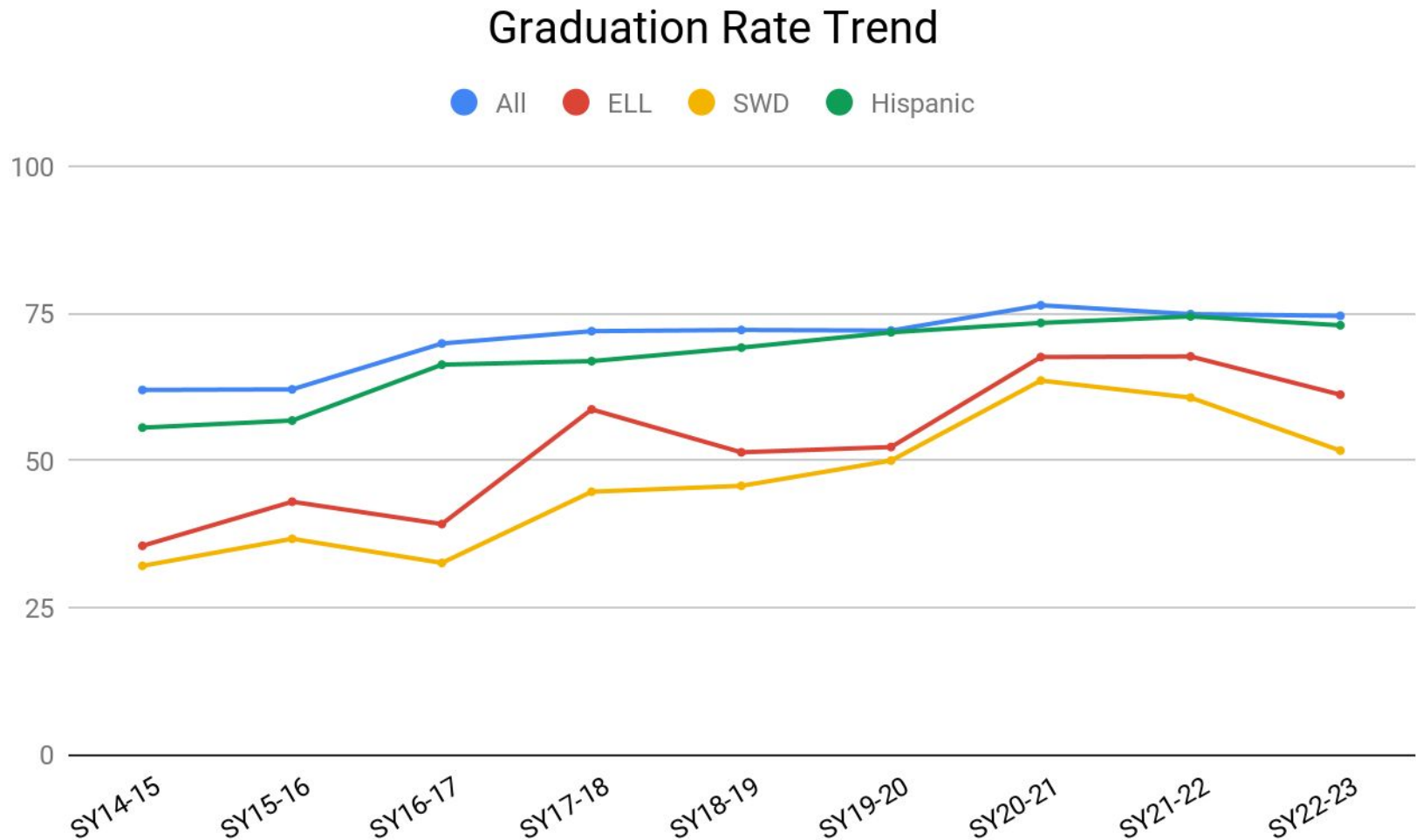
Appendix

STAR Early Literacy

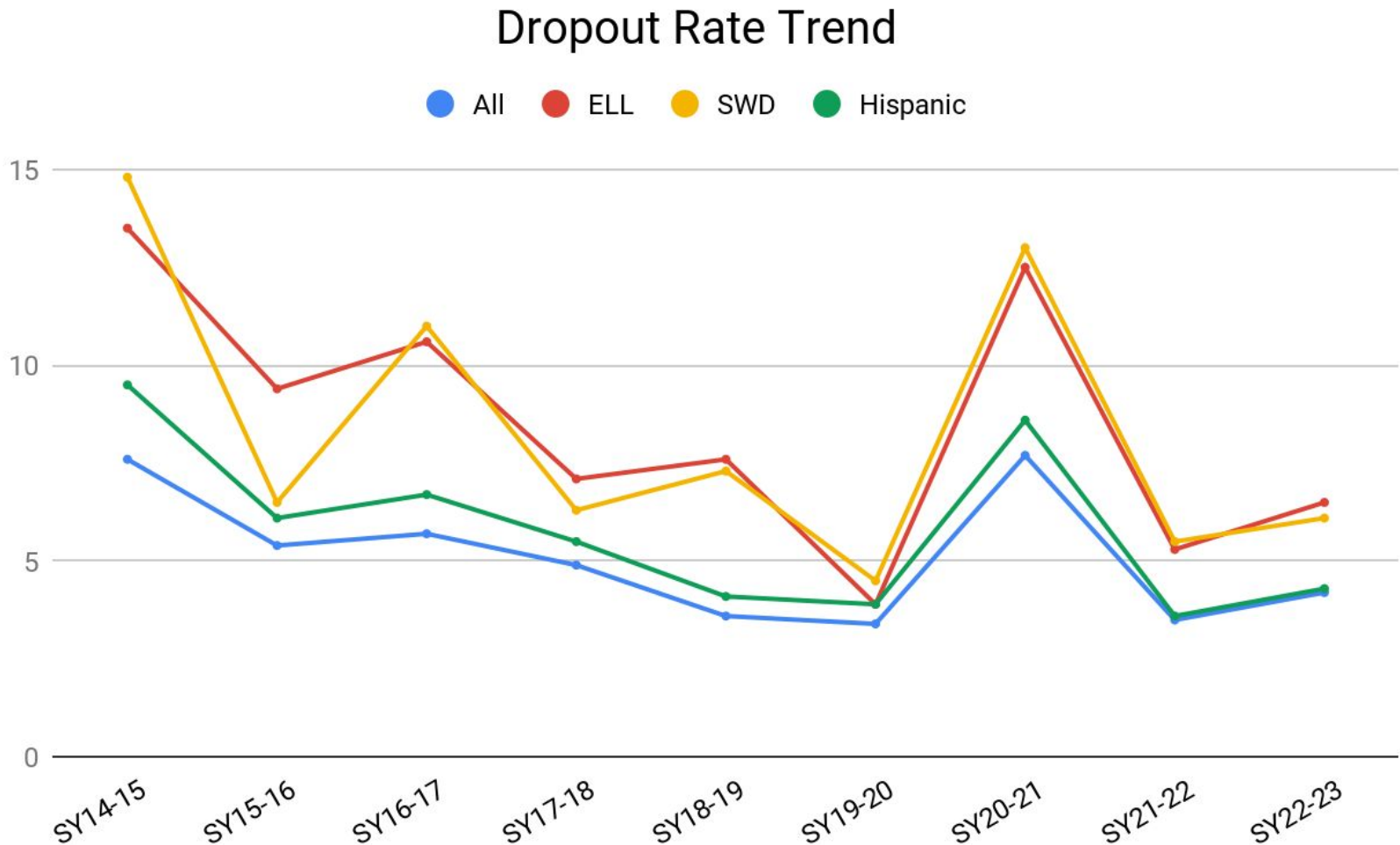
% proficient on beginning of year assessment
(fall to fall comparison)



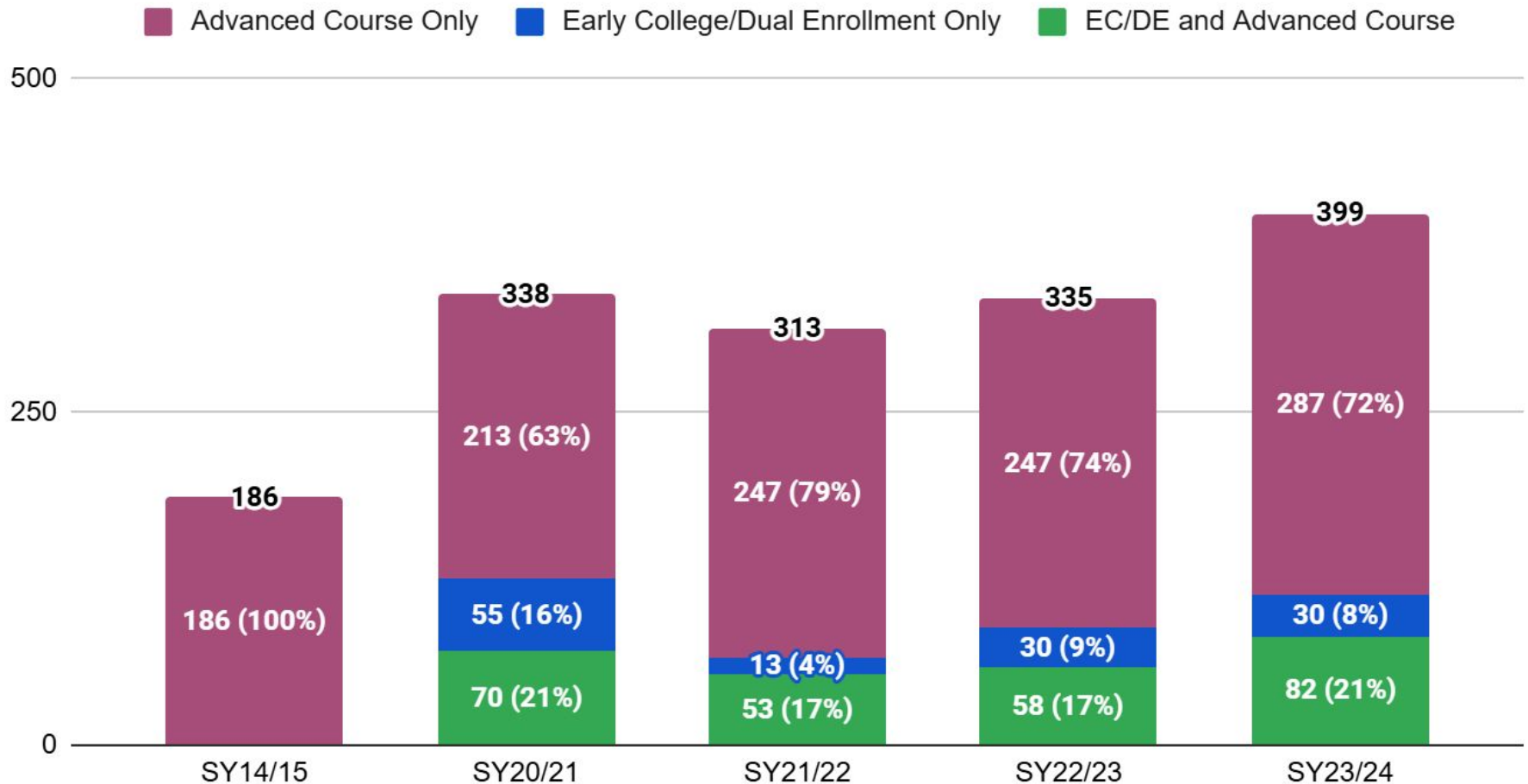
Graduation rates have increased compared to rates prior to receivership



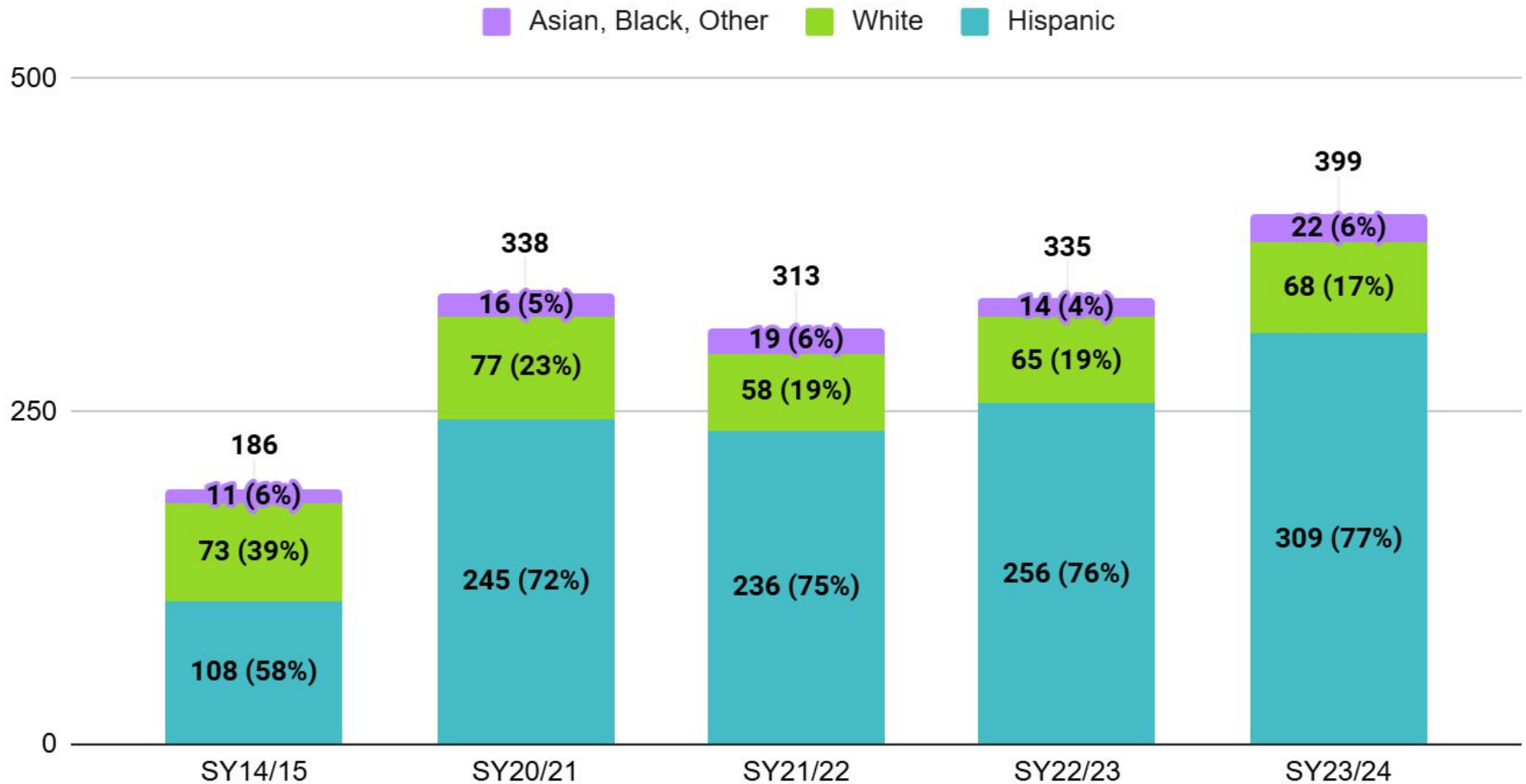
Drop-out rate has decreased compared to rates prior to receivership



Enrollment in Advanced Coursework has increased significantly...



...and more closely reflects our student demographics



HOLYOKE LEARNERS

R

Reflect and persist

Learners think deeply, learn from doing, and develop the confidence and skills to persevere through challenges.

E

Embrace empathy and kindness

Learners seek to understand, appreciate, and value individuals from all cultures and belief systems.

A

Apply critical thinking

Learners analyze situations and solve problems.

C

Communicate effectively

Learners use language to exchange information, build relationships, and develop understanding.

H

Help themselves and others

Learners advocate, collaborate, own their learning, and seek solutions.

Continuous Improvement Cycle

