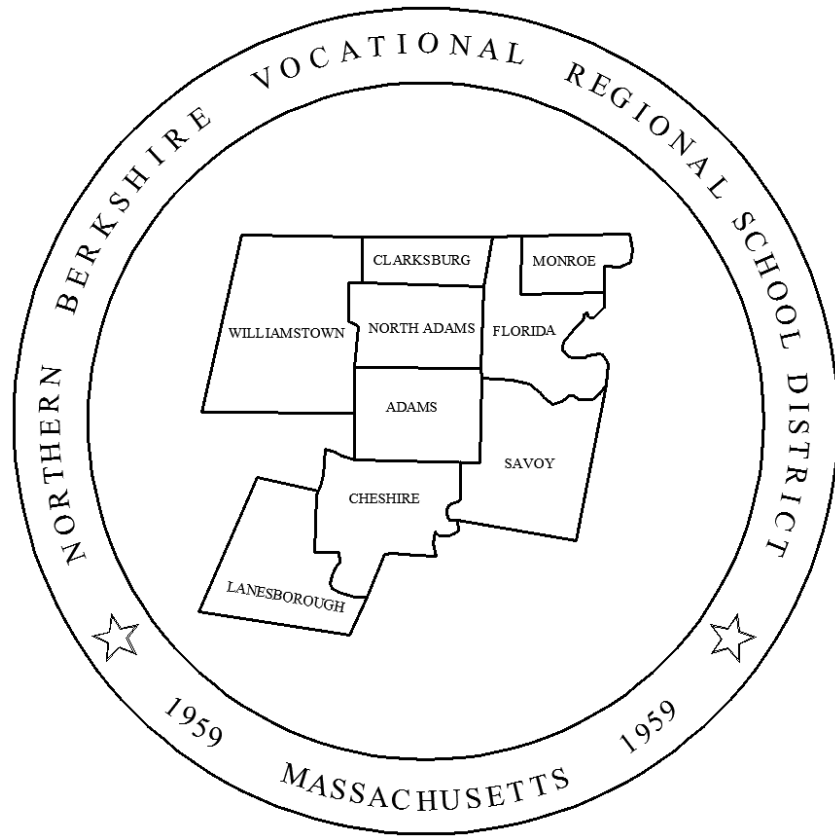


Northern Berkshire Vocational Regional School District

# McCann Technical School



## Strategic Plan

2021-2024

## MISSION

The mission of McCann Technical School is to graduate technically skilled, academically prepared, and socially responsible individuals ready to meet the demands of the 21<sup>st</sup> century.

## VISION

McCann Technical School is committed to being the leader of quality technical education and academic achievement in the Commonwealth of Massachusetts.

## EDUCATIONAL PHILOSOPHY

The school community will create a learning environment that motivates and actively engages all students in mastering rigorous academic and technical curricula. Our educational philosophy is sustained by faculty, staff, and administrators dedicated to a student-centered focus through continuous improvement. Student growth and development are promoted by instilling the following core values in our students:

**Respect** - for self, others, and the learning environment promotes a positive learning experience for all students.

**Effort** - is demonstrated through an applied work ethic that includes punctuality, improvement, and a determination to succeed.

**Accountability** - develops personal responsibility for both behavior and learning.

**Communication** - facilitates collaboration, promotes self-advocacy, and develops positive relationships.

**Honor** - requires students to act with integrity, honesty, positivity, and empathy for others.

## GOALS

- To increase the percentage of students performing at the proficient and advanced levels.
- To increase the utilization of data to improve student performance.
- To engage students through dynamic and technologically integrated teaching strategies.
- To implement a rigorous and relevant curriculum that is aligned to the academic and technical Massachusetts Curriculum Frameworks and Common Core standards.
- To align technical programs to national standards and accreditation requirements, allowing students to obtain relevant licensure/certifications.
- Utilizing SkillsUSA as a platform, develop career-ready students with the skills and professionalism to succeed in the workplace.
- To develop recruiting strategies to expand community awareness.

Consistent with workforce development needs and the requirements of the Massachusetts Department of Elementary and Secondary Education, our national accrediting agencies and affiliated organizations, we have prepared this strategic plan to provide guidance in formulating educational policy and direction for the Northern Berkshire Vocational Regional School District and McCann Technical School. The rapid changes in the educational process, workforce training, and technology demand a sound plan for continuous improvement. This strategy will allow us to incorporate our Three-Year Technology Plan, and School Improvement Plan, all requirements of the Massachusetts Department of Elementary and Secondary Education, with accreditation agency requirements and recommendations, advisory committee recommendations and the requirements of the Governor's Skills Cabinet workforce development plans, the Berkshire County Workforce Blueprint. Aligning our goals and strategies with these plans affords us the opportunity to ensure greater flexibility and coordination in keeping current with a myriad of changing demands. We have attached a matrix of topic areas with references to the specific plan if appropriate to provide greater detail and avoid redundancy.

The strategic plan provides a summary of actions to ensure that the school continues to plan collaboratively not only with faculty but in response to the business and DESE stakeholders. The plan provides a guideline for accomplishment and is updated annually by the administration and faculty topic areas. The superintendent then updates the school committee throughout the year including any funding resources required.

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
<b>Curriculum</b>				
Continue use of a 4-year curriculum cycle to ensure relevance and alignment to DESE and workforce requirements.	Ongoing	<ul style="list-style-type: none"> <li>a. Provide faculty time to meet, review and update curriculum on a four-year rotation focusing on one grade level per year.</li> <li>b. Implement updated curriculum and collect data on its effectiveness.</li> </ul>	Principal Curriculum Coordinators	In-Kind
Align curriculum documents and materials to Standards Based Grading (SBG) policies.	2021-2025	<ul style="list-style-type: none"> <li>a. Provide departments with opportunities for SBG alignment in the regular school calendar and during off-times with district provided stipends.</li> <li>b. Convert curricular materials to adhere to department identified standards and discard materials that do not focus on these standards.</li> <li>c. Modify curriculum maps to accurately reflect SBG policies and practices.</li> </ul>	Principal Curriculum Coordinators	In-Kind
Develop career readiness and college preparedness content	2021-2024	<ul style="list-style-type: none"> <li>a. Utilize SkillsUSA and BPA career development curriculum guides.</li> <li>b. Implement Naviance career planning software.</li> <li>c. Develop MassHire workforce placement counseling.</li> </ul>	Student Services Director Principal	In-Kind
<b>Instruction</b>				
Ensure all curriculum maps and lesson plans are current and reflective of individual requirements.	2021-2024	<ul style="list-style-type: none"> <li>a. Utilize the district provided software for lesson planning.</li> <li>b. Evaluate faculty and staff per DESE regulations to ensure effective instruction.</li> <li>c. Provide time for lesson plan development and entry into software.</li> </ul>	Principal Curriculum Coordinators	In-Kind
Research methods for effective Chromebook use in the classroom and provide training for teachers.	2021-2023	<ul style="list-style-type: none"> <li>a. Utilize educational agencies such as the International Society for Technology in Education (ISTE), Google, and similar to explore best practices for Chromebook use.</li> <li>b. Identify teachers to be trained in best practices who will then become trainers for all faculty.</li> <li>c. Provide hardware and software to ensure the effective use of Chromebooks in creating an engaging learning environment.</li> </ul>	Principal Curriculum Coordinators	In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
<b>Assessment</b>				
Implement Standards-Based Grading (SBG) with grade 9 in Fall of 2022	2021-2023	<ul style="list-style-type: none"> <li>a. Complete conversion of grade 9 materials to SBG methods.</li> <li>b. Present SBG to grade 9 parents and students.</li> <li>c. Provide ongoing professional development to faculty in preparation of changing to SBG.</li> <li>d. Work with SBG teacher team to finalize documents and procedures.</li> <li>e. Observe implementation of SBG and modify as needed.</li> </ul>	Principal  Curriculum Coordinators	In-Kind
Implement electronic vocational competency tracking	2021-2022	<ul style="list-style-type: none"> <li>a. Train vocational faculty in SkillsPlus competency tracking software.</li> <li>b. Implement competency tracking in real-time via iPad.</li> <li>c. Publish electronic student competency reports biannually.</li> <li>d. Provide graduates with a hard copy and electronic copy of their competency report upon graduation.</li> </ul>	Principal  Vocational Curriculum Coordinator	In-Kind
<b>School Climate</b>				
Ensure safe and inclusive environment for all students to enhance educational learning experiences.	2021-2024	<ul style="list-style-type: none"> <li>a. Incorporate DESE-recommended Social-Emotional Learning platforms and structures.</li> <li>b. Increase school-spirit building activities.</li> <li>c. Build programming to support highest-risk students in successfully connecting with the school community at large.</li> </ul>	Principal  Director of Student Services  School Counselors	
<b>School Safety</b>				
Develop Shop Safety Plans in compliance with new DESE requirements	2021-2022	<ul style="list-style-type: none"> <li>a. Obtain DESE guidance on exemplary Shop Safety Plans.</li> <li>b. Provide professional development for vocational instructors to understand DESE expectations and develop plans.</li> <li>c. Submit updated Shop Safety Plans to DESE before summer of 2022.</li> </ul>	Principal	In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
<b>Technology</b>				
Continue hardware and software support appropriate to educational needs.	2021-2024	<ul style="list-style-type: none"> <li>a. Monitor inventory levels of hardware and software to ensure they meet the current educational needs.</li> <li>b. Implement replacement and upgrade measures as required.</li> <li>c. Seek out educational technology funding sources.</li> <li>d. Continually research new software developments and applications.</li> </ul>	Principal	\$100,000
<b>Pandemic Response</b>				
Address learning-loss and its impact due to the pandemic.	2021-2024	<ul style="list-style-type: none"> <li>a. Incorporate data-tracking measures to ascertain the extent of learning loss in both academic and vocational subjects.</li> <li>b. Develop remediation programs including those specifically designed for students who are members of special populations.</li> <li>c. Implement programming during school breaks and after school hours to help provide students opportunities to develop skills that may have been missed or underdeveloped due to lost time-on-learning.</li> </ul>	Principal Curriculum Coordinators	
Implement protocols to safeguard student health during the return to in-person learning.	2021-2022	<ul style="list-style-type: none"> <li>a. Continue to follow DESE and DPH protocols and guidelines for in school learning.</li> <li>b. Continue public information campaign within the building to help inform student body on proper PPE use and cleanliness protocols.</li> <li>c. Utilize DESE “test-and-stay” protocols to ensure the largest number of students possible can attend school daily.</li> </ul>	Principal School Nurse	

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
<b>Facilities</b>				
Continue interior renovation of selected classrooms/vocational shops, and common spaces.	2021-2024	a. Schedule summer projects. b. Schedule painting both internal and external.	Superintendent	\$95,000.00
Continue grounds maintenance and athletic field improvements.	2021-2024	a. Identify and sequence projects. b. Include outside contractors as needed.	Superintendent	\$30,000.00
Ensure equipment and software match curriculum needs.	2021-2024	a. Survey departmental equipment needs. b. Determine grant funding eligibility. c. Provide cost estimate.	Superintendent	Grants, TBD
Conduct building assessment needs survey.	2021-2024	a. Review compliance requirements of building safety codes, AHERA, etc. b. Develop timelines for repair and replacement actions. c. Create cost and funding sources.	Superintendent	In-Kind
To prepare MSBA project documents for roof and exterior glass replacement.	2021-2024	a. Prepare and submit MSBA application.	Superintendent	Unknown
<b>Continuing Education</b>				
To coordinate industry training needs and capabilities.	2021-2024	a. Determine training requirements prioritized to industry needs. b. Coordinate with MassHire for area training needs. c. Coordinate with area businesses for training needs. d. Create cost analysis and funding sources.	Superintendent	Workforce Blueprint In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
<b>Recruitment, Retention, and Admissions</b>				
Revise, adopt, and implement an admissions policy that will ensure diversity, equity, and inclusion in the admissions and shop selection processes for incoming 9th graders.	Nov. 2021 and approved annually by School Committee	<ul style="list-style-type: none"> <li>a. Create admissions data team.</li> <li>b. Utilize DESE Grant (Fund Code 106) to conduct admissions rewrite process.</li> <li>c. Attend DESE and MAVA workshops on best practices in inclusive admissions practices.</li> <li>d. Analyze admissions data for disproportionality and make adjustments if needed annually.</li> <li>e. Analyze shop enrollment data for disproportionality and address concerns if needed.</li> <li>f. Review admissions and enrollment data regarding diversity, equity, and inclusion.</li> </ul>	Principal	Fund Code 106
To increase access and enrollment in all postsecondary programs.	2021-2024	<ul style="list-style-type: none"> <li>a. Increase recruitment presence in area guidance departments.</li> <li>b. Increase social media presence via Twitter, Facebook, and Instagram.</li> <li>c. Increase distribution of recruitment videos.</li> <li>d. Collaborate with area business partners to promote awareness.</li> <li>e. Target postsecondary recruiting with business and educational partners.</li> </ul>	Superintendent	\$40,000