

Wachusett Regional School District - School Improvement Plan (SIP)

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| School: | CTMS | Plan Duration (Years): | 3 (2016-2019) |
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| Goal Description | | | |
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| Goal Number: | 1 | Goal Title: | Goal Alignment |
| Rationale for Goal: | Within the parameters of district and school goals, all educator goals need to be aligned in order to maximize consistency and provide the best education for all of our students. | | |

| Goal Details and Performance Indicators | |
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| Strategic Plan Alignment [Domain & Strategic Objective] | Domain 1: Leadership, Governance and Communication Strategic Objective: Establish and communicate a clearly defined set of goals and strategic objectives to guide district and school improvement initiatives. |
| Strategic Initiative(s) | School, grade level and department goals are directly correlated to school and district goals, are based on multiple data sources, are written as SMART goals and are designed to maximize student achievement. |
| Final Outcomes [S.M.A.R.T. Goal(s)] | By the end of the 2017-2018 school-year, all CTMS educators will have at least one student achievement goal and at least one professional practice goal that are each SMART, collaboratively developed and clearly and succinctly linked to the School Improvement Plan. |
| Interim Outcomes | By the end of the 2017-2018 school year, all educators will have met formally or informally with principal or assistant principal to discuss goals and expectations. By October 1, 2017 all educators will have been made familiar with the WRSD Strategic Plan and the draft of the CTMS School Improvement Plan. In each subsequent year, by June 30th, all educators will be made familiar with above referenced plans for each upcoming year. By October 15th, 2018 100% of educators who are beginning two-year self-directed growth plans, will have developed at least one professional practice goal and at least one student learning goal that are SMART and directly correlated to the SIP. |

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| Implementation Benchmarks (Years 1-3) | | |
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| Action | Supports/Resources | Timeline/Frequency |
| By October 1, 2017 all CTMS professional educators will receive explicit instruction regarding WRSD Strategic Plan and CTMS SIP. | Faculty meeting time, district handouts | 1 hour initially, individual/small group follow up as needed |
| By November 1, 2017 all educators who are in evaluation cycle requiring new goals, will have met with primary evaluator and applicable department and/or grade level colleagues to collaboratively develop educator goals. | SMART goal instruction, calibration of expectations between administrators, time allotment for each staff member | Minimum one meeting per staff member |
| By October 1, 2017 and then as deemed necessary, all staff will be trained in effective development and implementation of SMART goals. | Faculty meeting time, handout, uniformity of expectations | 1 hour initially, individual/small group follow up as needed |

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| Goal Description | | | |
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| Goal Number: | 2 | Goal Title: | Common Assessment Development, Implementation and Analysis |
| Rationale for Goal: | Ensuring that all students at CTMS are receiving the highest quality, most consistent instruction in every classroom to best prepare them for high school and beyond. | | |

| Goal Details and Performance Indicators |
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| Strategic Plan Alignment [Domain & Strategic Objective] | Domain 2: Aligned Curriculum Strategic Objective: Develop a consistently implemented and vertically aligned Pre K-12 Curriculum. |
| Strategic Initiative(s) | Ensure that all students in all core subjects are adequately prepared for and complete multiple common assessments over the course of each school year. Ensure that common assessment results are systematically and collaboratively analyzed vertically and horizontally by all relevant staff and results are used to improve instruction for all. |
| Final Outcomes [S.M.A.R.T. Goal(s)] | By the end of the 2018-2019 school year, at least four common assessments will be administered to all students at each grade level in at least each of the four, core subjects (math, science, social studies, ELA) and collaborative analysis of individual, classroom and school-wide results will be completed. |
| Interim Outcomes | By the end of the 2016-2017 school year, at least one common assessment will be collaboratively developed and administered to all students in each grade level in each core subject. By the end of the 2017-2018 school year, at least one common assessment will be collaboratively developed and administered to all students in each grade level in each core subject. Results will be analyzed and appropriate adjustments to practice and, as necessary, the assessment will be made. |

| Implementation Benchmarks (Years 1-3) | | |
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| Action | Supports/Resources | Timeline/Frequency |
| By January 1, 2017 all professional staff will have received explicit direction relative to expectations for common assessments in terms of process, rigor and timelines. | Faculty meeting time, department meeting time | once full staff, at least once additional per department |
| By the end of the 2016-2017 school year, at least one common assessment will be developed and administered in every grade level and core subject. | Administrative oversight, department meeting time, feedback on assessments as developed | at least four 1 hour planning sessions per department |
| By the end of the 2017-2018 school year, at least two common assessments will be developed and administered in every grade level and core subject. | Administrative oversight, department time, feedback on assessments as developed | at least 8 1 hour planning sessions per department |

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| Goal Description | | | |
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| Goal Number: | 3 | Goal Title: | Increased systematic collaboration within school and across district |
| Rationale for Goal: | Given the vast expertise and experience found within our school and across the district, increased and more focused collaboration will lead to increased student achievement. | | |

| Goal Details and Performance Indicators | |
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| Strategic Plan Alignment [Domain & Strategic Objective] | Domain 4: Professional Development & Structures for Collaboration Strategic Objective: Systems, structures, and protocols are in place and used to guide collaborative discussions to improve implementation of the curriculum and instructional practices. |
| Strategic Initiative(s) | Provide the mechanism and required training to building based teams on how to follow and use a team process and protocols. Monitor implementation process and make adjustments based upon student learning data. |
| Final Outcomes [S.M.A.R.T. Goal(s)] | By the end of the 2018-2019 school year, 100% of professional teaching staff will have observed colleague(s)' instruction and provided non-evaluative feedback based on common rubrics and protocols at least three times over the course of the school year. |
| Interim Outcomes | By the end of the 2016-2017 school year, at least 50 % of professional teaching staff will have observed colleagues' instruction at least once over the course of the school year. By the end of the 2016-2017 school year, 100% of professional teaching staff will have been trained in protocols of peer observation. By the end of the 2017-2018 school year, 100% of professional teaching staff will have observed colleagues' instruction at least once of the course of the school year. |

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| Implementation Benchmarks (Years 1-3) | | |
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| Action | Supports/Resources | Timeline/Frequency |
| Train all professional teaching staff in common protocols and procedures for peer observation by the end of the 2016-2017 school year. | PD time, common rubric | At least one two-hour PD session |
| Maintain/strengthen master schedule to facilitate peer observations best. | Administrative priority | Ongoing |
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| Goal Description | | | |
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| Goal Number: | 4 | Goal Title: | Implement a comprehensive and research based model for addressing student social-emotional and health needs |
| Rationale for Goal: | The social, emotional and health needs of our students' are paramount and with limited resources we need to better focus our efforts in this area. | | |

| Goal Details and Performance Indicators | |
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| Strategic Plan Alignment [Domain & Strategic Objective] | Domain 5: Students' Social, Emotional and Health Needs Strategic Objective: Build an understanding of social, emotional and physical health as factors affecting learning. |
| Strategic Initiative(s) | Develop a comprehensive system of tiered support that makes most efficient use of available resources. |

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| Final Outcomes [S.M.A.R.T. Goal(s)] | By the end of the 2018-2019 school year, a comprehensive plan/curriculum for social/emotional/physical health will be written and fully delivered to all CTMS students. All necessary training for requisite staff to fully implement the program will be complete as will full protocols for identifying students in need of tier 2 and/or tier 3 social emotional support. |
| Interim Outcomes | By the end of the 2016-2017 school year, all CTMS staff will be aware of the major social/emotional focus areas for each of the three grade levels. By the start of the 2017-2018 school year, 100% of classroom expectations sheets and posted classroom rules will reference the grade level specific social/emotional focus. By the start of the 2017-2018 school year, full social/emotional curriculum outlines will be complete and plan for delivery of all requisite lessons will be in place |

| Implementation Benchmarks (Years 1-3) | | |
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| Action | Supports/Resources | Timeline/Frequency |
| Collaboratively with administration, school psychologist and others, school counselor will fully articulate three-year sequence of social/emotional learning based on district-wide grade level themes by the end of the 2016-2017 school year. | time allocation, required curriculum resources | 2016-2017 school year, then ongoing |
| Requisite training in DBT completed by identified staff and comprehensive plan for tier 2 and tier 3 social/emotional supports articulated and implemented by the start of the 2017-2018 school year. | time allocation, staff support | 2016-2017 school year |
| School-wide buy-in and training in classroom level implementation of social/emotional curriculum completed by the start of the 2018-2019 school year. | time allocation, staff support, required curriculum resources, schedule modification as necessary | begin 2016-2017 school year complete 2017-2018 school year |

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| School Improvement Plan Goal | | | |
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| Goal Number: | 5 | Goal Title: | Development of tiered intervention system to systematically meet the academic needs of all students. |

| Goal Details and Performance Indicators | |
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| Strategic Plan Alignment [Domain & Strategic Objective] | Domain 3: Effective Instruction |
| Strategic Initiative(s) | Instructional staff differentiate core instruction and assessments to meet the diverse needs of all learners. |

| Goal Details and Performance Indicators | |
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| Final Outcomes (S.M.A.R.T. Goal(s)) and Progress | By the end of the 2017-2018 school-year, 100% of CTMS students will benefit from at least one rotation of specific, targeted instruction based on their individual academic and/or social needs. Based on MCAS scores, at least 10% of underperforming students will improve by one performance level as compared to previous year's score. |
| Interim Outcomes and Progress | By the end of the 2016-2017 school-year, all students who received a score of NI or W on 2015 MCAS tests will receive targeted intervention in identified areas of weakness. |

| Implementation Benchmarks (Years 1-3) | | |
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| Action | Supports/Resources | Timeline/Frequency |
| Develop cohesive teaching teams to address needs of students by subject and grade level | time allocation, required curriculum resources | 2016-2017 school year, then ongoing |

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| Develop and carry out systematic approach for identifying and prioritizing students in need of specific, targeted remediation | time allocation, staff support | 2016-2017 school year |
| Develop and carry out system to identify and prioritize student need in terms of remediation, enrichment and other personalized needs | time allocation, staff support, required curriculum resources, schedule modification as necessary | begin 2016-2017 school year complete 2017-2018 school year |