Strategic Plan
5 year Action Plan

Northern Highlands
Regional High School District
June 20, 2016

Strategic Plan Steps Overview

- January 20: Determining the State of the Schools/Strengths and Weaknesses

- February 11: Determining the Vision and Dreams

- March 23: Determining the Goals and Destiny

- BOE Presentation/Approval: June 20, 2016

- Posting of plan and action items to website: June 21, 2016

- Implementation: 2016-2021

- Follow-up/Updates: Report to BOE/Public regularly

Groups Represented

- BOE members: 12
- Parent/Community Members: 25
- Administrators: 7
- Supervisors: 8
- Staff: 9
- Students: 6

Total: 67 members involved

Strategic Plan Goal Overview

Goal 1: Critical Literacy & Life Competencies (Student Success)- *4 Action Plans*

Goal 2: Personalized Learning- *5 Action Plans*

Goal 3: Technology- *4 Action Plans*

Goal 4: Learning Spaces- *5 Action Plans*

Goal 5: Global Citizenship- *5 Action Plans*

5 Total Goals, 23 Action Plans with 86 Major Activity Steps

Sample Action Plan

GOAL #1: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.

OBJECTIVE #1: Mentor students to develop a strong sense of self and independence through social-emotional learning in an effort to find and explore their passion and achieve their personal best.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Refine and develop programs aimed at key transition periods of 9th grade and post-secondary education through the Transition Project, orientation, counseling programs, and targeted curricular areas.	-Exec Dir. of CIA -Princ./Assis. Princ. -Sup. of Counseling -Transition Project Advisors -Student Ambassadors	-Human Resources (Staff/Materials) -Program -Time	-Challenges with articulation (K-8 & Post-Secondary) -Accessing accurate and current data from post-secondary graduation	2016-2021	-Increase student engagement and participation in high school programs -Higher rates of post-secondary graduation -Decrease years students take to graduate college

Goal #1

Critical Literacy & Life Competencies (Student Success)

Objective 1: Mentor students to develop a strong sense of self and independence through social-emotional learning in an effort to find and explore their passion and achieve their personal best

- Redefine and develop programs aimed at key transition periods of 9th grade and post secondary education through the Transition Project, orientation, counseling programs and targeted curricular areas. (Timeline: 2016-2021)

- Develop Curricula aimed at students' social-emotional learning building knowledge, interest, and confidence on the self, identity and process of learning. Building on elective review, focus on selected courses: Foundations of Literacy & Tech, Health and Wellness. (Timeline: 2016–2019)

- Create and lead PD opportunities for teachers and support staff to meaningfully incorporate social-emotional and independent learning into their regular instructional practices. (Timeline: 2016-2021)

- Work with teachers, coaches, and administrators to use mentoring models in peer interactions. (Timeline: 2016-2021)

Objective #2: Maintaining course offerings with appropriate rigor to meet the needs of all students while increasing opportunities for interdisciplinary studies.

- Communicate recommendations from elective review committee and initiate thorough review of course offerings within each department to determine the viability of full year and half year courses. (Timeline: 2016-2017)

- Create (or revise existing) courses that are constructed as interdisciplinary using broad issues/themes and real-world problem solving as the framework in course design. (Timeline: 2017–2021)

- Revise existing units of study in core courses to incorporate interdisciplinary connections and facilitate dialogue across subjects to expand dialogue between teachers from different departments. (Timeline: 2017-2021)

- Provide students with more opportunities to learn about real world applications of specific fields through speakers, forums, and out-of-district site visits (field trips). (Timeline: 2016-2021)

Objective 3: Provide a forum environment where students are permitted and encouraged to explore the world, its culture and people.

- Increase students' understanding and perspective of the contemporary world by revising core curriculum in social studies, world language, and English. (Timeline: 2016-2021)

- Host regional/district community programs (evening) for students to participate in cultural events (art/film) and forums for cross-cultural dialogue. (Timeline: 2016-2021)

- Investigate possibility for students and staff to take part in global educational exchange programs to broaden and diverse our collective experience. (Timeline: 2016-2021)

Objective 4: Foster student development of their skills to promote more effective and efficient learning

- Refine instructional practices in a 1:1 student device learning environment aimed at locating, organizing, using information, and communicating more effectively. (Timeline: 2016-2019)

- Explicitly teach 9th grade students organizational skills, time/task management, and "learning to learn" opportunities in the newly created Foundations of Literacy and Technology course. (Timeline: 2016-2019)

- Revise regional curriculum in all subject areas to enhance informational literacy, media literacy, and digital citizenship into core course work. (Timeline: 2016-2021)

- Revise counseling practices to include meetings with students at various stages of their high school education to focus on self-regulation and organizational management. (Timeline: 2016-2019)

Goal #2

Personalized Learning

Objective 1: Encourage self-directed learning at home to connect with content at school through online classes.

- Increase virtual learning experiences- synchronous and asynchronous- to provide online opportunities through Canvas (in-district) and other outlets (option 2). (Timeline: 2016-2019)

- Shifting to a 1:1 student device setting, revise appropriate lesson plans in all academic areas so that students acquire content/skills at home using technology and engage in collaboration, application, and problem solving with the content at school. (Timeline: 2016-2021)

- Build an online inventory of web-based programs to expand access to video, media, and other sources for all subject areas. (Timeline: 2016-2021)

Objective 2: Explore alternative scheduling to create time and space for independent and creative learning environments.

- Evaluate present scheduling and research best practices for independent and creative learning environments. (Timeline: 2016-2017)

- Survey the staff and students to determine potential programs, methods, and approaches to create informal and creative learning environments. (Timeline: 2016-2017)

- Test a pilot program that would engage in independent/informal learning experiences following a structure that fits into our existing master schedule. (Timeline: 2018-2019)

- Launch a creative learning program for all students to participate within the current school day. (Timeline: 2019-2020)

Objective 3: Provide students more choice in curriculum and assessment within core academic subjects

- Develop and lead professional development to staff members about new research, thinking, and practices in <u>instructional differentiation</u> for secondary education. (Timeline: 2016-2018)

- Revise the program of studies to include more flexible scheduling for students to increase exposure to new subjects and advance within fields of interest. (Timeline: 2017-2020)

- Locate, review, promote, and expand opportunities for the open classroom in which students identify what and how they want to learn within the elective and core program. (Timeline: 2016-2021)

- Review, analyze, and revise district assessment design systems to allow for more student flexibility and choice in how they demonstrate learning on major assessments, including final exams. (Timeline: 2016-2019)

- Begin development of a longitudinal student portfolio in specified disciplines, including work from K-8 districts, to see progression of student performance over many years. (Timeline: 2017-2021)

Objective 4: provide ways to offer and integrate independent learning through internships, fieldwork, and academic studies within the program.

- Review, analyze, and discuss different Option 2 vehicles for students to obtain course credit for graduation beyond traditional course structures. (Timeline: 2017-2021)

- Explore options for fieldwork and internships available to students in targeted groups (seniors). (Timeline: 2017-2021)

- Research and identify community agencies and individuals willing to participate in fieldwork and internship programs. (Timeline: 2018-2021)

- Provide students with more opportunities to learn about real world applications of specific fields through speakers, forums, and out-of-district site visits (field trips). (Timeline: 2016-2021)

Objective 5: Redefine counseling and support services to promote individualized student learning plans.

- Review and analyze Individualized Learning Plans from other local and national school districts. (Timeline: 2016-2017)

- Provide professional development for the school counselors on how to build effective Individualized Learning Plans. (Timeline: 2017-2018)

- Create a structure for the Individualized Learning Plan that works best for Northern Highlands (Timeline: 2018-2019)

- Analyze and budget for an additional school counselor to help alleviate some of the case load allowing for the school counselors to create Individualized Learning Plans for each student. (Timeline: 2018-2021)

Goal #3

Technology

Objective #1: provide staff with ongoing, targeted and job-embedded professional development

- Develop and run annual professional development workshops that focus on infusing technology throughout the curriculum. (Timeline: 2016-2021)

- Provide staff with the opportunity to attend conferences and workshops that focus on content area expertise and/or infusing technology into their curriculum (2016-2021)

- Increase in-class technology support to teaching staff. (Timeline: 2016-2018)

Objective #2: Create and foster a culture that encourages innovation

- Director of Technology & Director of Curriculum will meet with Supervisor Team and/or departments to celebrate and discuss innovative practices in the classroom. (Timeline: 2016-2021)

- Administrative Team will applaud, at the district level, staff who try innovative practices in their classrooms. Both success and failures will receive acclamation for their efforts. (Timeline: 2016-2021)

- Sharing of innovative teacher practices. (Timeline: 2017-2021)

Objective #3: Provide opportunities, time and resources for staff to continually reflect and improve curriculum and instruction

- Allow for time during the year for staff to reflect on their pedagogy. (Timeline: 2016-2021)

- Provide staff with time to observe their peers and to have meaningful discussions on observed activities. (Timeline: 2016-2021)

- Provide staff with a feedback mechanism that ensures their needs are understood by the district. (Timeline: 2016-2021)

Objective #4: Update and evaluate learning spaces to accommodate the ever evolving use of technology

- Update common areas as well as classrooms to enhance technology integration. (Timeline: 2016-2021)

- Stay abreast of evolving technology trends. (Timeline: 2016-2021)

Goal #4

Learning Spaces

Objective #1: Maintain a low student – teacher ratio

- Evaluate current course offerings in program of studies to ensure effectiveness and balance of offerings. (Timeline: 2016-2021)

- Increase elective offerings in program of studies. (Timeline: 2018-2021)

- Budget appropriately to provide an adequate amount of teaching staff. (Timeline: 2016-2021)

Objective #2: Upgrade facilities to support the 1:1 initiative

- Explore alternative classroom layouts with appropriate furniture. (Timeline: 2016-2019)

- Redesign common spaces within the school to meet the needs of the 1:1 initiative. (Timeline: 2016-2019)

- Maintain and update infrastructure needs to support all students and staff in a 1:1 environment. (Timeline: 2016-2018)

- Evaluate and enhance facilities to provide greater and safer opportunities to all students. (Timeline: 2016-2021)

Objective #3: Enhance social-emotional programs with relevant follow-up discussion

- Update Transition Project curriculum. (Timeline: 2016-2019)

- Explore opportunity for an extension of Transition Project to include sophomore and junior students. (Timeline: 2016-2019)

- Update appropriate curriculum to reflect social-emotional learning standards and activities. (Timeline: 2017-2020)

- Utilize time within the school day to explore strategies in which students can gain and/or enhance skill set to identify and manage stressors. (Timeline: 2017-2020)

Objective #4: Provide programs that prepare students for successful post-secondary transition

- Continue with the implementation and improvement of College Transition Week. (Timeline: 2016-2021)

- Continue with meetings of student-athlete leadership with the Positive Coaching Alliance. (Timeline: 2016-2021)

- Assessment of school climate and overall program with all stakeholder groups. (Timeline: 2016-2021)

- Utilize time within the school day to explore strategies in which students can gain and/or enhance skill set to identify and manage stressors. (Timeline: 2016-2021)

Objective #5: Foster a mindset that focuses more on personal growth and learning among all stakeholders in the school community including: students, staff and parents

- Assess the role of homework in the curriculum. (Timeline: 2016-2018)

- Review assessment practices. (Timeline: 2016-2019)

- Update appropriate curriculum to reflect social-emotional learning standards and activities. (Timeline: 2016-2021)

- Build upon community partnerships with local charities and organizations to further initiatives. (Timeline: 2016-2021)

- Conduct community based programs at the high school. (Timeline: 2016-2021)

Goal #5

Global Citizenship

Objective #1: Enhance personal communication and collaboration skills

- Review all curricular offerings to identify social skills development provided to students. (Timeline: 2016-2017)

- Incorporate social interaction and communication skills development across curricular areas. (Timeline: 2018-2021)

- Organize Learning Teams of students: Teachers stress the importance of cooperation and collaboration. (Timeline: 2018-2021)

    -Define roles, strengthen social ties, improve communication and collaborative skills, interact with people from different cultures and backgrounds, and develop leadership qualities.

    -Develop projects in coordination with educators around the world to show students the importance of global networking and collaboration and how to use technology to achieve this objective.

Objective #2: Expand curriculum to increase tolerance and appreciate diversity

- Conduct a Multicultural Week with an evening program every other year. (Timeline: 2016-2021)

- Collaborate with local businesses, community and global partners to identify trends that should influence the revision of our curriculum and instructional programs. (Timeline: 2019-2020)

- Review multicultural and global outreach opportunities across curricular and programmatic areas- Focal departments: Social Studies, English and World Languages. (Timeline: 2019-2020)

- Embed specific global outreach / communication component in identified curricular areas. (Timeline: 2019-2020)

Objective #3: Foster global citizenship and awareness on a daily basis

- Create and implement a series of TVP morning videos that highlight various cultures. (Timeline: 2016-2021)

- Infuse global-cultures awareness in instruction through various topics, readings, and guest lecturers. (Timeline: 2017-2021)

- Teachers will design a system to deploy experiential, project-based, or real-world learning experiences for students throughout the grades and subjects. (Timeline: 2017-2018)

- Incorporate cultural competency (e.g., classroom lessons, cultural food days, virtual field trips with partner international schools, etc.) (Timeline: 2017-2021)

Objective #4: Create opportunities for community service

- Organize a committee to review Option 2 requirements as it relates to a Community Outreach Program. (Timeline: 2016-2017)

- Identify local opportunities that will allow our students to obtain real world experience during the school week. (Elementary Schools, Pre-School, Medical Facilities, etc.) (Timeline: 2018-2019)

- Provide opportunities for students to volunteer at local community organizations such as Eva's Kitchen or Oasis up to five times during the school year (October, December, February, March, May) (Timeline: 2019-2021)

- Organize a committee to review Option 2 requirements as it relates vocational areas of interest. (Timeline: 2017-2019)

Objective #5: Promote opportunities for independent study

- Organize a committee to review present Option 2 programs and opportunities. (Timeline: 2016-2017)

- Identify distance and technology based learning opportunities to enhance course offerings. (Timeline: 2018-2018)

- Support and implement online learning options for students. (Timeline: 2018-2021)

- Explore the opportunity for an Independent Study Program that would allow students to pursue coursework not offered in the NHRHS curriculum or those who have exhausted all NHRHS course in a particular area of study. (Timeline: 2018-2019)

Abraham Lincoln

"The best way to predict your future is to create it"

Questions?