

**DCS School Goals 2020-2021**

<b>School: Durham Community School</b>
<b>Team Members: DCS staff</b>
<b>District Goal: Focus on Student Achievement through Improved Student-Centered Teaching and Learning</b>

<b>Goals</b>	<b>Strategies and Action Steps</b>	<b>Responsibility</b>	<b>Evidence of Effectiveness</b>	<b>Outcomes</b>
<p><b>Strategic Goal 1:</b>  <b>All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.</b></p> <p><b>DCS Goal</b>            By June 2021 DCS faculty will identify a pathway of sustainable practice for diversity, inclusion, and equity.</p>	<ul style="list-style-type: none"> <li>Administration will participate in professional development tied to equity practices such as Maine’s Cultural Competence Institute.</li> </ul>	~Will Pidden ~Kelli Rogers	<ul style="list-style-type: none"> <li>School leaders have a deeper understanding of diversity, inclusion, and equity, and how it relates to student needs in RSU 5.</li> </ul>	<p>Participated in Cultural Competence Institute , 21 day challenge with critical friends group, readings and reviews of multiple sources.</p>
	<ul style="list-style-type: none"> <li>Develop an action plan based on the findings of the District audit</li> </ul>	~District admin team ~School leadership team	<ul style="list-style-type: none"> <li>Action plan developed, and shared with staff.</li> <li>PD time planned to enact the action plan.</li> </ul>	<p>Many recommendations from the audit are being addressed at the district level.            School level addressed below.</p>
	<ul style="list-style-type: none"> <li>Plan and facilitate professional development opportunities for staff related to equity</li> </ul>	~ School leadership team	<ul style="list-style-type: none"> <li>Professional development calendar adjusted to incorporate new learning opportunities.</li> </ul>	<p>Series of staff meetings throughout the year.</p> <p>Padlet of resources</p>

	practices.			Learning for Justice - Responding to situations
	<ul style="list-style-type: none"> <li>Start a Civil Rights team in Middle School to get student perspectives.</li> </ul>	~ Guidance team	<ul style="list-style-type: none"> <li>A civil rights team meets regularly and initiates projects that engage their school community in thinking and talking about issues related to race and skin color, national origin and ancestry, religion, disabilities, gender (including gender identity and expression) and sexual orientation in an age-appropriate manner.</li> </ul>	Achieved and added Civil Rights Team for grades 4-5 this year
	<ul style="list-style-type: none"> <li>Deepen knowledge of social justice through the partnership with Teacher's College and Center for Responsive Schools.</li> </ul>	~ Literacy strategist ~ Guidance team ~ Administrators ~ Teaching teams	<ul style="list-style-type: none"> <li>Teaching in literacy classes and in social / emotional work will demonstrate strategic and consistent use of inclusive and equitable practices.</li> </ul>	Equity of materials and access to learning as well as more representation being shared.
	<ul style="list-style-type: none"> <li>Continue to work on classroom libraries to ensure books are relevant, engaging and reflect diversity.</li> </ul>	~ Literacy strategist ~ Literacy specialist ~ Administrators ~ Teaching teams ~ Librarian	<ul style="list-style-type: none"> <li>Classroom libraries will be refreshed, and new purchases will be selected to ensure they reflect diversity, inclusion and equity.</li> </ul>	Ongoing - literacy strategist led work, staff given time to review, new purchases to reflect needs

	<ul style="list-style-type: none"> <li>● Identify a pathway of sustainable practice for diversity, inclusion, and equity.</li> </ul>	<p>~ DCS faculty</p>	<ul style="list-style-type: none"> <li>● DCS action plan for summer 2021 work and practices for school year 2021/22</li> </ul>	<ul style="list-style-type: none"> <li>- Power of Words</li> <li>- Continued PD for staff</li> <li>- Responsive Classroom</li> <li>- Social Studies review</li> <li>- Civil Rights Team</li> <li>- Day of Welcome</li> <li>- Care Team - equity</li> </ul>
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<b>Goals</b>	<b>Strategies and Action Steps</b>	<b>Responsibility</b>	<b>Evidence of Effectiveness</b>
<p><b>Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.</b></p> <p>DCS Goal 1: (Year 2 of 2) To implement a school wide model that nurtures a positive culture and enhances academic and social-emotional skills across our PK-8 community.</p>	<p>Continue to implement and refine Responsive Classroom practices</p>	<p>Whole staff</p>	<p>100% of classroom teachers and specialists will be trained in Responsive Classroom practices.</p> <p>Morning meeting and Responsive Advisory will be used in all PK-8 classrooms daily.</p>
	<p>School focus on use of teacher language when interacting with students and development of school wide norms through reading the book <i>The Power of</i></p>	<p>Leadership Team helps facilitate staff discussions on new learning from <i>Power of Our Words</i> and then how to apply the learning in practice.</p>	<p>Staff consistently using similar language across the school and consistent use of reinforcing language, reminding language, and open-ended questioning.</p>

	<i>Our Words</i> and implementing the practices described in the book.		Student responses demonstrate understanding.
	Develop new ways to celebrate students and develop culture under restrictions of Covid-19.	Administrators and guidance with SLT input.	Alternative models for assemblies established that build and celebrate grade level and school culture.

Goals	Strategies and Action Steps	Responsibility	Evidence of Effectiveness
<p><b>Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.</b></p> <p><b>DCS Goal #2</b> By June 2022, DCS faculty will apply new learnings on DEI issues to daily practices.</p>			
	Civil Rights Teams in grades 4-5 and grades 6-8 will be established and high functioning.	- Civil Rights Team leaders	Civil Rights Team will be sharing learning opportunities with peers and providing student voice in school practices.
	Continue to work on classroom libraries to ensure books are relevant, engaging and reflect diversity.	- Literacy coach - Classroom teachers	Classroom libraries will continue to demonstrate better representation of diverse cultures and social topics.
	Develop an action plan based on format of “Leadership Equity and Accountability Practice	- Guidance team - School Leadership Team	PD for staff planned and delivered during the year.

	Courageous Dialogue” that meets staff PD priorities.		
	Build understanding with families of DCS students about what Diversity, Equity and Inclusion means at DCS.	<ul style="list-style-type: none"> <li>- School Leadership Team</li> <li>- Staff</li> <li>- PTA</li> </ul>	Documentation of strategies used.