

# Strategic Plan: Student Engagement and Achievement



School Board Meeting  
September 17, 2014

# Academic Engagement Broad Goals

## Overarching Goal:

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world

# Broad Goals

- + #1- Personal Excellence
- + #2 – College and Career Ready
- + #3 – Innovative and Personalized Instruction
- + #4 – Assessment for Learning
- + #5 – Reporting Learner Progress

# High School – Academic Goal #1

- + **SHORT TERM GOAL ( Addressing broad goals #4 & #5)**
- + School-wide learning expectations will be developed and incorporated into a coordinated program of studies with evaluation rubrics established to measure student progress toward these expectations. All curriculum areas will work together to coordinate the development of a list of skills needed for success in the 21<sup>st</sup> Century, and then implement the use of this skills list along with evaluation rubrics in all areas by June 2015.

# Action Steps

- + As a whole staff review the list of school-wide learning expectations established during the 2012-13 school year to determine if they are still in line with the 21<sup>st</sup> century mission of the school and make modifications as appropriate.
- + Once adopted by the staff we will begin writing rubrics to go along with each learning expectation.
- + Share drafts of all rubrics with the staff.
- + Implement expectations and rubrics for the fall of 2015

## High School – Academic Goal #2

- + **SHORT TERM GOAL ( Addressing broad goals #1&#3)**
- + Establish and promote a professional culture of collaboration to support high levels of collegiality, team work and dialog to solve problems of practice with the intent of promoting student achievement. All staff will be engaged in a Professional Learning Community (PLC) by June 2015

# Action Steps

- + As a staff identify a list of topics that are in need of being addressed at ORHS. Examples of these topics will be: RTI, scheduling, advisory models, grading policies and practices, etc.
- + Divide all staff into interdepartmental groups based on areas of interest/concern.
- + Establish a meeting schedule for all groups to meet built into our staff and PD time.
- + As recommendations come out of committees they are presented to the Advisory for review and if warranted to the staff for discussion/adoption.

# High School – Academic Goal #3

- + **SHORT TERM GOAL ( Addressing broad goals #2&#3)**
- + Develop a commonly accepted clear definition of program consistency that is fully embedded in our program. We will start by developing consistency of practice as it relates to multi-section course offerings like World Cultures, Biology, Essentials of English, Algebra 1, Heath, PE and World Languages by June 2015.



# Action Steps

- + 1. Form an interdisciplinary committee made up of high school and middle school staff.
- + 2. Review all freshmen common multi-section classes to identify areas in need of consistency. Those classes are: Biology, Essentials of English, World Cultures, Health, PE, Algebra 1 and Geometry, French and Spanish 1 and 2.
- + 3. Prioritize areas in need of consistency and assign to working groups for refinement and development of proposals. Some specific areas of focus will include: course expectations and evaluation, pathways for a more personalized learning experience, common language and rubrics.
- + 4. Share proposals as they are ready with Advisory, departments and school at large as appropriate for adoption/discussion/refinement.

# High School – Academic Goal #4

- + **SHORT TERM GOAL ( Addressing broad goals #1&#3)**
- + ORHS will develop a support system that meets the needs of all of our students. We will start with an evaluation of the effectiveness of our current support system including RTI, Learning Lab, the new Math Lab program and make recommendations for next steps to improve student supports by June 2015.

# Action Steps

- + Implement and monitor the new Math Lab program.
- + Refine the existing RTI process. Focus on teacher feedback loop and refining the criteria for assigning tier 2 and 3 supports.
- + Conduct a program evaluation of Learning Lab and make recommendations for program improvements.
- + Evaluate the impact class size has on teachers' ability to effectively implement individualized instruction and heterogeneous groupings.

# Middle School Academic Goal #1

- + **SHORT TERM GOAL (Addressing broad goal #1)**
- + By 2015 ORCSD Middle School staff will create a professional culture of collaboration to support high levels of collegiality and team work, learn from one another and dialog to solve problems of practice.

# Action Steps

- + Inform staff about goal; ask for initial thinking about what they would like the ORCSD MS culture to be like...desired characteristics.
- + Form a PLC to investigate characteristics/models of collegial cultures ex. Critical Friends
- + Report on findings & invite MS teams to develop norms/ground rules and meeting to guide their work
- + Identify a draft of common ground 'norms' to be used school-wide... finalized after staff feedback
- + Develop a plan for supporting (ex. training) & assessing adherence to norms on regular basis.

# Middle School Academic Goal #2

- + **SHORT TERM GOAL (Addressing broad goal #1)**
- + By September 2015 ORCSD Middle School will construct & implement a plan to insure the school is operating as a true middle school.

# Action Steps

- + Engage the staff in dialog to define the key elements & practices of a highly functioning middle school
- + Evaluate current practices & structures at ORMS- teams, team meetings, advisory & student voice to determine the extent to which they support the practices & structures of a highly functioning middle school
- + Evaluate data (Spotlight School) analyzed by Strategic Planning Committee and results shared with staff
- + Develop a plan for aligning or creating practices & structures to insure a highly functioning middle school

# Middle School Academic Goal #3

- + **SHORT TERM GOAL (Addressing broad goal #4)**
- + By September 2015 ORCSD Middle School staff will develop consistent understandings, and core beliefs about assessment



# Action Steps

- + Engage in defining the purposes of assessment at ORMS.
- + Share and review current practices regarding assessment
- + Share types of assessment/models & how to use them to inform instruction
- + Provide consistent & meaningful professional development regarding assessment(possible models) will be conducted.

# Middle School Academic Goal #4

- + **SHORT TERM GOAL(Addressing broad goal #3)**
- + ORCSD Middle School will increase innovative personalized instructional practices to meet the needs of all learners.

# Action Steps

- + Develop/agree on a common definition of a personalized instruction based on current literature & practice
- + Conduct research, make visits to fellow teachers/ORMS classrooms, other districts & share learning about innovative practices
- + Teams do the research, visits, and share
- + Use common protocol for sharing the learning
- + Share at staff meeting time

# Elementary Academic Goal #1

- + **SHORT TERM GOAL (Addressing broad goal #3)**
- + Elementary staff will identify common characteristics of personalized learning to ensure all student learning needs are met.

# Action Steps

- + 1. Staff will define Response to Intervention (RTI) and complete a review of the current practices used at the elementary level
- + 2. Analyze student assessments to determine individual needs of students whether it be remedial, reinforcement, or extended learning
- + 3. Develop steps to enhance personalized learning.
- + 4. Observe districts doing this well
- + 5. Review schedules, staff utilization and possible reconfigurations to expand staff- student instructional time
- + 6. Implement RTI supports for students during the 2014-2015 school year
- + 7. Monitor effectiveness of RTI structures implemented and students achievement growth as a result
- + 8. Identify resources to support desired learning outcomes

# Elementary Academic Goal #2

- + **SHORT TERM GOAL (Addressing broad goal #1)**
- + By December 2014 a plan for implementation of Full Day Kindergarten will be submitted to the Superintendent & School Board

# Action Steps

- + Assemble kindergarten design committee including teachers, administrators, School Board member, community members
- + Research and outline previously compiled research along with structures being used currently both nationally and world wide
- + Survey community members and teaching staff on transition from ½ to full day program
- + Identify resources needed to implement full day kindergarten
- + Based on gathered research, determine best design option for ORCSD
- + Chart realistic time frame for implementation
- + Present findings to ORCSD School Board/ Community

# Elementary Academic Goal #3

- + **SHORT TERM GOAL (Addresses broad goal #1)**
- + During the 2014-15 year, the elementary staff will identify how community based learning/ Science, Technology, Engineering, Arts and Math (STEAM) occurs in Oyster River Cooperative School District.



# Action Steps

- + 1. Define a common definition of community based learning
- + 2. Educate staff regarding community based learning
- + 3. Train staff in the Atlas online curriculum mapping program to complete curriculum maps and integrated units
- + 4. Staff will enter integrated units into Atlas and will identify those with a STEM focus
- + 5. Staff will share integrated units previously taught during professional growth days

# Elementary Academic Goal #4

- + **SHORT TERM GOAL (Addresses broad goal #3)**
- + By the end of June, 2015 ORCSD elementary staff will recommend a research based socio-emotional program for implementation with students grades K-4.

# Action Steps

- + 1. Research programs and data regarding effectiveness of curricula related to social-emotional skills (ie. Open Circle, Social Thinking & Responsive Classroom).
- + 2. Research & recommend adoption of the identified social/emotional learning program as a core component of the elementary curriculum via Superintendent and School Board.
- + 3. Train staff in direct instruction of recommended program
- + 4. Train parents in components of recommended program.

Questions??

Thank you