

## Wachusett Regional School District -School Improvement Plan- WRHS 2017-2020

Goal Description			
<b>Goal Number:</b>	1	<b>Goal Title:</b>	Increased success (MCAS) of high needs students in science, math, English.
<b>Rationale for Goal:</b>	Looking to move high school from a Level 2 status to Level 1		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	<p>Aligned Curriculum-Develop common, well-defined learning outcomes with a focus on depth of understanding and critical thinking across all grades but in particular grades 9 and 10 for this goal while focusing on the content areas (science, math, ELA).</p> <p>Effective Instruction- Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration.</p> <p>Effective Instruction- Systematically measure, analyze, and act upon student learning data</p>
<b>Strategic Initiative(s)</b>	<p>Science, math, ELA benchmark assessments based on priority learning outcomes to evaluate instructional programs and student growth.</p> <p>Instructional staff engage in ongoing, focussed discussion and collaborative reflection on the effectiveness of instructional practices.</p> <p>Instructional staff differentiate core instruction and assessments to meet the diverse needs of all learners.</p> <p>Staff will be trained to examine and evaluate student work to plan and adjust instruction, and evaluate student learning.</p> <p>Staff will examine student data to evaluate and monitor student learning and evaluate instructional practices.</p> <p>Instructional staff will develop assessments and evaluate student work based on a common understanding</p>

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	<p>of mastery level learning outcomes.</p> <p>Students consistently receive constructive, targeted feedback, as well as guidance on how to improve.</p>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	<p>As a result of identifying all high needs students in grades 9 and 10 in the areas of science, math, and English, along with department leaders in those areas, we will use monthly department meetings to analyze data to inform instruction as well as support their staff in order to ensure attainment of Level 1 status upon the state's dissemination of 2018 MCAS results.</p>
<b>Interim Outcomes &amp; Progress</b>	<p>Identify what is needed to obtain level 1 status.</p> <p>Identify high needs students.</p> <p>Set up structures and plans by November 1, 2017.</p> <p>Use data from 2017 MCAS to evaluate growth- adjust as necessary.</p> <p>New or adjusted structures in place for high needs kids by Nov 1 2017</p>

<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
September of 2017 meet with department leaders from the science, math, ELA, ELL (foreign language), special education, and guidance departments to develop strategies on how to address goal.	Principal and Admin Team	Time, MCAS Data	Initial meeting in Sept 2017 then meet bi-weekly until plan is solidified. As needed after that time
Year 1&2 Department heads will provide direction and support to appropriate members within their departments. Includes discussing data from previous year's MCAS results, adjusting curriculum, and developing extra supports.	Principal, Department Heads	Time, PD	September 2017- June 2018 monthly (as needed)
Guidance counselors will meet with high needs kids while informing them and parents of needs and opportunities with regard to MCAS success.	Principal, Guidance DH, counselors	Time	Nov 2017-May 2018

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Goal Description			
<b>Goal Number:</b>	2	<b>Goal Title:</b>	<b>Continue</b> to educate the school community on social emotional concerns while developing strategies that support affected students while also identifying and appropriately reducing school related stressors for both students and staff.
<b>Rationale for Goal:</b>	Alarming number of students that struggle with social emotional difficulties that affect their well being and progress in school. Staff stress negatively affects morale which ultimately affects student performance.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment</b> [Domain & Strategic Objective]	<p>Students’ social emotional and health needs- build an understanding of social, emotional and physical health as factors affecting learning.</p> <p>Engage families and the community in a partnership to increase the district’s capacity to address students’ social, and emotional health needs.</p>
<b>Strategic Initiative(s)</b>	<p>Educate all staff regarding student social, emotional, and physical elements that impact learning.</p> <p>Engage families and the community in a partnership to increase the district’s capacity to address students’ social and emotional health needs.</p>
<b>Final Outcomes</b> [S.M.A.R.T. Goal(s)] & Progress	<p>Prior to November 1, 2017 all teaching staff will have receive professional development that addresses their ability to identify students struggling in this area while dedicating one afternoon of professional development to this topic in subsequent years.</p> <p>A committee will be formed to assist in the identification of stressors for staff and students with a comprehensive list being developed by this committee for conclusion of the 17-18 school year.</p>

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	<p>During the 2017-18 school year we will offer a minimum of two after hours events for parents that will help to educate them on social emotional issues facing their children.</p> <p>As part of parental surveys over the next three years, parents will be asked about stressors on their children from school along with suggestions to reduce them.</p>
<b>Interim Outcomes &amp; Progress</b>	<p>Research potential offerings of PD while selecting best option- prior to October 2017.</p> <p>Research potential program to offer to parents beginning by Nov 2017.</p> <p>Consider implementation of “Morale Group” recommendations and strategies.</p>

<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Research and find appropriate offerings for parents and staff and then providing “best fit” program. Create Parental Survey with SIMCO that will provide baseline data needed.	Monetary, time, knowledge of programs	Central Office, SIMCO members, Principal, high school administration	Summer 2017-Nov 2017
<p>Work with SIMCO to create survey that will gain information necessary.</p> <p>Survey students on stressors.</p> <p>Share data with admin and staff (?). Brainstorm solutions.</p>	Time, SIMCO, Admin	SIMCO, Guidance	Winter 2018- June 2018 and then repeat 2019 and 2020


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Goal Description			
<b>Goal Number:</b>	3	<b>Goal Title:</b>	Increase the effective implementation of technology into the educational process for all students; 1 to 1 or other initiatives.
<b>Rationale for Goal:</b>	Have students be better prepared and more competitive as they enter life beyond high school in the 21st century.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	<p>Effective Instruction- Staff regularly use technology to support student learning enhance student engagement, and work toward developing innovative instructional practices.</p> <p>Professional Development and Structures for Collaboration- Systems, structures, and protocols are in place and used to guide collaborative discussions to improve implementation of the curriculum and instruction practices.</p>
<b>Strategic Initiative(s)</b>	<p>Ensure that level of technology and infrastructure is sufficient to meet student instructional needs.</p> <p>Support and train staff in integrating technology into the classroom environment that supports and engages students. (Google Classroom, Chromebooks, etc)</p> <p>Use technology to prepare students to be successful global citizens</p>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	<p>Eighty five percent of classroom teachers will integrate technology into a minimum of one lesson or assignment in their classes for the 2017-18 school year with the number increasing to one hundred percent for the 2018-19 school year.</p> <p>Begin 1:1 technology implementation for all freshmen entering high school in the 2017-18 school year.</p>
<b>Interim Outcomes &amp; Progress</b>	Staff will undergo PD in this area with implementation and further PD in the 2018-19 school year.

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	Staff will offer feedback to admin via survey. <b>Where/when do parents get involved?</b>
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Implementation Benchmarks			
Action	Responsibility	Supports/Resources	Timeline/Frequency
Continue to provide professional development on the use of chromebooks, Google Classroom and other technology for staff.	Principal, Department Heads, Central Office	money, time.	2017-2020
Provide continued professional development while also accessing staff with best practices for support. Roll out partial 1 to 1.	Principal, Department Heads, Central Office	money, time, training	2017-2020
Continue roll out of 1 to 1.	Principal, Department Heads, Central Office	PD, time	2017-2020


Goal Description			
<b>Goal Number:</b>	4	<b>Goal Title:</b>	Develop common well defined learning outcomes for all courses while communicating resulting information to sending schools as needed.
<b>Rationale for Goal:</b>	Ensure appropriate access to all courses and levels while assisting in the vertical alignment of curriculum. Informing families of incoming 9th graders to allow them to make better informed course selection choices.		

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<b>Goal Details and Performance Indicators</b>	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	<p>Leadership, Governance and Communication- Ensure that relevant information is communicated out to community stakeholders and is easily understood.</p> <p>Aligned Curriculum-Develop common, well defined learning outcomes with a focus on depth of understanding and critical thinking across all grades and content areas.</p>
<b>Strategic Initiative(s)</b>	<p>Identify all stakeholders in a tiered system of communication. Leaders communicate goals and strategic objectives to all stakeholders via multiple modalities.</p> <p>Develop benchmark assessments based on priority learning outcomes to evaluate instructional programs and student growth.</p> <p>Identify mastery level learning outcomes and define mastery/proficiency at each grade level and for each subject.</p> <p>Match curriculum expectations with individual student learning needs.</p>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	<p>By the end of the 2017-18 school year each department will adjust their common curriculum to ensure that appropriate learning outcomes are present in 66% of common courses and 100% by the end of the 2018-19 school year.</p>
<b>Interim Outcomes &amp; Progress</b>	<p>Provide feedback on work completed while identifying which courses are to be addressed by October 2017.</p> <p>Staff within each department meet regularly (monthly) throughout the year in order to develop appropriate learning outcomes.</p> <p>Share outcomes with department members May/June 2018</p>
<b>Implementation Benchmarks</b>	

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Action	Responsibility	Supports/Resources	Timeline/Frequency
Department heads choose breakdown of courses and timeline to be used and then begin meetings for 2017-18 school year.	Principal, Department Heads	time/expertise/PD on learning outcomes	monthly meetings during 2017-18 school year
Departments meet in PLC's to amend (if necessary) learning outcomes for next third of courses.	DH's and teachers	time	monthly meetings during 2017-18 school year
Departments meet in PLC's to amend (if necessary) learning outcomes for final third of courses.	DH's and teach	time	monthly meetings during 2018-19