

	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
Curriculum, Instruction and Assessment				
<i>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.</i>				
<p>Curriculum</p> <p>Continue the work of a District level curriculum steering committee to provide input in relation to necessary professional learning activities, potential new programs, and the further refinement of curriculum documents</p> <p>Expand on basic curriculum documents to a higher level of detail to include components such as (but not limited to) essential/overarching questions, cross curricular connections and common assessments</p> <p>Develop a formal process for measuring the alignment between the written and taught curriculum</p>				
	Team was to meet again this spring to review ELA Documents. Remote enviornment has pushed this back.	Committee formed	Committee formed	Committee formed
	Documents completed, in vetting processes.	Documents completed, in vetting processes.	Documents completed, in vetting processes.	Documents completed, in vetting processes.
	Not formally addressed yet.	Not formally addressed yet.	Not formally addressed yet.	Not formally addressed yet.
Instruction				
Implement the designated scope and sequence of instruction in all courses and subjects as outlined in curriculum documents				
	Completed in draft from.	Completed in draft from.	Completed in draft from.	Completed in draft from.
Integrate strategies to differentiate, engage and challenge students at all levels as part of general classroom instruction				
	Adoption of Instructional Look-Fors. QPA Training for all schools	Adoption of Instructional Look-Fors. Honors by Exhibition, QPAs	Adoption of Instructional Look-Fors, QPAs	Adoption of Instructional Look-Fors, QPAs
Implement established procedures to provide effective remedial instruction to students who are struggling in accord with criteria established for reading, writing and mathematics				
	All schools are working to improve in this area.	Ram Time - Targeted Interventions for Ongoing Competency Recovery	Rtl, Labs, and WIN	Encore and Walk to Enrich
Assessment				
Continue to refine and implement rubrics aligned with competency based grading				
	Reintroduced RHS Protocol and scheduled time for rubric development June 8-12	Developing	Rubrics are being developed and being used.	Rubrics are being developed and being used.
Develop and use assessments that will be commonly used by grade level or (multi section) course teachers (common summative assessments)				
	RSD Template	RHS Protocol and RSD Template	RSD Template	RSD Template
Continue training on common assessments that require real-world connections and the integration of a wide range of academic skills to solve relevant subject area problems (quality performance assessments)				
	Completed 4 QPA Trainings	QPA Trainings Complete.	QPA Trainings Complete.	QPA Trainings Complete
<i>GS #2: By 2022 the District will develop and consistently implement a K-12 STEM (Science, Technology, Engineering and Math) program.</i>				
Implement a Pilot of the selected program with periodic monitoring, assessment and reflection of implementation effectiveness				
	PLTW Computer Science Selected			
Propose and justify identified budgetary needs during the budget process				
	Completed			
Plan and carry out professional development activities for teachers in preparation for K-12 implementation				
	PLTW onboarding has taken place and summer PD for three educators is scheduled and being finalized.			
<i>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.</i>				

Optimize each school's unified arts schedules to provide integration of library media specialists as a push in service and resource rather than a stand-alone unified arts course	Completed.			
Collaboratively outline and implement consistent K-12 processes, procedures and strategies to maximize the value of library-media services as a resource for students and educators	Completed and continue to be evaluated (During remote learning the library/media specialists had to completely rethink and redesign now they could support students, teachers and families during the COVID-19 crisis).			

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.

Resources necessary to fully implement all newly developed employee induction programs will be proposed as part of the fiscal year 2021 budget process	We are very excited to have a new position of half time HR assistant in place starting July 1.			
The induction programs will be tested/piloted to the greatest extent possible without specifically designated funding	We began to use the induction binders this year, but the use of them will expand greatly in the upcoming school year during our big 'hiring season'.			
Gather feedback from those who participated in the pilot induction programs; adjust the plans according to relevant feedback	Plans to develop spring survey have been out on hold for the time being. We will gather information in the next several months.			

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.

The committee will solicit and select volunteers from across the district, engage in training, and serve as peer coaches to other employees in accord with the recommended approach/model	As per the Teachers Supporting Teachers presentation at a recent Board meeting, the program is a nice resource for teachers who want to share ideas and improve their craft voluntarily.			
By the end of the school year, the committee will evaluate the effectiveness of the program to date, and gather feedback from participants. Warranted adjustments to the program will be made.	The COVID-19 crisis has impacted our ability to move forward speedily and assess the program. We look forward to seeing how the program can grow over time.			

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.

Designate one employee at each school to serve as a volunteer coordinator or point person	This goal has been held back during the COVID-19 crisis. While we had some inquiries about volunteering, we did not feel that we were equipped to process in a remote learning environment. This goal has been more challenging than anticipated, and the Steering Committee should consider reworking this goal over time.			
Implement the Program and devise a consistent way to gather constructive feedback from participants (volunteers, employees, and students as appropriate)	Not yet addressed.			
Assess the effectiveness of the program and incorporate improvements as needed	Not yet addressed.			

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 and propose the financial resources necessary to significantly expand community based extended learning opportunities (job shadowing, internships and/or work study programs) in the District as part of the budget development process

Completed - we now have our ELO Coordinator and have proposed for FY 21 any other costs associated with the program.

Outline, refine and write practices and procedures for the placement of students and responsibilities of participating organizations

Well underway - we are very fortunate to have an experienced ELO Coordinator to lead this.

Determine the criteria for assessing credit for activities, and promote the potential increased opportunities at the designated locations with eligible students

Well underway - we are very fortunate to have an experienced ELO Coordinator to lead this.

Work with students to arrange the extended learning (job related) opportunity placements for as many students as feasible

While we have made outstanding progress in this area this year, the COVID-19 crisis and remote learning made ELOs very challenging for our students.

Communication

GS #1: The Raymond School District will expand communication to the larger community beyond students and parents through targeted messages.

Improve the consistency, the stakeholder appeal, and the organization of the District and school websites, electronic calendars and weekly parent communications

We have made some improvements to the look and feel of our website, and also plan to change the template for it during this year, partly due to functionality but mostly due to the fact that we can lower annual maintenance costs. We held a meeting to promote consistency of approach in use of the website calendars; trainings will continue and we support changes. Representatives from each school have been trained to use Constant Contact for weekly parent communications, this will begin in March.

Assess the effectiveness of the revised communication strategies identified and implemented

In progress

Make necessary adjustments to further enhance communication to the population beyond parents and students

Our efforts to revamp the District website were delayed by remote learning, but progress has been made in respect to the use of our electronic calendars and weekly parent communications (consistency has increased). We have used our news blog site to share much relevant (and uplifting) information during the COVID-19 crisis and will continue to do so.

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.

Routine, outgoing communication from the District and schools intended to inform parents or guardians and/or the public will be archived in a consistently organized fashion and made available on the school or District website in a conspicuous location

All school newsletters (weekly email) are now in the same format that is more appealing and similarly organized. Next steps include archiving them and storing them in an obvious, accessible location on the website.

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.

Expand staff training on staff-student relationship building and positive school culture to high school staff and new hires

During this time of remote learning the schools have been working collaboratively to monitor student engagement and performance and reach out to students/parents to provide supports.

Examine student data (behavioral and survey) to determine potential impact, gauge the effectiveness of training and/or initiatives and adjust the programs going forward

Each school has established a routine to do this; our Director of Student Behavioral Health has been working with counselors and social workers to determine and act on effective ways to support families in need.

