	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
Curriculum, Instruction and Assessment				
GS #1: By 2023, at least 80% of all students in grades K-12 will demonstrate mastery of grade level standards in the subjects of reading, writing and mathematics.		ELA/Reading: 58% Math: 33% *2019 SAT*	ELA/Reading: 59% Math: 39.25% *18/19 SAS Preliminary Data*	ELA/Reading: 41% Math: 47.5% *18/19 SAS Preliminary Data*
Curriculum				
Establish a working steering committee for curriculum work in the District, to include a cross-section of stakeholders.	-District vertical teams established in all subject areas. -Good progress was made toward the development of curriculum documents that include scope & sequence. Curriculum committee work focused on subject area vertical teams	-All grade levels and departments represented.	-All grade levels and departments represented.	-All grade levels and departments represented.
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.	-District Template Completed. -Vetting In Progress.	-Refine existing curriculum documents.	-Refine existing curriculum documents.	-Refine existing curriculum documents.
Instruction				
Provide targeted professional learning pertaining to student engagement, rigor, differentiated instruction and other instructional strategies as defined in the Raymond Educator Effectiveness Plan.	- Raymond QPA Institute. - 2019 Seacoast Student-Centered Learning Summer Institute. -Master Teacher Paraeducator Learning Network.	- Mindspark Problems of Practice Summit.	- Center for Collaborative Education QPA Institute. - WestED PLC Support for Research-Based Practices of Instruction.	-Responsive Classroom. -Professional Learning Communities at Work via Solution Tree. -LTT (Learning Through Teaching) Graduate Course on Reading through UNH.
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.	- District SIT Team - Support from District MTSS Consultant Shannon Harken	-Developed Early Warning System.	-Established MTSS/RTI	-Beginning MTSS/RTI (Walk to Read/Walk to Math).
Assessment				
Implement competency based grading.	-WSPs reported in all the schools.	-WSP -Academic Competecny Based Reporting ready for 19/20 School Year.	-Academics and WSP	-Academics and WSP
Begin to develop and use consistent rubrics in all subject areas and for designated work study practices on competency based report cards.	- Provided Rubric Training from Instructional Consultant Natasha Kolehmainen. - School-wide rubrics created for WSP in all three buildings.	- Use schoolwide WSP Rubrics. - Needs to continue todevelop common summatives/QPAs, build common langauge, and improve rubrics.	-Use of Schoolwide WSP Rubrics. - Refine rubrics and use more common assessments, and to develop and use quality performance assessments.	-Use of Schoolwide WSP Rubrics, working towards developing grade specific WSP Rubrics. -Needs to continue develop common summatives/QPAs, build common langauge, and improve rubrics.
GS #2: By 2022 the District will develop and consistently implement a K-12 STEM (Science, Technology, Engineering and Math) program.				-
Collaboratively research, select and plan for a Pilot of an appropriate K-12 STEM program.	- Developed a STEM pathway (Computer Science PLTW).			
Ascertain budget implications for a K-12 STEM program, and prepare detailed recommendations for use during budget consideration/cycle for fiscal year 2021.	**In Progress** - Gathering price points from other STEM programs.			

GS #3: 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.				
Review survey results and recommendations from the library/media work group to determine specific next steps and align work across buildings to create comprehensive district initiative.	-Completed and utilized to inform schedules and services at each school.	-Completed and utilized to inform schedules and services at each school.	-Completed and utilized to inform schedules and services at each school.	-Completed and utilized to inform schedules and services at each school.
Strengthen and Support the Workforce				
GS #1: The Raymond School District will develop a comprehensive induction program for all staff new to the School District.				
Establish a diverse Workforce Committee to gather feedback from current staff and to collaborate to improve the induction program for all new employees.	-Completed			
Gather and review feedback from current staff.	-Completed			
The Workforce Committee will develop a draft/pilot induction program which may include, but will not be limited to, trainings, learning resources, formal mentoring or peer coaching.	-Completed but notfully assembled; folders and checklists will be available for the start of the new school year.			
GS #2: The Raymond School District Leadership Team will provide opportunities for employees throughout the District to be supported to continuously increase their skills and knowledge.				
A committee will be established to investigate peer coaching models and select an approach through research, book studies and communication with staff and students.	-Completed			
Community, Family, Business Engagement and Student Involvement				
GS #1: The Raymond School District will develop a written and actionable plan to increase targeted community, family and business engagement in our schools.				
Identify specific events and/or subject areas or courses that community members or family members with special skills or expertise may be able to assist the schools with.	-Completed			
Conduct strategic outreach to community organizations (i.e. churches, senior center, community organization and businesses, etc.), to solicit help with specific events or content.	-Not completed. ELO coordinator will assist with volunteer coordination at RHS next year.			
Create and maintain a database of parental/community organizations/business resources by activity type, content and availability. Develop and distribute information regarding the steps/processes necessary for District employees to appropriately access the targeted volunteers.	-Completed but not with the desired effect. Proposed plan has been adjusted to include designated volunteer coordinator at each school.			
GS #2: The Raymond School District will develop a plan to increase availability of shadowing/internship/work study with professional organizations, business, and entrepreneurs.				
Identify the areas of interest or need (i.e. health care, finances, trade, STEM, etc.) by surveying students.		-Completed		
Identify corresponding organizations or resources (i.e. health care facilities, bank, financial services, trade unions, technology and engineering firms, etc.) as potential partners to allow or sponsor learning opportunities for students.		-Not completed but resources were repurposed to hire an ELO Coordinator to spearhead this at RHS.		

Create a database of organizations/resources.		-Not completed but resources were repurposed to hire an ELO Coordinator to spearhead this at RHS.		
Conduct outreach to professional organizations to determine interest or willingness to collaborate with the District by allowing job shadowing, internships or work study opportunities.		-Not completed but resources were repurposed to hire an ELO Coordinator to spearhead this at RHS.		
Communication				
GS #1: The Raymond School District will expand communication to the larger community beyond students and parents through targeted messages.				
Identify all segments of the community to reach and the communication methods/tools that are available.	-Completed			
Match the most appropriate methods to the identified segments of the community.	-Completed			
Match the specific types of messages to the identified segments of the community and communication methods.	-Completed; the District also obtained the services of a public relations firm to promote effective communication to a range of stakeholders within and outside the District.			
GS #2: The Raymond School District will use technology to centralize and index information for public to access as part of an information hub for outgoing and incoming communications.				
Identify the technology that can be used to index public information to make it 'searchable' by any interested party.	-The analysis was completed but no viable option for indexing of information could be identified.			
Outline the method or process that will make this a standard operating procedure.	-NA for indexing, but the proposed adjusted Plan includes strategies to make information/communication better organized and easy to locate.			
Begin implementing the process using current resources.	-Not Completed			
Identify the type of individual or amount manpower necessary to support the process, and propose any identified funds during the fiscal year 2020 budget process.	-Completed; hiring an employee was not a realistic solution and no additional resources were identified as necessary for the District to improve organization and effectiveness of outgoing communication.			
Safe and Secure School Environment				
GS #1: 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.				
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 (e.g. anti bullying).	-In Process: Steps have been taken to strenghten social-emotional programming at IHGMS and LRES.			
Provide ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training to all staff and students.	-Completed			
Include budget requirements for expanded this programs or campaigns as part of the proposed 2019-20 school budget.	-Completed			