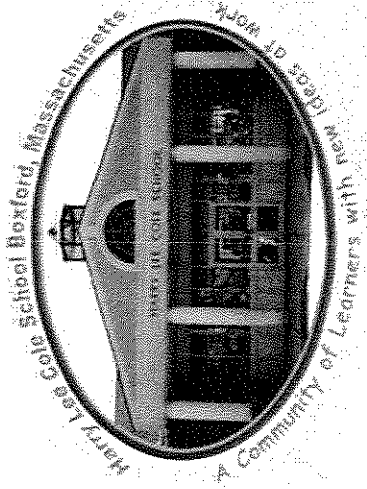


**Boxford Elementary School Committee  
District Goals 2008-2012**

**And  
Action Plan for 2008-2009**



**Pamela Messenger Chairperson  
Cynthia Murphy, Vice Chairperson  
Betsy Leary  
Cynthia Foster  
Rebecca Lundrigan**

**Adopted: February 3, 2009**

## *Boxford School Committee Four Year District Goals 2008-2012*

### *District Goals/ Objectives/Implementation Actions 2008-2009*

#### *Goals/Objectives/Implementation Actions*

##### *Educational Mission Statement*

The mission of the Boxford Elementary Schools is to pursue educational excellence by creating and sustaining a learning community that challenges its members to reach their full intellectual, social, creative, emotional and physical potential.

##### *Core Values*

**High Expectations for Academic Excellence:** All students strive for a high level of academic achievement. Our schools provide educational opportunities that challenge students to their individual potential while encouraging all students to take academic risks and engage in critical thinking. All school staff members are dedicated to the consistently high level of performance necessary to support our students' academic achievement. The hard work by students and staff necessary to achieve these goals is expected, recognized and celebrated.

**Personal Integrity:** Consistent honesty, respect and personal responsibility regarding all our words and actions are fundamental principles. The common bonds within the school community are expressed through mutual cooperation, empathy and support.

**Clear and Consistent Curriculum Implementation:** Equitable learning opportunities for all are provided through an academic curriculum which is clearly understood by all and consistently implemented to meet grade level benchmarks.

**Welcoming Environment:** All members of the community strive to make our school environment safe, nurturing and welcoming so as to foster the achievement of our shared Mission and Core Values. The connections between the schools and the Boxford community are valued and continuously renewed.

## *Vision Statement of the Boxford Elementary Schools*

The Boxford Elementary Schools, through the combined efforts of children, teachers, parents, and citizens, is a community of learners that fosters intellectual, social, emotional, creative and physical growth.

Children come to the Boxford Schools ready and eager to learn, open to trying new ideas, respectful of each other, responsive to adults and prepared to work hard each and every day to meet new learning goals and challenges.

Teachers come to school enthusiastic about teaching, motivated to take risks with new instructional practices, committed to continuous personal and professional growth, willing to work cooperatively with fellow teachers, parents, and citizens at large, convinced that children learn best in a nurturing environment, and prepared to make positive contributions to the quality of life in our schools. Teachers strongly support an educational program that fosters students' skills while at the same time enhancing their creative expressions and critical thinking skills.

Parents, as full partners and participants in the culture of the school, encourage children to do their best, transmit family values and expectations regarding the importance of learning and the need to work hard in school, share regularly their hopes and aspirations with teachers, support the efforts of teachers, and work to expand the resources and opportunities for learning available to all at the Harry Lee Cole and Spofford Pond Schools.

Citizens value our Elementary Schools as places of learning where people of all ages can become connected to exciting and important educational opportunities in our ever-changing world.

## *Boxford School Committee Goals 2008 -2012*

- Goal #1 Student Achievement: All students will achieve their academic and personal potential.*
- Goal #1A: All students will achieve their academic and personal potential in English Language Arts, Mathematics, Science Technology and Engineering and History/Social Studies as measured by local assessments and the Massachusetts Comprehensive Assessment System.*
- Goal #1B: All students will achieve their academic and personal potential in Art, Music, Physical Education, Foreign Language, Library Media Science, Health and Wellness as measured by local assessments.*
- Goal #2: Curriculum will be implemented consistently within each grade level.*
- Goal #3: All students will have the opportunity to learn in ways that match their abilities and needs.*
- Goal #4: All students, staff, parents and community members will experience a friendly supportive learning environment that recognizes, respects, plans for and rewards personal integrity, hard work and civic responsibility.*
- Goal #5: All students, staff, parents and community members will work in a respectful environment that includes well maintained schools that provide appropriate space for all approved programs and will incorporate green initiatives wherever possible.*
- Goal #6: We will continue to plan to address current and future needs regarding the recruitment, development and retention of teaching, support and leadership personnel and the future structure of the school district.*
- Goal #7: We will provide and maintain updated technology to support the educational and administrative needs across the curriculum.*
- Goal #8: We will work to ensure that school curriculum, programs, procedures, and policies incorporate aspects of physical and emotional health and the wellness of the school community.*

**Goal #1 Student Achievement: All students will achieve their academic and personal potential.**

**Goal #1A: All students will achieve their academic and personal potential in English Language Arts, Mathematics, Science Technology and Engineering and History/Social Studies as measured by local assessments and the Massachusetts Comprehensive Assessment System.**

**Goal #1B: All students will achieve their academic and personal potential in Art, Music, Physical Education, Foreign Language, Library Media Science, Health and Wellness as measured by local assessments.**

**Implementation Actions, Outcomes and Performance Indicators for 2008-2009**

- Increase percentages of students performing in the Advanced or Proficient categories on the MCAS, or local tests in each subject in all grades tested. MCAS targets for each grade level are detailed in a chart below. *Target Date: October 2009. Responsibility: School Committee, Superintendent, Principals, Director of Curriculum, Student Services Coordinator, Early Childhood Coordinator, Instructional Support Specialists, Technology Specialist, Math and Writing Coaches, Teachers and Support Staff.*
- Our Composite Performance Index (CPI) in the Aggregate will exceed the CPI state targets in English Language Arts (90.2) and Mathematics (84.3) and will place our schools in the top 8% of all school districts based on our MCAS results from the May 2009 test administration. *Target Date: October 2009. Responsibility: School Committee, Superintendent, Principals, Director of Curriculum, Student Services Coordinator, Early Childhood Coordinator, Instructional Support Specialists, Technology Specialist, Math and Writing Coaches, Teachers and Support Staff.*
- Our Composite Performance Index (CPI) in the Aggregate will place us in the top ten performing districts in Science, Engineering and Technology based on our MCAS results from the May 2009 test administration. *Target Date: October 2009. Responsibility: School Committee, Superintendent, Principals, Classroom Teachers, Director of Curriculum, Support Specialists, Technology Specialist, Math and Writing Coaches, and Support Staff.*
- Our Composite Performance Index (CPI) in the Aggregate will place us in the top 10% of all districts in History and Social Studies based on our MCAS results from the May 2009 test administration. *Target Date: October 2009. Responsibility: School Committee, Superintendent, Principals, Classroom Teachers, Director of Curriculum, Support Specialists, Technology Specialist, Math and Writing Coaches, and Support Staff.*
- We will continue training of teachers and paraprofessionals to deal with and make accommodations for the differentiated learning needs of all of our students. *Target Date: Ongoing. Responsibility: Principals, Director of Special Education Director of Curriculum, Student Services Coordinator, Early Childhood Coordinator, Instructional Support Specialists, Technology Specialist, Teachers and Support Staff*

- We will encourage the development of integrated cross discipline and cross level approaches to lesson planning. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, and Principals, Director of Curriculum, Instructional Support Specialists and Technology Specialist.*
- There will be an increased emphasis on writing across the curriculum with local writing samples completed (Grades 2-6) scored and shared with parents twice during the year. *Target Date: Ongoing/May 2009; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, ELA Instructional Support Specialist, Writing Coaches.*
- There will be a continuing emphasis on problem solving in mathematics on a regular basis that builds capacity to handle more rigorous work at each grade level and enriches the curriculum. *Target Date: Ongoing through May 2009; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, Math Instructional Support Specialist, and Math Coaches.*
- We will research and review the best practices engaged in by the Committee for Academic Excellence (CAE) benchmark schools and others to act on and support the mission, vision, and core values of our schools as we implement a new Three Year Strategic Plan for 2008-2012. *Target Date: May 2011; Responsibility: School Committee, School Councils and Superintendent*

MCAS Test	2004 Advanced + Proficient	2005 Advanced + Proficient	2006 Advanced + Proficient	2007 Advanced + Proficient	2008 Advanced + Proficient	Improvement Goal for 2009 Combined Percentage of Students by the Advanced and Proficient Performance Level	Boxford Public Schools Composite Performance Index for 2008 Possible Score of 100	Composite Performance Index Improvement Target for 2009 for Total Students  State Target /Boxford Target
Grade 3 Reading	86%	81%	81%	74%	71%	84%	88.2	90.2
Grade 3 Math	NA	NA	74%	77%	76%	81%	90.7	84.3
Grade 4 ELA	69%	74%	57%	83%	69%	80%	90.8	90.2
Grade 4 Math	65%	71%	63%	70%	72%	81%	91.5	84.3
Grade 5 ELA	NA	NA	84%	80%	86%	80%	95.9	90.2
Grade 5 Math	NA	NA	73%	73%	82%	80%	92.0	84.3
Grade 5 Science	91%	79%	86%	80%	79%	85%	92.1	90.2
Grade 6 ELA	NA	NA	88%	93%	90%	95%	95.9	90.2
Grade 6 Math	78%	88%	74%	83%	80%	83%	91.7	84.3

## ***Goal #2: Curriculum will be implemented consistently within each grade level.***

### **Implementation Actions, Outcomes and Performance Indicators for 2008-2009**

- All students will complete the agreed upon core learning in each subject at their grade level regardless of class placement.  
*Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist and Math and Writing Coaches.*
- Weekly grade level team meetings will continue as agreed upon with the Boxford Teachers' Association. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Principals*
- We will continue development of Grade Level Benchmarks to match Curriculum Maps at Each Grade Level: *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Math and Writing Coaches.*
- Cole School teachers will use the new standards based report card. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principal, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator.*
- The Math and Language Art Curriculum Specialists will work closely with staff to ensure that the curriculum is implemented consistently within each grade level. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Math and Writing Coaches.*
- We will continue to engage in dialogue regarding the planning for the general transition of students from Grade 6 to Grade 7, from elementary school to middle school and from Grade 2 to Grade 3. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Lisa Salisbury, a Cole School teacher who completed a graduate school project on planning for grade level transitions, Principals, Director of Curriculum, Instructional Support Specialist, School Councils.*
- We will review the implementation of Year Two of the Foreign Language program. *Target Date: December 2008 and April 2009; Responsibility: School Committee, Superintendent, Principals, Foreign Language Teachers, Foreign Language Committee, and School Councils.*
- We will review core program offerings and expected student outcomes by grade level and program area. The School Committee will schedule special meetings with Curriculum and Instructional Support Specialists and visit to see program offerings at the classroom or grade level in each school. Our goal is to maintain our instructional specialists as they add value to and strengthen our instructional expertise in the classrooms and are instrumental in keeping the two schools connected and consistent with curriculum/instruction. *Target Dates: January to April 2009; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, Instructional Support Specialist.*

- We will review and revise the Grade 6 and 7 History/Social Studies program offerings and expected student outcomes by grade level and program area with a September 2009 target date for implementation of World Geography in Grade 6. *Target Date: September 2009; Responsibility: Grade 6 History/Social Studies teachers, Principal and Director of Curriculum*

***Goal #3: All children will have the opportunity to learn in ways that match their abilities and needs.***

**Implementation Actions Outcomes and Performance Indicators for 2008-2009**

- We will continue to develop strategies to enable students with disabilities to access the regular curriculum to the fullest extent possible, and as a result they will be prepared for state and local assessments. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will continue the implementation of special education models that reduce the fragmentation of time on learning and content in all subject areas while emphasizing inclusive practices whenever appropriate. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will continue the development of strategies to enable our most capable students to extend their learning across the curriculum. One current example includes participation in the Math Olympiad in Grades 4-6 which will continue. We will strive to improve our school performance each year. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- Participation in the On Line Math League will be promoted and offered to all students in Grades 2-6. Participation in “Morning Math” (before school) opportunities will be encouraged and promoted as an extended learning opportunity. *Target Date: Ongoing through May 2009; Responsibility: Grade Level Teacher Teams, Principals, Director of Curriculum, Math Instructional Support Specialist, and Math Coaches.*
- We will look to develop a wide range of enrichment opportunities for students by recruiting expertise from the community. Programs may include among others opportunities in robotics, book clubs, fine arts experiences. *Target Date: Ongoing through May 2009; Responsibility: School Committee, School Councils, Principals, Boxford PTO, B.E.S.T., Teachers and Staff.*

- We will provide sufficient training to teachers and staff so that they will be able to differentiate their instructional practices to match the identified learning needs of individual students in their classes. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will continue to use data from ongoing formal and informal assessments as well as teacher observation and recommendation to identify students who do not qualify for special education services, but are in need of additional assistance to fully access the curriculum. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Math/Writing Coaches, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will use the results and recommendations of the work engaged in by the Tri-Town Collaborative Study Team which is investigating the current state and future value of inclusionary practices in our schools. *Target Date: Spring 2009 for incorporation into School Improvement and District Goals for 2009-2010; Responsibility: Director of Special Education, Collaborative Study Team members, Principals, Teachers and Staff.*
- We will use multiple measures of data to assess and improve instructional practice. This use of data will reflect a philosophy and mindset of asking if what we are doing is working to the benefit of teaching and learning for all students. *Target Date: Ongoing; Responsibility: Grade Level Teacher Teams, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Math/Writing Coaches, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will provide translation expertise to ensure that our English Language Learner (ELL) students and families can fully participate in all aspects of their education. *Target Date: Ongoing; Responsibility: ESL Specialist, Principals, Director of Curriculum, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator.*
- We will continue to study ways of implementing five full day kindergarten for all students. *Target Date: Ongoing; Responsibility: Principal, Director of Curriculum, Superintendent, Director of Finance and Human Resources, Kindergarten Teachers, and Early Childhood Coordinator.*

**Goal # 4: All students, staff, parents and community members will experience a friendly supportive learning environment that recognizes, respects, plans for and rewards personal integrity, hard work and civic responsibility.**

- The School Committee will work more closely with the Harry Lee Cole and Spofford Pond School Councils, Boxford PTO, B.E.S.T. and Special Education PAC, to align areas of mutual interest and to strengthen communication. We will further look to strengthen partnerships designed to secure grants and to provide much needed resources for school programs. *Target Date: Ongoing. Responsibility: School Committee, School Councils, Boxford PTO, B.E.S.T., Tri-Town Council, Principals, Superintendent, Director of Curriculum, teachers and staff.*
- We will continue to report to the community the nature and levels of donations, time, money, and materials on an annual basis. *Target Date: March 2009; Responsibility: School Committee and Superintendent*
- We will continue to make all policy decisions at duly advertized public meetings and make use of Cable TV live broadcasts and rebroadcasts as often as possible. *Target Date: Ongoing; Responsibility: School Committee and Superintendent*
- The Town will approve a Fiscal Year 2010 budget that meets the educational needs identified by the School Committee for the 2009-2010 school year. *Target Date: May 2008. Responsibility: School Committee, Finance Committee, Leadership Team, Staff and Community*
- We will continue to maintain a strong, productive working relationship with the Finance Committee and other town boards. *Target Date: Ongoing. Responsibility: School Committee, Finance Committee, Leadership Team, Staff and Community*

**Goal #5: All students, staff, parents and community members will work in schools that are well maintained and provide acceptable space for all approved programs and will incorporate green initiatives whenever possible.**

**Implementation Actions Outcomes and Performance Indicators for 2008-2009:**

- We will continue to seek a high degree of safety, comfort and accessibility on both school campuses. *Target Date: Monthly Facility Reports.*
- We will prepare an Updated 5 Year Capital Plan including bathroom and elevator projects at Cole School to the Capital Planning Committee, Finance Committee and Board of Selectmen for acceptance. *Target Date: February for presentation to the CPC.*
- We will establish “green practices” regarding recyclable materials in our schools and provide students opportunities to be active participants in this process. We will look for ways to reduce classroom and cafeteria waste. We will incorporate education about green initiatives into our science curriculum (Encourage use of refillable water bottles, create awareness of how much paper and plastic is thrown away from snack and lunch bags, eliminate disposable trays in cafeteria) . *Target Date: May 2008. Responsibility: School Committee, Leadership Team, Food Service Director, Teachers, Staff and Community*
- We will install and maintain the solar panels at Spofford Pond School, and develop and implement curriculum that will incorporate the use of the solar panels into the science program. Data regarding their operation will be made available for inclusion in various curriculum areas as appropriate. *Target Date: May 2009. Responsibility: School Committee ,Facilities Director, Leadership Team, Science Teachers and Community*
- We will actively seek input from our students, teachers, staff, parents, School Councils and parent organizations (P.T.O, B.E.S.T.) as to additional green opportunities within our schools. *Target Date: May 2009. Responsibility: School Committee Leadership Team, Science Teachers, B.E.S.T., PTO and Community*
- We will work with National Grid to conduct an energy audit at both schools that can be turned into an Action Plan for ways to improve energy efficiency, and reduce waste in our schools. *Target Date: March 2009. Responsibility: School Committee ,Facilities Director, Principals*
- We will evaluate environmental impact of cleaning products and consumables used at the schools to maximize non-toxic, eco-friendly, pesticide free product use in our school environment. *Target Date: May 2009. Responsibility: School Committee ,Facilities Director, Custodian*

- We will establish a “Green Committee” to coordinate the above initiatives in our schools. *Target Date: February 2009. Responsibility: School Committee ,Superintendent*

**Goal #6: We will continue to plan to address current and future needs regarding the recruitment, development and retention of teaching, support and leadership personnel and the future structure of the school district.**

**Implementation Actions, Outcomes and Performance Indicators for 2008-2009**

- We will continue our formal two year Induction/Mentor program for all professional and support staff. *Target Date: Ongoing; Responsibility: Mentor Coordinators, Leadership Team , Principals, and Teachers*
- We will look to develop additional leadership opportunities for teachers and staff that are designed to provide for individual professional growth in skill and experience and help to build leadership capacity in our schools. *Target Date : Ongoing Responsibility: Teachers, Leadership Team, Superintendent and School Committee*
- We will develop a formal community based recognition program for teachers and staff which celebrates their contributions and achievements. *Target Date: Spring 2008; Responsibility: Teachers, Staff, Superintendent and School Committee*
- We will continue to participate in regional recruitment efforts to tell the story of what our schools have to offer as places to teach and learn. *Target Date: Ongoing. Responsibility: Teachers, Staff, Superintendent and School Committee*
- We will continue to work with teachers to identify stipend positions that enhance the educational program, provide further instructional experience, and appropriately compensate teachers for extracurricular efforts. *Target Date: Ongoing; Responsibility: Teachers, Staff, Superintendent and School Committee*
- We will use the results of the MassTeLLS Teaching, Learning and Leading Survey to plan for our current and future needs in the development of the teaching profession in our schools. *Target Date: March 2009; Responsibility: Teachers, Staff, Superintendent, Boxford Teachers’ Association and School Committee*
- We will implement the revised Teacher Evaluation Tool developed by the Professional Staff Evaluation Study Group. *Target Date: January 2009 and Continuing; Responsibility: Teachers, Principals, Superintendent, Boxford Teachers’ Association and School Committee*

- We will continue to participate in quarterly meetings with member communities to discuss individual member objectives and shared Tri-Town School Union educational goals. *Target Date: Ongoing; Responsibility: School Committee, Superintendent, Leadership Team, Professional Development Council*
- We will continue the succession planning process with member towns to ensure that current working relationships, shared educational program goals, and overall conduct are consistent with current and future organizational designs for the district. *Target Date: October 2008 to March 2009; Responsibility: School Committee and Superintendent*
- We will implement the approved Department of Elementary and Secondary Education Coordinated Program Review Corrective Action Plan and will share the results of the CPR with the community. *Target Date: One Year from date of approval; Responsibility: Special Education Director, Superintendent, Classroom Teacher, Special Subject Teachers, Special Education Teachers, Principals, Director of Curriculum, Instructional Support Specialists, Technology Specialist, Student Services Coordinator and Early Childhood Coordinator*

***Goal #7: We will provide and maintain updated technology to support the educational and administrative needs across the curriculum.***

- We will continue to increase the use of electronic communication between home and school by providing the opportunity for parents to receive notices, newsletters, and other correspondence via email. Our goal is to have 100% of families receiving information this way. *Target Date: Ongoing; Responsibility: Principals*
- All staff members have email addresses. We will encourage the use of email and develop appropriate acceptable use guidelines for staff and parents. *Target: March 2009; Responsibility: Teachers, Principals, Technology Coordinator, Technology Committee, School Committee*
- We will continue to encourage and support teachers to build and maintain personal web pages connected to the school web pages as a way to keep families and the community informed. *Target: March 2009; Responsibility: Teachers, Principals, Technology Coordinator, Technology Committee, School Committee*
- We will continue to review, expand and/or update the [www.tritownschoolunion.com](http://www.tritownschoolunion.com) and the [www.boxforwardschools.org](http://www.boxforwardschools.org) web pages on a regular basis during the 2008-2009 school year to provide the community with information that is useful and current. *Responsibility: Central Office, Principal and Web Master*
- We will pursue technology integration goals that are reflective of the current Five Year Technology Plan to include language about the embedding technological tools into instruction on a regular basis. *Target: March 2009; Responsibility: Teachers, Principals, Technology Coordinator, Technology Committee, School Committee*

**Goal#8: We will work to ensure that school curriculum, programs, procedures, and policies incorporate aspects of physical and emotional health and the wellness of the school community**

- We will continue Year Three implementation of the Wellness Program with a Wellness Committee comprised of teachers, administrators, and parents to develop procedures that ensure the policy is implemented. **Target Date: May 2009. Responsibility: School Committee, Superintendent, Principals, Director of Curriculum, Wellness Committee, School Councils.**
- We will charge the Wellness Committee and School Councils with the task of recommending the establishment of specific criteria for appropriate snacks, vending machines, and the use of food as part of school celebrations and proper school protocols in response to the increasing number of students living with food allergies. **Target Date: May 2009. Responsibility: School Committee, Superintendent, Principals, Wellness Committee and School Councils.**
- We will review the operation of the School Nutrition Program with the Nutrition Director on an annual basis. **Target Date: March 2009. Responsibility: School Committee, Superintendent, School Nutrition Director, Director of Finance, Wellness Committee and School Councils.**
- We will hold an annual wellness fair for staff and other town department personnel in cooperation with other town departments. **Target Date: May 2009. Responsibility: School Committee, Superintendent, Principals, Wellness Committee and Tri-Town Council.**
- We will continue staffing levels for guidance and psychological services so that we can best meet the social and emotional needs of our students. We see the D.A.S.H Program, Steps to Respect, Personal Safety, and Internet Safety and DARE as important initiatives in the social and emotional development as well. **Target Date: Ongoing; Responsibility: School Committee, Superintendent, Principals, Psychologists and Counselors, the Wellness Committee, Tri-Town Council, Boxford Police Department and the Essex County District Attorney's Office.**
- We will continue to encourage and participate in at least one annual K-12 School Committee Meeting to discuss broad-ranged educational, social, and emotional issues that impact students at all grade levels. **Target Date: Ongoing; Responsibility: School Committee and Superintendent**

