

2	<p>Increase access to early-childhood education for students who are at-risk of not entering kindergarten at appropriate readiness levels.</p> <p>Action Step 1 Implement one-to-one assessment through ESGI progress monitoring and utilize the data to make informed instructional decisions to meet the needs of all students.</p> <p>Action Step 2 Review and revise preschool curriculum and instruction based on readiness indicators determined by data collected from KEA (Kindergarten Entry Assessment).</p> <p>Action Step 3 Communicate and collaborate with parents to provide information regarding kindergarten readiness.</p>	Elem. Principal Student Services Director Curriculum Director	September 2023/2024- May 2024/2025	ESGI data reporting system KEA assessment
3	<p>Collaborate and partner with community organizations and businesses to enrich learning experiences for students.</p> <p>Action Step 1 Participate in the System Design Zone (SDZ), in the Success-Ready Students Network to promote competency based learning.</p> <p>Action Step 2 Create an innovation team to collaborate and partner with community organizations and businesses to enrich learning experiences for students.</p>	Superintendent Principals Curriculum Director	September 2023/2024- May 2024/2025	Innovation team meeting notes and agendas NWEA data, data dashboard
4	Utilize performance data to foster high levels of student academic achievement.	Superintendent Principals Curriculum Director	October 2023/2024 December 2023/2024 March 2024/2025 May 2024/2025	MAP/EOC scores, District scorecard, NWEA data, Data team meeting documentation, Building level plans

<p>Action Step 1 Performance will be measured by formative and summative assessments in all grades during data teams and by benchmarking in grades K-8 at a minimum of 3 times per year.</p> <p>Action Step 2 Data will be analyzed and district goals and building goals will be developed and monitored quarterly at all buildings.</p> <p>Action Step 3 Communicate and collaborate with parents to provide information regarding district level assessments and student performance.</p>			
---	--	--	--

Goal 2: Collaborative Climate and Culture

Objective 1: Promote, create, and maintain a safe and secure learning environment that supports the physical and emotional well-being of all students as measured by an increase of scores of satisfaction on the parent and student culture and climate scores.

Funding Sources: Federal, State, Local

MSIP Indicators: L10; TL7: CC1; DB3

CC2

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	<p>Ensure appropriate resources, support, and training are available for the alignment of all safety audits, procedures and emergency plans.</p> <p>Action Step 1 Utilize survey data and safety audits to identify school safety practices and programs in need of improvement.</p> <p>Action Step 2 Consistently practice emergency safety drills in all district buildings.</p> <p>Action Step 3 All faculty and staff will participate in yearly development focused on active shooter and intruder training.</p>	<p>Superintendent Principals Maintenance Director School Nurse</p>	<p>September 2023/2024- May 2024/2025 Monthly</p>	<p>surveys, safety audit</p>
2	<p>In collaboration with community partners; review, sustain, and enhance resources to remove barriers to learning including, but not limited to: clothing, personal use items, and food insecurity.</p> <p>Action Step 1 Coordinate weekly delivery of Buddy Packs from the Food Pantry.</p>	<p>Superintendent Principals Student Services Director Counselors</p>	<p>September 2023/2024- May 2024/2025 Weekly</p>	<p>Guidance Program Evaluation</p>

	<p>Action Step 2 Communicate the availability of the Clothes Closet to students in grades 6-12.</p> <p>Action Step 3 Communicate with local businesses for donations and support of student need(s).</p>			
3	Collaborate with community partners to assist with accessing resources in the areas of social/ emotional/ mental health.	Counselors School Nurse	September 2023/2024- May 2024/2025	
4	Collaborate with law enforcement agencies to implement programs and best teaching and learning practices for creating a safe, positive school climate.	Principals Counselors	September 2023/2024- May 2024/2025	Student surveys

Goal 2: Collaborative Climate and Culture

Objective 2: Create a culture which provides each student access to effective teachers, administrators, and staff in every position.

Funding Sources: Federal, State, Local

MSIP Indicators: L6,7,8,9; TL5,8; CC1; DB3,4

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	<p>Sustain and refine supports for new teachers and administrators designed to ensure early career success and monitor professional growth.</p> <p>Action Step 1 New teachers and staff will participate in an intentional mentoring program developed by the district.</p>	<p>Superintendent Principals Curriculum Director</p>	<p>September 2023/2024- May 2024/2025</p>	<p>Teacher Surveys Network for Educator Effectiveness (NEE) Observations PD logs Mentoring checklists</p>
2	<p>Implement teacher, leader and staff evaluation systems that ensure all students have access to high quality staff.</p> <p>Action Step 1 Implement evidence-based instructional practices to ensure the success of each student as measured by Network for Educator Effectiveness (NEE) classroom observation tool.</p> <p>Action Step 2 Observe teachers utilizing the classroom observation tool through NEE and provide feedback to improve indicators scores across the building.</p>	<p>Superintendent Principals</p>	<p>September 2023/2024- May 2024/2025</p>	<p>Network for Educator Effectiveness (NEE) Teacher Observations NEE Summative Reports NEE Professional Development Plans NEE Indicator Trend Report</p>

3	Sustain and refine professional development focused on creating relevant and engaging learning environments for every student.	Superintendent Principals Counselors	September 2023/2024- May 2024/2025	Professional Development Surveys SAPP (Self Assessment Practice Profile)
4	Offer competitive salary & benefits packages that are tailored to the needs of employees and their families	Superintendent BOE	September 2023/2024- May 2024/2025	Salary Schedule and retention data
5	Utilize effective recognition strategies that create a culture of support and continuous learning. Action Step 1 Engage in professional development that identifies strengths of teachers and workplace appreciation. Utilize professional development to identify ways to provide feedback, recognize, and appreciate staff.	Superintendent Principals Counselors	September 2023/2024- May 2024/2025	Workplace appreciation quiz and data
6	Research and implement best practices to create highly collaborative and engaging cultures focused on the success of each employee throughout the District. Action Step 1 In collaboration with DESE's District Continuous Improvement Team Cadre, develop and implement ongoing monthly professional development opportunities.	Superintendent Principals	September 2023/2024- May 2024/2025	CWIS (Collaborative Work Implementation Survey), SAPP

Goal 2: Collaborative Climate and Culture

Objective 3: Provide open, transparent, effective communication for all stakeholders, with engagement opportunities to help advocates support the mission.

Funding Sources: Federal, State, **MSIP Indicators:** L8; CC3,4; DB3

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Engage with internal and external stakeholders to champion the work, priorities, and needs of the district and advocate for the district in the community.	Superintendent	September 2023/2024- May 2024/2025 Monthly	Surveys
2	Evaluate and enhance the flow of communication to ensure that all groups receive relevant information in a timely manner.	Superintendent Principals Director Student Services	September 2023/2024- May 2024/2025	Surveys

Goal 3: Leadership

Objective 1: Seek, align, manage and optimize resources for improved student success, while remaining financially sustainable.

Funding Sources: Federal, State, Local

MSIP Indicators: L3,4,6; TL9; DB2; EA4

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Allocate resources to support education of all students.	Superintendent Student Services Director Principals	August 2023/2024- June 2024/2025 Monthly	ASBR, Audit
2	Maintain compliance with internal and external accountability requirements while providing high quality service to stakeholders.	Superintendent Student Services Director Principals	September 2023/2024- May 2024/2025	ASBR, Audit
3	Deploy the facility master plan that addresses current and future facility needs which impact learning and working environments.	Superintendent Maintenance Director	June 2023/2024/2025	Facility master plan
4	Develop and deploy a plan to meet the technology needs of our students and staff.	Superintendent	March 2023/2024/2025	Technology Plan