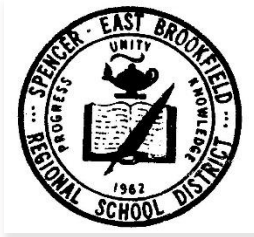


DISTRICT IMPROVEMENT PLAN

Spencer-East Brookfield Regional School District

2015 to 2018



District Improvement Planning Team:

Name	Role	Name	Role
Dr. N. Tracy Crowe	Superintendent of Schools	Carla Chioda	Pupil Personnel Services Director
Dr. Patricia Jordan	David Prouty HS Acting Principal	Jodi Bourassa	Knox Trail MS Principal
Linda Stanelun	Wire Village Elementary Principal	Ronald Tomlin	East Brookfield Principal
Gary Suter	Business Comptroller	Patricia Jordan	Academic Affairs Director
Christian Gemme	Network Administrator		

Mission/Vision Statement

....We believe in the importance of a regional school district where the district is an integral part of the community and that community support is necessary for the district's operation and achievement of excellence. We are confident that through our collaboration, we will build a common purpose for the future of our schools. The Spencer East Brookfield Regional School District Goals are as follows:

- To engage all students in challenging programs that will meet their individual needs;
- To create and sustain an atmosphere of mutual respect and cooperation within the entire school community;
- To develop and nurture dynamic partnerships with the greater community;
- To build organizational structures which support effective teaching and learning at all developmental levels while maintaining fiscal responsibility.

VISION

All students can and will learn when supported by a committed community, parents and highly qualified educators. SEBRSD students will develop intellectually, socially, physically, and creatively. They will graduate “college and career-ready” fully prepared to become contributing members of the global society.

Overarching Goals

SEBRSD will:

- provide students and staff with clean, safe learning and teaching environments
- develop a challenging, engaging, and innovative curriculum focused on high academic standards for teaching and learning
- apply rigorous performance standards to all areas of student learning and consistently use assessments to measure student growth and achievement as well as inform educator practice
- ensure that all students have equal access to high quality instruction, instructional resources and have the opportunity to learn and achieve in a safe environment
- inspire and empower students to achieve high academic success to prepare for college and career, become life-long learners, and be ethical and responsible global citizens

THEORY OF ACTION

We will improve student learning and teaching quality and narrow the achievement gap for all students if we ensure that all students have access to:

- safe, clean learning environments
- horizontally and vertically aligned curriculum
- high-quality data-informed instruction
- rich learning resources and tools
- internal and external systems that support district initiatives

Data reviewed to develop the SEBRSD District Improvement Plan:

- Reports- Janet McKenna (asbestos report), Michael Feeney (air quality), and MA District Review Report conducted June 2013
- Technology update on status of Wi-Fi connectivity in District buildings
- School District data: enrollment, attendance, personnel files, PD history, MCAS results, CPR reports
- Budget, Unit contracts and Financial Overseer reports
- Input from administration, staff, School Councils, parent support groups, students, local government and businesses



Action Plan

District Improvement Plan Goal Area: Safe and Secure Schools

Objective: Provide all students with safe and secure learning environments.

Goal: The school district will upgrade the safety and security of all schools, results will be measured using the completion rate of each initiative.

Initiatives	Responsible Parties	Start Date	End Date
Complete all outstanding building repairs	Building and Grounds Business Comptroller	January 4, 2016	June, 2016
Develop a schedule of maintenance and replacement for district property	Building and Grounds Business Comptroller, Superintendent, Director of Academic Affairs' Principals	January 4, 2016	June, 2016
Implement District crisis response (ALICE) training	Superintendent, Director of Academic Affairs, Director of Pupil Services, Principals	January 4, 2016	December, 2016
Update/replace security and phone systems	Technology Department Superintendent, School Committee		FY 2017
Secure funding for position of Supervisor of Building and Grounds	Superintendent, Business Comptroller, School Committee		FY 2017
Re-establish Prouty High School Building Committee	Superintendent School Committee High School Administration		FY 2017

District Improvement Plan Goal Area: Curriculum Alignment

Objective: Provide all students with an effective curriculum and classroom instruction that will prepare them for college and career readiness.

Goal: The school district will aligned curriculum of all major subjects both vertically and horizontally, results will be measured by trimester assessment results as well as State assessments.

English Language Arts

Initiatives	Responsible Parties	Start date	End Date
Conduct a survey of all K-12 schools to establish what curriculum is being used at all grade levels.	Director of Academic Affairs	January 4, 2016	January 30, 2016
Establish a K-12 English Language Arts Committee to develop and implement curriculum alignment both vertically and horizontally.	Director of Academic Affairs ELA Committee	January 4, 2016	January 30, 2016
Research, select and implement a K-12 literacy program for writing across the curriculum	Director of Academic Affairs ELA Committee	February 1, 2016	February 29, 2016
Develop and implement a K-12 curriculum map throughout the district, which will be both vertically and horizontally aligned.	Director of Academic Affairs ELA Committee	January 4, 2016	Ongoing
Develop a trimester K-12 assessment schedule	Director Of Academic Affairs	August, 2016	August, 2016
Implement a trimester common assessment using MAP K-8 by grade level, results will be analyzed to determine effectiveness of curriculum and instruction.	Director of Academic Affairs ELA Committee Building Data Teams, Unit A	September, 2016	Ongoing

Mathematics

Initiatives	Responsible Parties	Start Date	End Date
Conduct a survey of all K-12 schools to establish what curriculum is being used at all grade levels.	Director of Academic Affairs	January 4, 2016	January 30, 2016
Establish a Mathematics Committee to develop and implement curriculum alignment both vertically and horizontally.	Director of Academic Affairs, Mathematics Committee	January 4, 2016	January 30, 2016
Develop and implement a curriculum map throughout the district, which will be both vertically and horizontally aligned.	Director of Academic Affairs, Mathematics Committee	February 1, 2016	February 29, 2016
Continue to implement EngageNY mathematic program with fidelity	Principals, Mathematics Teachers	January 4, 2016	Ongoing
Analyze EngageNY to ensure all Massachusetts State Standards are addressed. If not all standards are addressed, the Committee will research and design lessons to supplement.	Mathematics Committee	January 4, 2016	March 31, 2016
Develop a trimester K-12 assessment schedule	Director Of Academic Affairs	August, 2016	August, 2016
Implement a common trimester assessment K-8 using MAP by grade level, results will be analyzed to determine effectiveness of curriculum and instruction.	Director of Academic Affairs, Mathematics Committee	September, 2016	Ongoing
Continue implementation of Massachusetts Mathematics & Science Initiative (MMSI)	Director of Academic Affairs, High School Principal, Middle School Principal	February 1, 2016	Ongoing

Science

Initiatives	Responsible Parties	Start Date	End Date
Conduct a survey of all K- 12 schools to establish what curriculum is being used at all grade levels	Director of Academic Affairs	January 4, 2016	January 30, 2016
Establish a K-12 Science Committee to develop and implement curriculum alignment both vertically and horizontally	Director of Academic Affairs Science Committee	January 4, 2016	January 30, 2016
Research, select and implement a literacy program for writing across the curriculum	Director of Academic Affairs, ELA Committee	February 1, 2016	February 29, 2016
Continue to develop and implement a curriculum map throughout the district, which will be both vertically and horizontally aligned	Director of Academic Affairs Science Committee	February 1, 2016	February 29, 2016
Develop a quarterly K-12 assessment schedule	Director Of Academic Affairs	August, 2016	August, 2016
Develop and implement quarterly common assessments K-12 by grade level, results will be analyzed to determine effectiveness of curriculum and instruction	Director of Academic Affairs Science Committee	September, 2016	Ongoing
Continue implementation of Massachusetts Mathematics & Science Initiative (MMSI)	Director of Academic Affairs, High School Principal, Middle School Principal	February 1, 2016	Ongoing

District Improvement Plan Goal Area: Data Teams

Objective: Provide all students with an effective curriculum and classroom instruction that will prepare them for college and career readiness

Goal: The school district will facilitate the development of school based data teams, results will be measured by trimester assessment results as well as State assessments.

Initiatives	Responsible Parties	Start Date	End Date
Establish members of buildings' staff to be part of a school based data team.	Principals	January 4, 2016	January 15, 2016
Facilitate professional development of building based data teams.	Director of Academic Affairs	January 8, 2016	September, 2016
Train teachers how to analyze data to improve classroom instruction	Building Data Teams	September, 2016	October, 2016
Deliver presentations of school based data such as MCAS, MAP, DIBELS, DDMs and common formative assessments to schools' staff.	Building Data Teams	September, 2016	Ongoing
Create an assessment schedule, so that school based data will be horizontally and vertically aligned.	Director of Academic Affairs	August, 2016	August, 2016

District Improvement Plan Goal Area: Promote High Quality Leadership and Professional Development

Objective: Support the learning of all students through the continued education of staff and upgrade of technology.

Goal: The School District will support and facilitate 21st Century Skills, results will be measured by trimester assessment results as well as State assessments.

Initiatives	Responsible Parties	Start Date	End Date
Establish a Professional Development Committee who will advocate for and determine what professional development is needed to support the development of research based instructional strategies.	Superintendent, Director of Academic Affairs, Unit A	January 4, 2016	January 15, 2016
Complete Wi-Fi installation for all schools	Technology Department	January 4, 2016	September, 2016
Reestablish Technology Committee, which will develop a vision, Acceptable Use Policy and Bring Your Own Device (BYOD) Policy	Superintendent, Director of Pupil Services, Director of Academic Affairs, Technology Department	January 4, 2016	September, 2016
Develop a technology replacement and upgrade cycle	Technology Committee	January 4, 2016	June, 2018
Implement professional development on Universal Design for Learning (UDL), which develops regular education teachers' capacity to support Special Education Students and English Language Learners.	Director of Academic Affairs	FY 2018	
Establish Positive Behavior Interventions and Supports (PBIS) Teams in all schools	Building Principals Director of Pupil Services	January 4, 2016	June, 2018
Develop a Global Studies Program	Superintendent, High School Principal, Middle School Principal, Director of Academic Affairs	January 4, 2016	December, 2016
Continue to implement the educator evaluation with fidelity and calibration	All Staff	January 4, 2016	Ongoing

District Improvement Plan Goal Area: Community Relations and Involvement

Objective: Establish and maintain relationships with community members and organizations

Goal: To establish transparent communication and develop community partnerships, results will be measured by the increase in time used to establish and maintain relationships within the community

Initiatives	Responsible Parties	Start Date	End Date
Create and maintain school-business partnerships at all schools	Building Principals Superintendent	January 4, 2016	Ongoing
Establish ongoing collaboration with parents and community stakeholders	Superintendent Director of Academic Affairs Building Administration	January 4, 2016	Ongoing
Maintain communication and collaboration with parent groups such as: School Councils, SEPAC, Boosters, PAWS, PAG, PIE, and others	Building Principals Superintendent Director of Academic Affairs, Director of Pupil Services	January 4, 2016	Ongoing
Schedule and conduct biweekly Administration Meetings	Superintendent Director of Academic Affairs Building Administration	January 4, 2016	Ongoing
Establish a schedule and protocols for timely website enhancements and updates	Superintendent Director of Academic Affairs, Assistant to the Superintendent, Principals	January 4, 2016	Ongoing
Attendance at quarterly meetings with faculty and students	Superintendent Director of Academic Affairs	January 4, 2016	Ongoing