

	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>				
		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				
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	Committee members have been selected from LRES, IHGMS, and RSD. Still waiting on membership from RHS and community. First meeting will be scheduled for November.	Need two members.	Members selected.	Members selected.
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 will be completed by January.	Scope and sequence documents will be completed by January.	Scope and sequence documents will be completed by January.	Scope and sequence documents will be completed by January.
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.
Instruction				
Implement the designated scope and sequence of instruction in all courses and subjects as outlined in curriculum documents	Not yet addressed yet as documents will be completed by January	Developing	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	Adoption of Instructional Look-Fors	Adoption of Instructional Look-Fors
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.	Shannon Harkin Consultation - Nov. 25	Shannon Harkin Consultation - Nov.26 Walk to Enrich
Assessment				
Continue to refine and implement rubrics aligned with competency based grading	In Progress	Developing	Developing/Emerging	Developing/Emerging
Develop and use assessments that will be commonly used by grade level or (multi section) course teachers (common summative assessments)	In Progress	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 #1 Training Complete.	QPA #1 Training Complete.	QPA #1 Training in January
<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	Not yet addressed.			
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	Not yet addressed.			

	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
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.				
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	Underway - our library media specialists will be allowed collaborative time to further develop processes and strategies.			
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	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	Not yet addressed.			
Gather feedback from those who participated in the pilot induction programs; adjust the plans according to relevant feedback	Not yet addressed.			
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	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.	Not yet addressed.			
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	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.			

	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
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		Well underway, we have already increased the number of students who participate in ELOs.		
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 and we teach representatives from each school to use Constant Contact for weekly parent communications. Website training has been delayed a bit due to impending change of the website host.			
Assess the effectiveness of the revised communication strategies identified and implemented	Not yet addressed.			
Make necessary adjustments to further enhance communication to the population beyond parents and students	Not yet addressed.			
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.				

	Raymond School District	Raymond High School	Iber Holmes Gove Middle School	Lamprey River Elementary School
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	We have been working behind the scenes to find the best way to do this. Articles linked to the community newsletters, for example, are hosted on our website. We are still exploring options.			
Safe and Secure School Environment				
<i>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.</i>				
Expand staff training on staff-student relationship building and positive school culture to high school staff and new hires	Two of the new 'look fors' is for teachers to greet students at the door and to circulate during independent work so that students feel valued and supported. We plan to expand training throughout the school year.			
Examine student data (behavioral and survey) to determine potential impact, gauge the effectiveness of training and/or initiatives and adjust the programs going forward	The District has been awarded a substantial 5 year grant to develop sustainable systems to support student behavioral health. That process, early on, will include an in-depth analysis of data from across the District to determine priorities and steps.			