

# Raymond School District Strategic Plan

November 2018 Update





## Our Vision

Uniting our school district and community to prepare students for future success; *ready for anything!*

The **mission** of the Raymond School District is to ensure high levels of learning for all.

Through innovation and collaboration with our community, we will encourage and challenge each student with a rigorous and relevant program.



## **Focus Areas**

- Curriculum, Instruction and Assessment
- Strengthen and Support the Workforce
- Community, Family and Business Engagement and Student Involvement
- Communication
- Safe and Secure School Environment



# **Curriculum, Instruction and Assessment**

**GOAL ONE: By 2013, at least 80% of all students in grades K-12 demonstrate mastery of grade level standards in the subjects of reading, writing and mathematics.**

Strategies to achieve this goal in the next five years are divided up under the three areas of curriculum, instruction and assessment.



# Current Progress Toward the CIA Goal 1 (80% K-12)

- ELA
  - LRES - 43.9%
  - IHGMS - 60.1%
  - RHS - 56.1%
  - **District - 53.4%**
- Mathematics
  - LRES -34.9%
  - IHGMS - 30%
  - RHS -42.9%
  - **District -35.9%**



# Year 1 Strategies - Goal 1: Curriculum

Establish a working steering committee for curriculum work in the District, to include a cross-section of stakeholders.

Basic curriculum documents including scope and sequence, along with major units of instruction, will be developed and vetted for all courses/subjects and grade levels K-12.



## Curriculum Work

Originally scheduled for afterschool to assist with sub shortage and to protect instructional time with students. Steering committee work will be moved to during the day to increase educator availability.

Scope and sequence documents are being developed by educators. District professional development days have provided the much needed time to do this important work. Next steps include the peer review process.



# Year 1 Strategies - Goal 1: Instruction

Provide targeted professional learning pertaining to student engagement, rigor, differentiated instruction and other instructional strategies as defined in the Raymond Educator Effectiveness Plan.

At all schools establish or strengthen multi-tiered systems of support that realistically outline how the schools identify and instruct students who are struggling with grade level standards in the areas of reading, writing and mathematics.





# Professional Learning

Strong focus on targeted professional development that aligns with district and building goals and strategic plan.

- Learning Through Teaching
- The Master Teacher
- New Hampshire Learning Initiative QPA Development
- Responsive Classroom
- WestED



# Multi-Tiered Systems of Support

The District Wide Student Intervention Committee has been working to develop strategies and supports to strengthen our academic and social supports. The committee has recently formed two subcommittees (Data and Research) to support our students.

- Schedule - Intervention and Enrichment
- Programming - RC
- Professional Development - TSS
- Early Warning Systems - Real time
- Data Based Decisions - Foundational Issues



# **Year 1 Strategies - Goal 1: Assessment**

Implement competency based grading.

Begin to develop and use consistent rubrics in all subject areas and for designated work study practices on competency based report cards.



## **CBE & CBG**

Common work study practice rubrics are utilized in each building.

A common summative rubric template has been agreed upon, based on a grade level/teacher created product.



# Curriculum, Instruction and Assessment

**Goal Two: By 2022 the District will develop and consistently implement a K-12 STEM (science, technology, engineering and math) program.**

## **Strategies Year One:**

Collaboratively research, select and plan for a Pilot of an appropriate K-12 STEM program.

Ascertain budget implications and for a K-12 STEM program, and prepare detailed recommendations for use during budget considerations for fiscal year 2021.



## **K-12 STEM**

A list of STEM Programming/Curriculum Options has been created. Elements of the document include program name, vision/philosophy, age, and professional development considerations.

We just received \$31,536.87 in Title IV-A funds. Part of the stipulations for the use of the funds are to provide all students with access to a well-rounded education, which includes STEM (no less than 20%).



# Curriculum, Instruction and Assessment

**Goal Three: By 2021 the library/media program for students in all three of our K-12 schools will be restructured to reflect a consistent philosophy and approach that promotes library-media services as an integral resource for classroom instruction, and supports the teaching and learning process by emphasizing research skills and curriculum-based critical thinking.**

**Strategy Year One:** Review survey results and recommendations from the library/media work group to determine specific next steps and align work across buildings to create a comprehensive district initiative.



## **Review Library/Media Survey**

The library media group has reviewed the survey. The team is currently in the processes of drafting recommendations to move the department forward and inline with promoting classroom instruction, research skills, and critical thinking.





# Strengthen and Support the Workforce

**Goal One: The Raymond School District will develop a comprehensive induction program for all staff new to the School District.**

## **Year One Strategies:**

Establish a diverse Workforce Committee to gather feedback from current staff and to collaborate to improve the induction program for all employees.

Gather and review feedback from current staff.

Develop a draft/pilot induction program which may include, but will not be limited to, trainings, learning resources, formal mentoring or peer coaching.



## Workforce Committee

The Workforce Committee, with representatives from different employee groups within the District, has been established. Those who have agreed to serve in this capacity are:

Patrick Arsenault - LEAP Program Director

Michael Chouinard - IHGMS Assistant Principal

Emily Denn - IHGMS Case Manager

Jennifer Heywood - Administrative Assistant

Carli Hughes - RHS Para-Educator

Marlene Jones - LRES Teacher

Lisa Nigl - LRES Food Service

Amie Payette - LRES Head Custodian

Karen Stuart - Human Resources Coordinator

Tricia Wentworth - RHS Guidance Counselor



## **Workforce Committee**

The committee will meet this month to examine existing practices, and develop a mechanism to gather feedback from all employees.

Feedback will be gathered in the next two months and the data will be reviewed early in the new calendar year.

Employee feedback will be used as the foundation for further committee recommendations regarding the improvement of our induction programs.



# **Strengthen and Support the Workforce**

**Goal Two: The Raymond School District Leadership Team will provide opportunities for employees throughout the District to be supported to continuously increase their skills and knowledge.**

**Strategy Year One:** A committee will be established to investigate peer coaching models and select an approach through research, book studies and communication with staff and students.



# Peer Coaching

The District Student Intervention Team, headed by Mike Chouinard and Kate Grieve, is the natural committee to examine the role of peer coaching in strengthening core instruction in Raymond. This is because they are already collaborating to determine realistic strategies for helping all of our teachers improve the way they address student needs in the classroom.

This committee has agreed to look at the peer coaching model that was in place in the past (and was well received and appreciated by teachers) and compare it to other well-established models of peer coaching. Through research, examination and deliberation they will recommend a peer coaching plan that fits with and enhances other District improvement efforts.



# Community, Family, Business Engagement and Student Involvement.

Goal One: The Raymond School District will develop a written and actionable plan to increase targeted community, family and business engagement in our schools.

## Year One Strategies:

Identify specific events and/or subjects or courses that community members or family members with special skills or expertise may be able to assist the schools with.

Conduct outreach to community organizations to solicit help with specific events or contents.

Create, maintain, distribute and use a database for use by District employees.



## **Increase Targeted Engagement**

Teachers and employees have been surveyed to determine what courses, activities or events would be most enhanced by volunteers with specific knowledge, skills or experiences. That survey will remain open through November.

In our community newsletter, we previewed the fact that there will be a survey of the community – looking for specific types of volunteers – next month. In the meantime, readers have been informed that they can contact us to inform us of specific volunteering interests.

The database will be created using the survey results and/or information from staff and community members.



# Community, Family, Business Engagement and Student Involvement.

Goal Two: The Raymond School District will develop a plan to increase availability of shadowing/internships/work study with professional organizations, businesses and entrepreneurs.

## Strategies Year One:

Identify the areas of interest or need by surveying students.

Identify corresponding organizations or resources as potential partners to allow or sponsor learning opportunities for students.

Create a database of organizations/resources.

Conduct outreach to professional organizations to determine interest or willingness to collaborate with the District.





## **Increase internship options**

Students at RHS will be surveyed in November, during RAM time, to determine their areas of interest or need in relation to internships, job shadowing or work study programs.

Administration and guidance will build a 'starting point' database of potential organizations to contact.

Broad advertisement to business and/or organizations will begin in December, with specific outreach and networking after the holiday season.



# Communication

**Goal One: The Raymond School District will expand communication to the larger community beyond students and parents through targeted messages.**

## **Strategies Year One:**

Identify all segments of the community to reach and the communication methods/tools that are available.

Match the most appropriate methods to the identified segments of the community.

Match the specific types of messages to the identified segments of the community and communication methods.



## **Expand communication**

The district-wide administrative team collaboratively generated a list of the segments of the community, beyond parents and staff members, that we should reach out to, and the types of messages that would be appropriate for each stakeholder group.

Methods and tools of communication have also been discussed; next steps in November and December include a clear division of effort and responsibility for the community outreach. The plan needs to be formalized and made actionable.



# Communication

**Goal Two: The Raymond School District will use technology to centralize and index information for the public to access as part of an information hub for outgoing and incoming communications.**

## **Strategies Year 1:**

Identify the technology that can be used to index public information to make it searchable by any interested party.

Outline the method or process that will make this a standard operating procedure.

Begin implementing the resource using current resources.

Identify the resources necessary to support this process and propose funds in the FY 20 budget process.



## Communication Indexing

Mr. Federico has researched some tools that could be used to make indexing information realistic. We do not believe it is feasible to hire someone to do this. Rather, we believe that a consistent tool for outgoing information (used across the District) with an indexing mechanism is the most realistic option.

This was taken into account in the budget process; this year we will select a specific tool and begin training key employees to use it.



# Safe and Secure School Environment

**Goal One: The students of Raymond School District will express or demonstrate that they feel safe and supported, and that they believe their voices are heard and valued.**

## **Strategies Year 1:**

Conduct or examine a baseline student survey and data to take steps to strengthen the District-wide campaigns/programs that provide social and emotional support for students.

Provide ALICE training to all staff and students.

Include budget requirements for expanded programs or campaigns as part of the proposed FY 20 budget.



# Safe and Secure School Environment

The administrative team has collaborated to share information about anti-bullying strategies and approaches that build a positive school culture. We do not feel that there is a need to purchase a ‘packaged’ program for this purpose. We have devised a way to internally track bullying reports (both substantiated and unsubstantiated) over the years and across schools.

ALICE trainings have taken place for employees and students. Mr. Ledoux has provided relevant information to parents in a variety of formats, and whole school drills have been conducted.



# Questions

