

**Wachusett Regional School District
 Template for School Improvement Plans
 2008-2009**

Theme I: SCHOOL CULTURE and CLIMATE

Goal 1: Unify the community around the vision, mission, core values and goals.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. The mission and core values of each school reflect a direct relationship to the District vision, mission, and core values. 2. Mission and core values are posted in school buildings, well known by students, and distributed to parents in PK-12 communications. 3. Mission and core values are embedded in PK-12 school practices and classroom instruction. 4. Parents, residents and officials are aware of the vision, mission and core values. 5. Copies of the Goals and strategies are made available to the community at large. 6. Mechanisms exist to answer concerns. 	<p>Responsible Parties</p> <p>Community Outreach Subcommittee Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<ol style="list-style-type: none"> 1. The vision statement for Davis Hill will be published in the local newspaper, The Landmark. 				

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Goal 1: Unify the community around the vision, mission, core values and goals.

<p>Success Measures</p> <p>7. The mission and core values of each school reflect a direct relationship to the District vision, mission, and core values.</p> <p>8. Mission and core values are posted in school buildings, well known by students, and distributed to parents in PK-12 communications.</p> <p>9. Mission and core values are embedded in PK-12 school practices and classroom instruction.</p> <p>10. Parents, residents and officials are aware of the vision, mission and core values.</p> <p>11. Copies of the Goals and strategies are made available to the community at large.</p> <p>12. Mechanisms exist to answer concerns.</p>	<p>Responsible Parties</p> <p>Community Outreach Subcommittee Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. A large copy of our school's vision statement will be on display in the main foyer.</p>				

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Goal 1: Unify the community around the vision, mission, core values and goals.

<p>Success Measures</p> <p>13. The mission and core values of each school reflect a direct relationship to the District vision, mission, and core values.</p> <p>14. Mission and core values are posted in school buildings, well known by students, and distributed to parents in PK-12 communications.</p> <p>15. Mission and core values are embedded in PK-12 school practices and classroom instruction.</p> <p>16. Parents, residents and officials are aware of the vision, mission and core values.</p> <p>17. Copies of the Goals and strategies are made available to the community at large.</p> <p>18. Mechanisms exist to answer concerns.</p>	<p>Responsible Parties</p> <p>Community Outreach Subcommittee Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>3. A copy of Davis Hill's goals and strategies will be available in the main office and on our school's web site.</p>				

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Theme I: SCHOOL CULTURE and CLIMATE

Goal 2: Provide an environment where students are safe, supported, empowered, and held accountable, and where respect for self and others is highly valued.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Decrease the levels of trancies, suspensions and expulsions. 2. Decrease levels of disrespectful interpersonal infractions as measured by a decrease in the number of office referrals. 3. Decrease levels of vandalism and theft as measured by the number of incidents. 4. Results of school climate survey. 	<p>Responsible Parties</p> <p>Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. Post signs directing visitors to the main office need to be on all doors. 2. Implement a system by which all adults in the building have a badge identifying themselves as “approved visitors”.</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. Provide teachers, staff and families with strategies for maintaining school environment in which all members are treated with respect (Staff meetings, grade level team meetings and PTO meetings have all focused on creating a respectful community of learners)</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>3. Implement a system by which all doors may be locked and admittance is allowed by a buzzer system and camera as necessary.</p>				

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Theme I: SCHOOL CULTURE and CLIMATE

Goal 3: Strengthen partnerships among staff, students, parents and community members that support teaching and learning.

Success Measures 1. Areas for partnerships are identified. 2. Participation of parents and community members as volunteers in the schools increases steadily and is welcomed. 3. Parents report positive interaction between faculty and students and a mechanism exists to evaluate and remediate any concerns.	Responsible Parties Community Outreach Subcommittee Building Principals
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
1. Examine the possibility of offering additional enrichment programs. This may be by committee or survey.				

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<p>Success Measures</p> <p>4. Areas for partnerships are identified.</p> <p>5. Participation of parents and community members as volunteers in the schools increases steadily and is welcomed.</p> <p>6. Parents report positive interaction between faculty and students and a mechanism exists to evaluate and remediate any concerns.</p>	<p>Responsible Parties</p> <p>Community Outreach Subcommittee Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
2. Continuation of the Principal's Coffee on the night of PTA meetings.				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
3. Implement an open house the week before school starts that will be run by administration.				

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Theme II: CURRICULUM, INSTRUCTION, and ASSESSMENT

Goal 4: Ensure that instructional practices recognize and accommodate a range of abilities and learning styles in an effort to promote excellence and assist students in reaching their potential.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. 90% of students score in proficient or advanced levels 2. Subgroups of students meet Adequate Yearly Progress (AYP). 3. Decrease number of students academically “at risk” as measured by grades and District-wide performance measures. 4. Increase the practice of differentiated instruction as measured by classroom observation and self-reporting by teachers. 5. The efficacy and practicality of full-day kindergarten is explored. 	<p>Responsible Parties</p> <p>Education Subcommittee Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. Increase the percent of students in proficient and advanced MCAS categories throughout grades 3, 4 and 5.</p>				

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Goal 4: Ensure that instructional practices recognize and accommodate a range of abilities and learning styles in an effort to promote excellence and assist students in reaching their potential.

<p>Success Measures</p> <p>6. 90% of students score in proficient or advanced levels</p> <p>7. Subgroups of students meet Adequate Yearly Progress (AYP).</p> <p>8. Decrease number of students academically “at risk” as measured by grades and District-wide performance measures.</p> <p>9. Increase the practice of differentiated instruction as measured by classroom observation and self-reporting by teachers.</p> <p>10. The efficacy and practicality of full-day kindergarten is explored.</p>	<p>Responsible Parties</p> <p>Education Subcommittee Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. Continue to promote the use of flexible skills groups and differentiating instruction in order to meet the needs of all students. Change the grade level ability grouping in fourth grade to a self contained classroom with differentiated, small group instruction. Use flexible grouping to the greatest extent practical, not whole class instruction for math</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>3. Focus on problem solving and test taking strategies such as identifying multiple steps, modeling thinking aloud, sharing problem solving strategies and applying skills</p>				

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Theme II: CURRICULUM, INSTRUCTION, and ASSESSMENT

Goal 5: Develop programs to increase equitable educational opportunities to all students in the District.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Paths for progress are articulated in individual school improvement 3-year plans. 2. Student academic performance at the high school is similar regardless of feeder schools in the District. 3. Implement programs to remediate identified problems. 	<p>Responsible Parties</p> <p>Education Subcommittee Central Office Selected Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
Continue to work to lower class sizes at all levels.				

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Theme II: CURRICULUM, INSTRUCTION, and ASSESSMENT

Goal 6: Develop programs that ensure there is consistency in instruction and continuity of curriculum in what we teach.

<p>Success Measures</p> <p>1. Students will meet approved standards as measured by the District-wide assessment program. Number of students requiring remedial interventions will decrease. Program improvement mapping is evident at all levels.</p>	<p>Responsible Parties</p> <p>Education Subcommittee Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. Analyze MCAS, DIBELS and DRA test results and identify areas in need of improvement .Target areas in need of improvement by aligning instruction with the Curriculum Benchmarks. .</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. Continue to implement instructional methods in support of the goals for the Literacy Initiative. Continued Utilization of supplementary literacy materials such as use of book room.</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>3.Continue to support the implementation of the Everyday Math program at all grade levels Use mathematics vocabulary throughout the day, across the curriculum – including specialists.</p>				

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Theme III: STUDENT SUPPORT SERVICES: THE WHOLE CHILD

Goal 7: Enhance the District's capacity to identify and respond to students at risk.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. An inventory of currently available programs and practices is annually evaluated and made available to administrators, teachers, staff, parents and students. 2. Professional development programs are in place to help awareness of staff. 3. Sufficient resources and/or staffing are available to help at-risk students in a timely manner. 4. Agencies and partnerships have been identified and staff has been properly educated in making referrals. 	<p>Responsible Parties Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. Provide opportunities for drill and practice of math facts to supplement Everyday Math. Use technology, home incentive programs, mental math, and Everyday Math Games.</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
2. Focus on problem solving and test taking strategies such as identifying multiple steps, modeling thinking aloud, sharing problem solving strategies and applying skills				

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Theme III: STUDENT SUPPORT SERVICES: THE WHOLE CHILD

Goal 8: Promote/provide programs and practices that enhance the social/emotional well being of all students.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Survey students, parents, caregivers and school staff to gather baseline data which will be used for program planning. 2. Student attendance will increase as the result of specific school-based and District-wide actions. 3. Programs and practices that enhance student social emotional well-being will result in a decrease in disciplinary referrals. 4. Processes will be in place to identify at risk students and a variety of programs will be made available to address individual and group needs. 	<p>Responsible Parties</p> <p>Education Subcommittee Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. Provide the staff of Davis Hill, with information regarding the concepts of the Responsive Classroom Model. Provide voluntary opportunities for staff to visit a school that promotes the responsive classroom approach.</p>				

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Theme IV: PERSONNEL and PROFESSIONAL DEVELOPMENT

Goal 9: Create more opportunities for collaboration and mentoring.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. All newly hired teachers will (a) participate in District and school-based orientations, trainings, and induction programs; and (b) annually rate the District's staff orientation, mentoring, and induction programs. 2. Time will be provided for opportunities for teachers to collaborate at subject and/or grade levels. 	<p>Responsible Parties Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
1. Investigate models for in-house professional development such as peer observations, study groups and teacher-designed workshops.				

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Theme IV: PERSONNEL and PROFESSIONAL DEVELOPMENT

Goal 10: Develop more professional development opportunities within the District and make available more programs outside the school district. Professional development opportunities will be focused and targeted.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Elevated rates of Professional Development Points (PDP) accumulation on a voluntary basis, in addition to those required. 2. NEASC recommendations pertaining to curriculum, instruction and assessment have been addressed. 3. Enrollment in PDP programs is promoted/coordinated on a frequent and ongoing basis. Staff awareness of programs is increased. 4. Needs identified by the staff are being met as indicated by survey results. 	<p>Responsible Parties</p> <p>Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
1. Provide ongoing, effective literacy training for Educational Assistants.				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. Where appropriate, all classroom teachers will be trained in DRA. (Directed Reading Assessments)</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
3. Provide professional development on Differentiated Instruction.				

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Theme V: INSTRUCTIONAL SUPPORT AND FACILITIES

Goal 13: Identify and plan for the use of technology and media that will enhance education and/or increase the efficiency of administration.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Professional development programs in instructional technology are offered. 2. All District students and personnel are familiar with and can use the current applications. 3. Resources for installation and maintenance of technology are sufficient and sustainable. 4. Applications used by students support self-directed/independent learning in differentiated instruction. 5. Increase access to data for faculty, parents and administration. 6. Library resources and professional staffing are provided for students that enrich reading and research experiences outside the classroom. 	<p>Responsible Parties</p> <p>Building Principals/Central Office</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<ol style="list-style-type: none"> 1. Develop a plan for updating current classroom technology to reflect best practices with computers. 				

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Theme VI: COMMUNITY RELATIONS and COMMUNICATIONS

Goal 15: Increase accessibility of school facilities and programs to residents and communities

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Increase use of school buildings and facilities by residents and community to increase opportunities of non-school time. 2. Community groups will give the school district a favorable rating annually on feedback surveys for their groups' use of the buildings, grounds and facilities. 3. The school district will track, evaluate and report on community participating and school programs. 	<p>Responsible Parties Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status

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Theme VII: ORGANIZATIONAL LEADERSHIP, and MANAGEMENT

Goal 18: Improve communication with staff, students, parents and the community.

<p>Success Measures</p> <ol style="list-style-type: none"> 1. Technology is integrated as a tool to support administrative capabilities in communications (i.e. notification systems, e-newsletters, annual performance measured by implementation and use of integrated software and/or web-based applications. 2. All major decisions are communicated to staff, students, parents and the community. 	<p>Responsible Parties</p> <p>Building Principals</p>
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>1. The website will be maintained and updated on a regular basis. The minutes of both the School Council and PTA meetings will be posted on the Davis Hill web site.</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>2. Continuation and expansion of a monthly principal's newsletter.</p>				

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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status
<p>3. Establishment of a weekly back-pack mail system for all office-generated/ school-wide communication,</p>				

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Theme VIII: EDUCATIONAL FUNDING

Goal 19: Seek financial efficiencies and maximize the cost effectiveness of programs and services while meeting improvement goals.

Success Measures 1. More products and services are purchased on a bulk basis. 2. Strategy for District-wide provision of trade services is negotiated. 3. Savings are realized in targeted budget areas over a three year period.	Responsible Parties Building Principals/Central Office
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Action Statements				
Action	Person Responsible	Budget	Indicator of Success	Status