

# MERSD School Improvement Plan Template

## Manchester Essex Regional High School



*Every student is at the center of decision-making.*

### **District Strategic Initiative 1**

#### **Establish and foster an authentic PK-12 learning environment**

- 1. Conduct external elementary school level assessments of current practice inclusive of authentic learning self-study. [Student Centered, Student Achievement]*
- 2. Define “student centered authentic learning” and develop internal needs assessments for secondary level schools. [Student Centered, Student Achievement]*
- 3. Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school-based assessments.*
- 4. Strengthen traditional academic program practices to ensure horizontal and vertical articulation. [Student Centered, Student Achievement]*
- 5. Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]*
- 6. Prioritize and support programming to promote creativity, innovation, and the arts. [Student Centered, Family Community Partnership]*

<b>School Goals</b>	<b>Resources &amp; Responsibilities</b>	<b>Deliverables (what &amp; when) Measures of Implementation Documentation</b>
Explore and implement student portfolios to measure student progress toward the achievement of the skills and disposition of the Vision of the Graduate <i>DSI 2, 4, 6</i>	Principal, Guidance, Teachers, Curriculum Director, Working Groups	Explore MEFA Pathways by October 2022 Connect with other schools by December 2022 Determine platform by June 2023 Pilot implementation of grade 9 portfolios beginning September 2023

<p>Review of report card comments and best practices to provide meaningful feedback of student learning and growth tied to Vision of the Graduate skills and dispositions <b>DSI 4</b></p>	<p>Meeting Time – Principal &amp; Working Group Technology Integration – Technology Integration Specialist &amp; Database Manager</p>	<p>Proposed Feedback Plan by June, 2023 Review and Acceptance by Faculty by June 2023 Implementation beginning September, 2023</p>
<p>Identify and implement opportunities for interdisciplinary learning and assessment to bring relevance for student learning (new courses and development assessment opportunities between courses) <b>DSI 2, 4, 5, 6</b></p>	<p>School Visit – Principal/Faculty/Curriculum Director Review of Program of Studies – Department Chairs Development of Interdisciplinary Assessment – Department Chairs</p>	<p>Identify Opportunities by December, 2023 Develop Course Description and/or Assessment by June, 2023 Implement 2023-2024</p>
<p>Implement robust review of SCORE (student internship) to serve as capstone experience that reflects achievement of the skills and dispositions of the Vision of the Graduate. <b>DSI 2, 4, 5, 6</b></p>	<p>Working Group – Faculty/Principal/SCORE Advisor</p>	<p>Revised SCORE Description by June, 2023 Implementation 2023-2024 School Year</p>
<p>Adopt common protocol for review of student work across departments to provide common assessment practices and measures of the Vision of the Graduate <b>DSI 3, 4, 6</b></p>	<p>Principal, Department Chairs, Faculty, Working Group</p>	<p>Review and agree on consistent protocol by January, 2023 Pilot implementation by June, 2023 Use with fidelity during 2023-2024 school year</p>

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### Strategic Initiative 2

Integrate social emotional learning into all aspects of the school day.

- 1) *Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]*
- 2) *Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]*
- 3) *Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]*
- 4) *Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]*

<b>School Goals</b>	<b>Resources &amp; Responsibilities</b>	<b>Deliverables (what &amp; when) Measures of Implementation Documentation</b>
Increase understanding of SEL and Trauma Informed Practices connected to meeting the needs of individual learners as defined in Student Centered Learning Definition <i>DSI 1, 3</i>	Professional Development – Principal/Curriculum Director	Reduction in office and guidance referrals for social/emotional issues Improved attendance numbers/fewer long term absences – June 2024
Develop and implement faculty advisor to provide opportunities for a connected to a trusted adult with the goal to review, discuss and reflect on learning and development and skills of the Vision of the Graduate <i>DSI 3</i>	Faculty/Guidance Department/Principal	Pilot maintaining same U Block Teacher during 2022-2023 School Year Define Structure by June, 2023 Implement 2023 - 2024

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### **Strategic Initiative 3**

#### **Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.**

- 1) *Identify and hire a consultant/coach to support the district in achieving cultural proficiency in the area of diversity, equity and inclusion. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 2) *Conduct a cultural proficiency, diversity, equity, and inclusion assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 3) *Build on and expand inclusion and cultural competence training for staff and students.*

<b>School Goals</b>	<b>Resources &amp; Responsibilities</b>	<b>Deliverables (what &amp; when) Measures of Implementation Documentation</b>
Review curriculum to expand content and authors that include under-represented groups to promote diversity, equity and inclusion <i>DSI 2, 3</i>	Faculty, Department Chairs	Updated curriculum and implementation by June, 2024
Continue implementation of the ADL World of Difference Program <i>DSI 3</i>	ADL Advisors/Students	Trained students in a World of Difference working annually with grade 9 students, annually by June
Work on DEI goal with Michael Eatman aimed at meeting the distinct needs, interests, aspirations, and/or cultural backgrounds of individual students in effort to promote greater equity <i>DSI 1</i>	Faculty, Michael Eatman, Administration	Development of a school culture where each student's individuality is recognized and celebrated, as well as connected to student learning. Increase student centered learning practices. Student survey of experience at high school during 2022-2023 school year to guide implementation.
Implement purposeful outreach for hiring of faculty and staff from under-represented groups <i>DSI 3</i>	Principal in collaboration with Central Office	Development of a more diverse faculty and staff - ongoing

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### **Strategic Initiative 4**

#### **Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.**

- 1) *Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.*
- 2) *Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]*
- 3) *Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Achievement, Resources]*
- 4) *Review personnel efficiencies to improve or adjust delivery of programs. [Student Centered, Student Achievement, Equity, Resources]*

<b>School Goals</b>	<b>Resources &amp; Responsibilities</b>	<b>Deliverables (what &amp; when) Measures of Implementation Documentation</b>
Look for efficiencies to reduce spending by department <b>DSI 4</b>	Department Chairs, Principal	Reduction in curriculum budget lines to support growth of technology and use of online platforms to support learning by June 2023
Review personnel structure to improve or adjust the delivery of the program. <b>DSI 4</b>	Central Office, Principal, META	Proposal for new structure to support teaching and learning adopted by June, 2023 and implemented during 2023-2024 school year
Review program of studies and related staffing to assure efficiencies of personnel use <b>DSI 4</b>	Principal	Yearly review



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