
Raymond School District Strategic Plan

— 2018-2019 Progress Overview —

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 2023, 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 long term goal are divided up under the three areas of curriculum, instruction and assessment.

**Based on July 2019 preliminary NH SAS/SAT data.*

To Date Progress Toward the CIA Goal 1 (80% K-12)

- ELA
 - LRES - 45.1%
 - IHGMS - 60.7%
 - RHS - 50.0%
 - **District - 51.9%**
- Mathematics
 - LRES -43.8%
 - IHGMS - 33.7%
 - RHS -41.2%
 - **District -39.6%**

*STAR 360 % **Predicted** to be proficient by end of 18/19 SY

To Date Progress Toward the CIA Goal 1 (80% K-12)

Overall Performance on the SAS Summative test, by Subject, Grade: Raymond, 2018-2019

ELA/Reading

Grade	Number of Students Tested	Percent Proficient
Grade 3	85	41%
Grade 4	85	41%
Grade 5	99	62%
Grade 6	97	40%
Grade 7	91	57%
Grade 8	82	55%

Mathematics

Grade	Number of Students Tested	Percent Proficient
Grade 3	85	47%
Grade 4	85	48%
Grade 5	99	38%
Grade 6	97	25%
Grade 7	92	49%
Grade 8	83	45%

Science

Grade	Number of Students Tested	Percent Proficient
Grade 5	99	40%
Grade 8	82	46%
Grade 11	78	23%

*SAS % proficient *Preliminary Data*

To Date Progress Toward the CIA Goal 1 (80% K-12)

SAT School Day March 2019 - April 2019

11th grade

Mean Total Score [?](#)

984 | 400 to 1600

32% Met Both Benchmarks

Mean ERW Score [?](#)

489 | 200 to 800

58% Met ERW Benchmark

Mean Math Score [?](#)

494 | 200 to 800

33% Met Math Benchmark

Participation

66 Total test takers

Percentage of Test Taker Population by Sex

Female **56%** | Male **44%** | No Response **0%**

Goal 1 Continued: Curriculum

- Good progress was made toward the development of curriculum documents that include scope & sequence. Curriculum committee work focused on subject area vertical teams.
- Next steps are to expand committee work to a District level steering committee and to refine existing curriculum documents.

Goal 1 Continued: **Instruction**

- A wide range of target professional learning activities for educators were provided; good progress toward our goal. Multi-tiered systems of support (MTSS) were significantly strengthened at IHGMS and LRES.
- Next steps are to teach to the developed curricula, implement strategies to increase differentiation in classrooms, and further improve MTSS at IHGMS and LRES; also to establish MTSS at RHS.

Goal 1 Continued: **Assessment**

- Competency based grading was implemented at LRES and IHGMS and partially begun at RHS. Consistent rubrics for Work Study Practices were used K-12; subject area rubrics continue to be under development.
- Next steps are to continue to develop and improve rubrics, collaboratively refine and use more common assessments, and to develop and use quality performance assessments.

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.

- Several K-12 STEM programs were examined; the effort was prioritized to an initial emphasis on computer science, and preliminary budget information was gathered.
- Next steps are to finalize fiscal information for a budget proposal, plan and/or provide professional development and Pilot a selected program on a limited basis.

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.

- Strategies for years one *and* two were accomplished; library-media services were restructured in the District.
- Next steps are to develop, refine and implement consistent procedures that enhance library-media as a support serve, and to help build or promote interdisciplinary connections in the schools.

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.

- A committee gathered employee feedback and collaboratively developed induction materials for different employee groups. Materials are being refined and prepared for use at the start of school in August 2019.
- Next steps are to ascertain any budget implications, implement new induction strategies and to gather feedback for continuous improvement.

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.

- A committee investigated peer coaching models, gathered stakeholder feedback and developed a preliminary approach to peer coaching for teachers in Raymond.
- Next steps are to refine the program, ascertain budget implications, pilot it on a limited basis, and gather feedback for improvement.

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.

- This goal proved challenging without designated employees in charge of increasing volunteerism. Although the required action steps were taken, the outcome was not what was hoped for. A position was repurposed, however, to allow for an Extended Learning Opportunity Coordinator who will also work to address volunteer opportunities to strengthen community connections at RHS.
- Next steps are to increase volunteerism, gather feedback from participants and stakeholders, and adjust strategies as needed to promote increased participation.

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.

- Some progress was made toward this goal, but accomplishments were very limited without a designated professional in charge of promoting internships and work study programs. However, a position was repurposed in order to make it possible for the District to hire an Extended Learning Opportunity (ELO) Coordinator for RHS starting in August of 2019.
- Next steps are for our new ELO Coordinator to develop and refine procedures pertaining to ELOs, to network in the community and promote the program with students; build an ELO program at RHS.

Communication

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

- Some gains were made in relation to communication with the community; several events were held, videotaped and promoted. The District obtained the services of a public relations firm to assist with communication/outreach.
- Some of our next steps are to improve other aspects of communication such as websites, electronic calendars, and parent emails in terms of public appeal and organization.

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.

- A feasible way to index information for the public could not be developed and implemented.
- Next efforts will focus on archiving outgoing communication in an organized fashion that makes past documents easy to locate on our website.

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.

- Good progress was made toward this goal in terms of ALICE implementation and the development of social-emotional learning programs at LRES and IHGMS.
- Next steps are to strengthen or deepen programs, integrate strategies into induction programs and to expand more into the high school, especially in terms of student voice.

Questions