

Board Goals Update
January 24, 2018

I. Board Strategic Objective 1:
Implementation of Proficiency-based Learning PreK-12

A. Identify Power Standards, Performance Indicators, Scoring Criteria, Assessments

- Revision of Power/Content Standards has been completed where needed
- Performance Indicators completed through 10th grade
- Scoring Criteria is being implemented and revised as needed
- Creation, implementation, and revision of assessments ongoing
- Student work has been analyzed by every teacher at FHS during a PLC, focused on the assessment, analysis of data, and identifying next steps.
- Creation of a communication plan
 - PBE parent guide created at FHS
 - Scheduled to create guide at elementary and middle school before the end of the year
 - Two parent meetings regarding PBE planned at FHS for incoming ninth grade parents
 - First meeting scheduled for January 23rd
 - Hired Brenner Associates to work with administration on making “report cards” more user friendly.
 - Scheduled 3 informational sessions with superintendent & assistant superintendent to discuss PBE and other topics

B. RTI Implementation/ Revision K-12

- Focused on RTI – B (behavior)
- Building principals have met with the Director of Instructional Support to identify the components of effective positive support plans
- Template has been created to utilize when creating positive support plans
- Reviewed the process for writing and implementing positive support plans for students in RTI and Special Education
- Creating and analyzing plans before determining eligibility for special education
- Creation of entrance criteria for the Choices Programs

C. Implement Big Ideas Math Program 6-12

- Professional Development
 - Nate Garnett has been providing regularly scheduled sessions with teachers – ongoing
 - Jim deBerjeois, consultant worked with staff in August, November. Scheduled session in March.
- Reflecting on student data to monitor implementation
 - PLCs
 - Release Time at end of units
- Implement GaTE clustering model
 - Implemented at FMS, grade 6
- Assess effectiveness of clustering model
 - Reviewed at GaTE Advisory
 - Discussed during principal coaching sessions
 - Classroom visitations

D. Differentiation of Math Instruction K-5

- Conducted EM4 Needs Assessment Audit
 - Completed
- Determined next steps for increasing math achievement K-5
 - Chose outcomes based on audit
 - K-5 Math Committee created
- Implemented GaTE clustering model
 - MLS and DCS Grade 5
- Assess effectiveness of clustering model
 - Reviewed at GaTE Advisory

II. Board Strategic Objective 2: *Improved Teacher and Administrative Effectiveness*

A. Create Plan for Administration to Calibrate

- Classroom visits during B-team meetings
- Debrief after visitations

B. Implement Assessments for Student Growth

- Assessments have been created
- Development of tracking system ongoing
- Evaluators review assessment results with educators
 - Planned for spring

C. Implement Educator Peer Observation

- Ongoing

D. Creation of SMART Goals

- Completed and can be reviewed at <http://www.rsu5.org/Board>

E. Revise Principal Evaluation Document

- Revision is nearing completion

F. Pilot Evaluation Tool for Superintendent's Evaluation

- Subcommittee created
- Evaluation tool created
- First read of revised policy has been presented to Board

III. Board Strategic Objective 3:
Creation of Long-term Strategic Plan (two year goal)

A. Outline Overall Process

- Will be completed once facilitator is hired

B. Hire Consultant in Strategic Planning Process

- In progress; plan to finalize after February meeting

C. Create Strategic Planning Committee

- Team created and has met twice
- Meets first Wednesday of every month

2017-2018 RSU5 Goals - Support Document

RSU5 Goal: Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

Vision: Our schools provide a safe, engaging environment that fosters a passion for lifelong learning.

Strategic Objective 1: Implementation of proficiency-based learning PreK-12.

Action Strategies:	Activities	Responsibility	Timeline
<p>1. Identify Power Standards, performance indicators, scoring criteria, assessments</p>	<ol style="list-style-type: none"> 1. Power Standards <ol style="list-style-type: none"> a. Revise power standards where needed 2. Performance Indicators (grades 10-12) <ol style="list-style-type: none"> a. Review/create performance indicators b. Revise performance indicators where needed 3. Scoring Criteria (grades 10-12) <ol style="list-style-type: none"> a. Review/create scoring criteria b. Revise scoring criteria as needed 4. Assessments (K-12): <ol style="list-style-type: none"> a. Design/revise and implement a wide range of rigorous assessments, including performance-based assessments, in all content areas at FHS b. Analyze student work from assessments to gather data about students' levels of understanding at FHS c. Use data from assessments to guide and differentiate instructional practices and reteaching at FHS 5. Create a communication plan 	<p>Principal FHS Assistant Superintendent Superintendent Administrators</p>	<p>June 2018</p>

2017-2018 RSU5 Goals - Support Document

2. Implementation/revision of RTI of K-12	<ol style="list-style-type: none"> 1. Professional Development for teachers around strategies for RTI-Behavior 2. Reflecting on student data to progress monitor and to inform instruction 	Director of Instructional Support, Assistant Superintendent	May 2018
3. Implementation of 6-12 math curriculum	<ol style="list-style-type: none"> 1. Professional development for initial implementation <ul style="list-style-type: none"> ● PLCs ● Consultants ● Math Walk-through 2. Reflecting on student data to monitor implementation 3. Implement GaTE clustering model 4. Assess effectiveness of clustering model 	Assistant Superintendent, Building Administrators, Math Interventionist	April of 2018 September 2017 June 2018
4. Differentiation of math instruction K-5	<ol style="list-style-type: none"> 1. Conduct EM4 Needs Assessment Audit 2. Determine next steps for increasing math achievement K-5 3. Implement GaTE clustering model. 4. Assess effectiveness of clustering model. 	Administrators Assistant Superintendent	1. November 2017 2. November 2017 3. September 2017 4. June 2018

2017-2018 RSU5 Goals - Support Document

RSU5 Goal: Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

Vision: Our educators are mentors dedicated to providing our students with the knowledge and skills that will help them adapt to our changing world.

Strategic Objective 2: Improved teacher and administrator effectiveness.

Action Strategies	Activities	Responsibility	Timeline
1. Create plan for administrators to calibrate together	1. Determine 3 specific dates and foci for calibration.	Assistant Superintendent	Fall of 2017
2. Implement assessments for student growth	1. Develop master timeline for Principals 2. Collaborate with tech staff to develop tracking system 3. Evaluators review assessment results with educators	1. Assistant Superintendent 2. Director of Technology, Assistant Superintendent 3. Director of Instructional Support, Principals	1. Fall 2017 2. November 2017 3. Spring 2018
3. Implement educator peer observation	1. Documentation of completion of peer observations	Administrators	April of 2018
4. Creation of SMART Goals	1. Each school utilize data when creating goals 2. Data presented with presentation of goals	Building Administrators	Fall of 2017
5. Revise Principal Evaluation document	1. Review and revise the Principal Evaluation document with B-Team 2. Present revisions to PEPG for Committee approval 3. Present final revision to the Board	Superintendent, Assistant Superintendent PEPG Committee B-Team	December of 2017 for revision process. Spring 2018 for Board approval

2017-2018 RSU5 Goals - Support Document

RSU5 Goal: Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

Vision: Our community supports the concept that each individual-be they student, educator, parent, or community member - bears responsibility to the success of our mission.

Strategic Objective 3: To create five year Strategic Plan

Strategies	Activities	Responsibility	Timeline
1. Create Strategic Planning Committee	1. Proposal of Team Makeup 2. Team Meets to Create Plan	Superintendent Asst. Superintendent School Board	Fall of 2017 Fall of 2017
2. Hire Consultant/Facilitator to assist superintendent in strategic planning process	1. Contact MSMA for suggestions 2. Contact potential facilitators 3. Select facilitator	Board Members Administrators Board/Admin	September 2017 October 2017 October 2017
3. Outline overall process	1. Draft Plan	Asst. Superintendent Superintendent	October 2017
4. Gathering input from stakeholders	1. Conduct public forums 2. Utilize surveys to provide feedback	Strategic Planning Committee	Spring/ September 2018
5. Sub-committee creates draft plan for review and revisions	1. Create draft plan 2. Present draft to administrative team 3. Committee decides on further action	Strategic Communications Subcommittee	Fall of 2018
6. Strategic Planning Committee brings draft to Board for feedback/approval	1. Board Presentation	Strategic Communications Subcommittee	January 2019 Ongoing
7. Communication of Strategic Plan	1. Create communication plan	Strategic Communications Subcommittee	Spring 2019