

Wachusett Regional School District - District Improvement Plan

Goal Description			
Goal Number:	1	Goal Title:	School-based teams will respond to student learning so that all students are working to their full potential through a differentiated approach to instruction.
Rationale for Goal:	To provide and implement evidence-based, high quality, consistent instructional practices and systematically measure, analyze, and act upon student learning data, so that all children will be challenged to grow as individuals and global citizens.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	<p>Domain 2-Aligned Curriculum Provide an aligned curriculum that articulates common, well-defined learning outcomes with a focus on depth of understanding and critical thinking so students will be prepared for the next level of learning.</p> <p>Domain 3-Effective Instruction Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration.</p> <p>Domain 4-Professional Development & Structures for Collaboration Educators consistently provided with professional development that enhances their content knowledge and their pedagogy is enriched through collaboration with kindergarten teaching staff, then educators will be able to implement effective educational practices.</p>
Strategic Initiative(s)	<ul style="list-style-type: none"> -Establish and communicate a clearly defined set of goals and strategic objectives to guide district and school improvement initiatives. -Instructional staff engage in ongoing, focused discussion and collaborative reflection on the effectiveness of instructional practices. -Instructional staff differentiate core instruction and assessment to meet the diverse needs of all learners. -Instructional staff collaborate with kindergarten teaching staff to assist in vertical alignment of the curriculum. <p>Systems, structures, and protocols are in place and used to guide collaborative discussions to improve</p>

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	implementation of the curriculum and instructional practices.
Final Outcomes [S.M.A.R.T. Goal(s)] & Progress	Instructional staff will develop more consistency in preschool student instruction in an effort to increase student learning outcomes by 10 percent from baseline in year one increasing 10 percent in each subsequent year.
Interim Outcomes & Progress	All instructional staff will be trained on the implementation of evidence based, high-quality instructional practices with a focus on differentiated instruction.

Implementation Benchmarks			
Action	Responsibility	Supports/Resources	Timeline/Frequency
Identify and facilitate professional development opportunities for instructional staff via staff meetings, classroom observation, and staff feedback to set goals for the following year.	Principal	Curriculum Supervisor	Year one
Provide peer mentors for teachers who are less proficient in differentiating instruction and providing interventions for learners in their classrooms.	Principal & Teachers	Curriculum Supervisor Teaching Staff	Year one through three
Provide opportunities for peer observation	Principal	Teaching Staff	Year two and three
PLC Training in Relevant Tools (Boardmaker/SmartBoard)	Principal & Teachers	Supervisor of Informational Services	Year one

Goal Assessment and Next Steps	

Goal Description			
Goal Number:	2	Goal Title:	Teaching staff will systematically measure, analyze, and act upon student learning data.

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Rationale for Goal:	To move beyond gathering data and actively engage in analyzing and acting upon that data to improve student learning and increase student outcomes in all developmental domains.
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Goal Details and Performance Indicators
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Strategic Plan Alignment [Domain & Strategic Objective]	<p>Domain 2-Aligned Curriculum Provide an aligned curriculum that articulates common, well-defined learning outcomes with a focus on depth of understanding and critical thinking so students will be prepared for the next level of learning.</p> <p>Domain 3-Effective Instruction Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration.</p> <p>Domain 4-Professional Development & Structures for Collaboration Professional development includes high-quality job-embedded professional development aligned with district, school and educator goals.</p>
Strategic Initiative(s)	Instructional staff will be trained to examine and evaluate student work, to work collaboratively to evaluate student learning and to plan and adjust instruction as a result of this analysis.
Final Outcomes [S.M.A.R.T. Goal(s)] & Progress	All instructional staff will apply practical and doable assessment strategies, work collaboratively to identify at risk students, establish individual learning goals, monitor instruction and monitor student performance as measured by observation, teacher evaluation rubric, pre-/formative/post-assessments, data team summaries.
Interim Outcomes & Progress	That all teaching staff will have a better understanding of data collection and analysis and will conduct differentiated assessments with confidence. That all teaching staff will collaboratively evaluate student learning, and plan and adjust instruction accordingly. That all teaching staff will have a better understanding of Differentiated Instruction and Response to Intervention techniques in both knowledge and practice.

Implementation Benchmarks

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Action	Responsibility	Supports/Resources	Timeline/Frequency
Professional development in the area of data analysis and formative assessment.	Principal	Deputy Superintendent	Year one
Development of data teams	Principal	Deputy Superintendent	Year two and three
Training around Response to Intervention at the preschool level November 2016 with a follow-up January 2017	Principal	K-2 Principal	Year one

Goal Assessment and Next Steps

All instructional staff will consistently collaborate to examine data (Year one)
 All instructional staff will use this data to inform instructional decisions (Year two)
 Individual student learning goals will be developed based on data and progress monitoring (Year three)

Goal Description

Goal Number:	3	Goal Title:	The educational staff will integrate technology into their practice.
Rationale for Goal:	To improve instruction using available technology in an effort to improve learning outcomes for all students.		

Goal Details and Performance Indicators

Strategic Plan Alignment [Domain & Strategic Objective]	Domain 1- Leadership, Governance, and Communication Establish and communicate a clearly defined set of goals and strategic objectives to guide district and school improvement initiatives Domain 3 - Effective Instruction Systematically measure, analyze, and act upon student learning data
Strategic Initiative(s)	1) Develop a transparent budget that supports the district's goals and strategic objectives and share details

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	with community stakeholders in an environment open to dialogue and collaboration. 2) Staff regularly use technology to support student learning, enhance student engagement, and work toward developing innovative instructional practices.
Final Outcomes [S.M.A.R.T. Goal(s)] & Progress	To improve learning outcomes for students staff will be provided with training and use relevant to incorporating student’s devices and other available technology as measured during teacher observation in collaboration with the developmental classroom teacher and service providers.
Interim Outcomes & Progress	Use of available classroom technology and personal devices to regularly meet student learning needs as observed during teacher observation.

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Implementation Benchmarks			
Action	Responsibility	Supports/Resources	Timeline/Frequency
Budget line for improving the building infrastructure to support an increase in available technology (electrical).	Principal	Superintendent, Director of Business and Finance	Year one
Budget line for increasing technology hardware, specifically interactive boards	Principal	Superintendent, Director of Business and Finance, Administrator of Special Education	Year one, two, and three
Professional development in the use of technology and personal devices	Principal	Supervisor of Information Services, AAC Team, Boston Children’s Hospital AC/SLP	Year one, two, and three

Goal Assessment and Next Steps
Seeing technology being used regularly during classroom observations (Year one and two)

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Benchmark for instructional staff (Year three)

Goal Description			
Goal Number:	4	Goal Title:	To improve social emotional and health needs of all students.
Rationale for Goal:	To promote a healthy school climate, build an understanding of social, emotional and physical health as factors affecting learning.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	Domain 5 Students' Social, Emotional and Health Needs Build an understanding of social, emotional and physical health as factors affecting learning. Domain 4 Professional Development & Structures for Collaboration
Strategic Initiative(s)	To promote a healthy school climate and build a better understanding of social, emotional and physical health as factors affecting learning.
Final Outcomes [S.M.A.R.T. Goal(s)] & Progress	Instructional staff will have a better understanding of student social, emotional and physical elements that impact learning as measured by...
Interim Outcomes & Progress	Student will be better able to ... as measured anecdotally ...referral to psych and principal

Implementation Benchmarks			
Action	Responsibility	Supports/Resources	Timeline/Frequency
Professional development re Mindfulness and DBT in the form of workshops, book study, and mentorship	Principal	School Psychologist, private provider	Year one

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Incorporate mindfulness into daily practice	Principal, teaching staff	School Psychologist, private provider	Year two
Understand preliminary aspects of DBT moving toward a more thorough understanding in year three.	Principal, School Psychologist	Private provider(s)	Year one through three

Goal Assessment and Next Steps

Goal Description			
Goal Number:	5	Goal Title:	Inclusion
Rationale for Goal:			

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	
Strategic Initiative(s)	
Final Outcomes [S.M.A.R.T. Goal(s)] & Progress	
Interim Outcomes & Progress	

Implementation Benchmarks

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Action	Responsibility	Supports/Resources	Timeline/Frequency

Goal Assessment and Next Steps