

	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
<b>Curriculum, Instruction and Assessment</b>				
<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>		ELA/Reading: 58% Math: 38% *2019 SAT	ELA/Reading: 59% Math: 39.25% *18/19 SAS	ELA/Reading: 41% Math: 47.5% *18/19 SAS
<b>Curriculum</b>				
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	District Curriculum Committe met on Nov. 22. Team will meet again this spring to review ELA Documents.	Represented	Represented	Represented
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	Scope and sequence documents are complete starting the vetting processes.	Documents completed, starting vetting processes.	Documents completed, starting vetting processes.	Documents completed, starting vetting processes.
Develop a formal process for measuring the alignment between the written and taught curriculum	Not formally addressed yet.	Not formally addressed yet.	Not formally addressed yet.	Not formally addressed yet.
<b>Instruction</b>				
Implement the designated scope and sequence of instruction in all courses and subjects as outlined in curriculum documents	Completed in draft from.	Developing/Emerging	Developing/Emerging	Developing/Emerging
Integrate strategies to differentiate, engage and challenge students at all levels as part of general classroom instruction	Adoption of Instructional Look-Fors	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.	Developing (Ram Time)	Rtl, Labs, and WIN	Encore and Walk to Enrich
<b>Assessment</b>				
Continue to refine and implement rubrics aligned with competency based grading	In Progress	Developing	Rubrics are being developed and being used.	Developing/Emerging
Develop and use assessments that will be commonly used by grade level or (multi section) course teachers (common summative assessments)	RSD Template	In progress	In Progress	In Progress
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)	4 Building QPA Trainings Scheduled for the Year.	QPA #2 Training Complete.	QPA #2 Training Complete.	QPA #1 Training 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	Waiting on budget outcome			
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	Planning for summer PD (Budget)			

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GS #3: <i>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	Complete but continued to be evaluated.			
Strengthen and Support the Workforce				
GS #1: <i>The Raymond School District will develop a comprehensive induction program for all staff new to the School District.</i>				
Resources necessary to fully implement all newly developed employee induction programs will be proposed as part of the fiscal year 2021 budget process	Completed - we incorporated a part time Human Resources Assistant into the proposed FY 21 budget.			
The induction programs will be tested/piloted to the greatest extent possible without specifically designated funding	Developed induction binders and piloting.			
Gather feedback from those who participated in the pilot induction programs; adjust the plans according to relevant feedback	Plans to develop spring survey.			
GS #2: <i>The Raymond School District Leadership Team will provide opportunities for employees throughout the District to be supported to continuously increase their skills and knowledge.</i>				
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	The committee meets regularly, with support from key administrators at times and facilitation by Dorothy Francini. They have spoken to faculty members, and solidifying plans for the approach to the program.			
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.	Continuing to gather feedback.			
Community, Family, Business Engagement and Student Involvement				
GS #1: <i>The Raymond School District will develop a written and actionable plan to increase targeted community, family and business engagement in our schools.</i>				
Designate one employee at each school to serve as a volunteer coordinator or point person	We are just beginning to do a collaborative, and comprehensive redefinition of our volunteer processes with an eye toward District consistency and volunteer outreach and recognition.			
Implement the Program and devise a consistent way to gather constructive feedback from participants (volunteers, employees, and students as appropriate)	Not yet addressed.			

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Assess the effectiveness of the program and incorporate improvements as needed	Not yet addressed.			
<b>GS #2: The Raymond School District will develop a plan to increase availability of shadowing/internship/work study with professional organizations, business, and entrepreneurs.</b>				
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		Well underway, we have already increased the number of students who participate in ELOs.		
<b>Communication</b>				
<b>GS #1: The Raymond School District will expand communication to the larger community beyond students and parents through targeted messages.</b>				
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	Not yet addressed.			
<b>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.</b>				
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	PDF files of articles linked to the weekly newsletters will be hosted on our website.			
<b>Safe and Secure School Environment</b>				
<b>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.</b>				

Expand staff training on staff-student relationship building and positive school culture to high school staff and new hires	<b>Raymond School District</b> Assemblies and small group meetings with Deo Mwano to promote inclusiveness, and a positive school culture at middle and high school. Induction binders have section on building appropriate relationships with students.	<b>Raymond High School</b>	<b>Iber Holmes Gove Middle School</b>	<b>Lamprey River Elementary School</b>
Examine student data (behavioral and survey) to determine potential impact, gauge the effectiveness of training and/or initiatives and adjust the programs going forward	Hired an administrator to lead improvements in students' behavioral health through Project Aware and multi-tiered systems of support for behavior.			