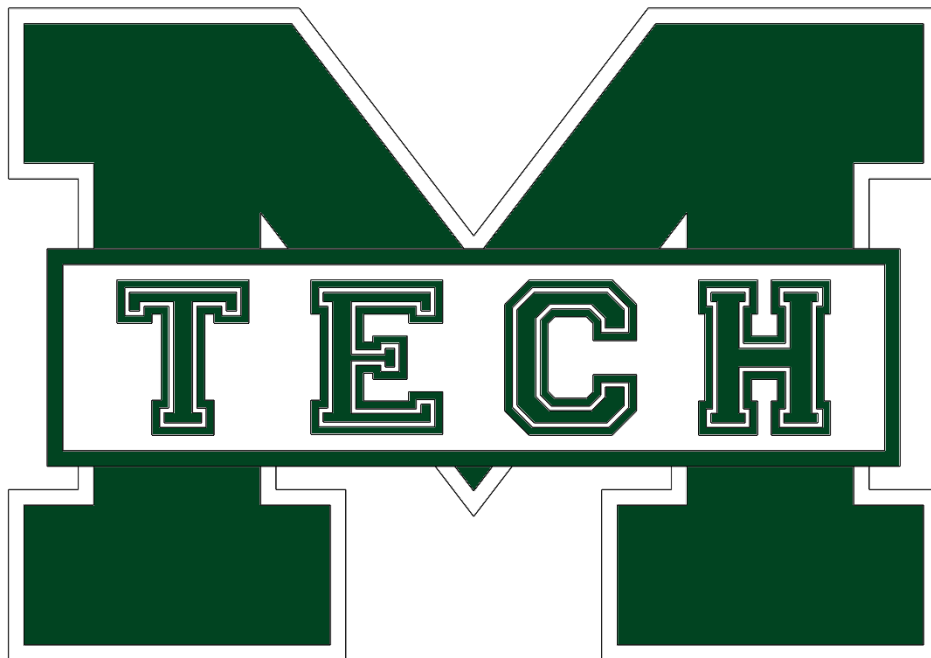


Northern Berkshire Vocational Regional School District

McCann Technical School



Strategic Plan

2024-2027

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 21st 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.

The plan will be reviewed quarterly by the Superintendent with appropriate stakeholders to measure progress, re-allocate resources if necessary and to make change recommendations to the General Advisory Committee and the School Committee.

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Curriculum				
Continue use of a 4-year curriculum cycle to ensure relevance and alignment to DESE and workforce requirements.	Ongoing 9 – Completed 10 – Completed 11 – 2024-2025 12 – 2025-2026	<ul style="list-style-type: none"> a. Provide faculty time to meet, review and update curriculum on a four-year rotation focusing on one grade level per year. b. Implement updated curriculum and collect data on its effectiveness. 	Principal Curriculum Coordinators	In-Kind
Align curriculum documents and materials to Standards Based Grading (SBG) policies.	2023-2026	<ul style="list-style-type: none"> a. Provide departments with opportunities for SBG alignment in the regular school calendar for grades 10-12. b. Convert curricular materials to adhere to department identified standards and discard materials that do not focus on these standards for grades 10-12. c. Modify curriculum maps to accurately reflect SBG policies and practices for grades 10-12. 	Principal Curriculum Coordinators	In-Kind
Continue delivering career readiness and college preparedness content.	2024-2027 Ongoing	<ul style="list-style-type: none"> a. Utilize SkillsUSA and BPA career development curriculum guides. b. Continue with school-wide Naviance implementation to support the My Career and Academic Plan (MyCAP) process for all students. c. Make Naviance a career readiness and college preparedness platform to be used in all academic and technical areas to track student progress. d. Provide PD to teachers on how to use Naviance platform. e. Collaborate with MassHire for the PD and connecting our students to local career resources/workforce sectors. 	Student Services Director Principal	In-Kind
Develop CH 74 HVAC/R program.	2023-2024 Completed	<ul style="list-style-type: none"> a. Adapt DESE HVAC/R Frameworks. b. Hire instructor. c. Provide consultant and professional development support. d. Define program requirements. 	Principal	\$400,000.00
Compliance				
Prepare for DESE district review	2024-2025	<ul style="list-style-type: none"> a. Attend orientations and trainings related to review. b. Prepare required documents and evidence. c. Coordinate logistics for the visit. d. Host review team. e. Review report from team and make necessary changes based on report feedback. 		In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Instruction				
Ensure all curriculum maps and lesson plans are current and reflective of individual requirements.	2024-2027 Ongoing	a. Utilize the district provided software for lesson planning. b. Evaluate faculty and staff per DESE regulations to ensure effective instruction.	Principal Curriculum Coordinators	In-Kind
Continue professional development for the use of Smartboards to complement Chromebook 1-1 initiative.	2024-2027	a. Utilize teachers already used in SMART to provide in-house PD. b. Continue partnership with SMART Technologies and CCS to provide faculty with PD in Smartboard use.	Principal Curriculum Coordinators	In-Kind
Assessment				
Continue Standards-Based Grading (SBG) conversion one grade at a time.	2024-2027 2023 – 9 2024 – 10 2025 – 11 2026 – 12	a. Complete conversion of grade 9 and 10 materials to SBG methods. b. Present SBG to grade 9 and 10 parents and students. c. Provide ongoing professional development to faculty in preparation of changing to SBG. d. Work with SBG teacher team to finalize documents and procedures. e. Observe implementation of SBG and modify as needed.	Principal Curriculum Coordinators	In-Kind
Improve MCAS performance by increasing the % of students meeting or exceeding expectations on ELA, Mathematics, and Science MCAS exams.	2024-2026	a. Review MCAS data in subject specific teams to analyze specific areas for improvement. b. Prepare report to share with full faculty on identified areas. c. Facilitate PD time to develop methods to address focus areas both in MCAS subject specific departments and as a school. d. Utilize findings in anticipated MCAS prep programs for spring 2025.		In-Kind
School Climate				
Utilize advisory period classes to ensure safe and inclusive environment for all students to enhance educational learning experiences.	2024-2027	a. Implement advisory program. b. Refine advisory curriculum annually. c. Continue programming to support highest-risk students in successfully connecting with the school community at large.	Principal Director of Student Services School Counselors	In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Improve school culture through development of SWARM extra-curricular club.	2024-2027	<ul style="list-style-type: none"> a. Implement SWARM club. b. Develop activities for SWARM to initiate aimed at building school spirit (pep rallies, SkillsUSA, athletics, spirit weeks, etc.) c. Recruit members and expand SWARM club membership and activities. 		\$10,000.00
School Safety				
Increase campus and student safety.	2023-2024 Completed	<ul style="list-style-type: none"> a. Cell phones (reduce drama) – Continue and improve implementation of Yondr pouches. b. Video cameras – Increase number of cameras in school security system. c. Single entry point – Reorganize entry and dismissal procedures to ensure a single point of entry and exit during the school day. 	Principal	In-Kind
Technology				
Continue hardware and software support appropriate to educational needs.	2023-2026	<ul style="list-style-type: none"> a. Monitor inventory levels of hardware and software to ensure they meet the current educational needs. b. Implement replacement and upgrade measures as required including Windows 11 upgrades. c. Seek out educational technology funding sources. d. Continually research new software developments and applications. 	Principal	\$162,000.00

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Facilities				
Continue interior renovation of selected classrooms/vocational shops, and common spaces.	2024-2027	a. Schedule summer projects.	Superintendent	\$116,000.00
Continue grounds maintenance and athletic field improvements.	2024-2027	a. Identify and sequence projects. b. Include outside contractors as needed.	Superintendent	\$40,000.00
Develop HVAC/R building requirements.	Completed	a. Design building facility. b. Conduct facility and equipment needs. c. Construct and equip facility.	Superintendent	\$3,700,000.00
Ensure equipment and software match curriculum needs.	2024-2027	a. Survey departmental equipment needs. b. Determine grant funding eligibility. c. Provide cost estimate.	Superintendent	Grants, TBD
Conduct building assessment needs survey.	2024-2027	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.	Completed	a. Prepare and submit MSBA application.	Superintendent	Unknown
Design and implement aesthetic improvements around the building to increase school community/spirit.	2024-2027	a. Complete foyer and gym updates. b. Design aesthetic updates for cafeteria. c. Complete cafeteria updates. d. Identify future areas for possible updates.		\$20,000.00
Continuing Education				
To coordinate industry training needs and capabilities.	2024-2027	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
Recruitment, Retention, and Admissions				
Revise and implement an admissions policy that will ensure diversity, equity, and inclusion in the admissions and shop selection processes for incoming 9 th graders in compliance with DESE requirements.	2024-2027	<ul style="list-style-type: none"> a. Coordinate with admissions data team. b. Attend DESE and MAVA workshops on best practices in inclusive admissions practices. c. Analyze admissions data for disproportionality and make adjustments if needed annually. d. Analyze shop enrollment data for disproportionality and address concerns if needed. e. Review admissions and enrollment data regarding diversity, equity, and inclusion. 	Principal	In-Kind
Postsecondary Programs				
To increase access and enrollment in all postsecondary programs.	2024-2027	<ul style="list-style-type: none"> a. Increase recruitment presence in area guidance departments. b. Increase social media presence via Twitter, Facebook, and Instagram. c. Increase distribution of recruitment videos. d. Collaborate with area business partners to promote awareness. e. Target postsecondary recruiting with business and educational partners. 	Superintendent	\$60,000.00
Expand practical nursing enrollment.	2024-2027	<ul style="list-style-type: none"> a. Hire additional faculty. b. Expand classroom and laboratory space. c. Develop partnerships with area employers. d. Build and equip a new PN simulation laboratory. 	Superintendent	\$200,000.00