



Central Administration

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MEMORANDUM

To: Valley Collaborative Board of Directors
From: Dr. Chris A. Scott, Executive Director
Date: June 8, 2023
Re: 2022 - 2023 District Improvement Plan

During the 2022 - 2023 school year, Valley continued to work under the framework of the District Improvement Plan (DIP) Bridge Plan. Through this framework, we focused on curriculum, professional development, and human resources. Additionally, Valley revised our mission statement, vision, and strategic objectives to reflect our commitment to Diversity, Equity, and Inclusion (DEI). This year, Valley's "Leadership at Every Level" Professional Development Series, facilitated by Dr. Anthony Bent, was anchored by the foundational text, *Leading with Dignity*, by Donna Hicks, PhD. Valley plans to host a *Leading with Dignity* book club for all staff in the summer/fall of 2023. This past spring, the leadership team created a survey based Hicks' ten elements of dignity, which expanded upon our previous Sense of Belonging Survey. This expanded survey tool will be administered in the Fall of 2023. Additionally, Valley is attempting to secure Dr. Hicks as a remote keynote speaker on Orientation Day (September 5, 2023).

In accordance with the criteria embedded in the Coordinated Program Review for Collaboratives, Valley teachers and professional staff have continued to survey our curriculum for bias. This year, we worked to enhance our library to make it more inclusive and diverse.

In order to creatively address the staffing shortage and the competitive labor market for paraprofessionals, Valley developed a new position titled "Special Education Assistant." This position is responsible for providing specialized support to students in a substantially separate classroom setting or within the community and assisting special education teachers and specialists throughout each school day. This position requires completion of Valley Collaborative's "Special Education Academy" – a series of targeted special education training sessions. This position is responsible for data collection in the classroom or community setting, developing therapeutic rapport with students in order to effectively de-escalate situations and assist in providing effective student instruction, actively engage in professional development to further the effective support of the substantially separate classrooms, and follow through with all recommendations put in place by the students' teams.

Valley also formed a partnership this year with the International Institute of New England (IINE), located in Lowell, Massachusetts, to help fill various positions across the Collaborative. IINE creates opportunities for refugees and immigrants to succeed through resettlement, education, career advancement and pathways to citizenship.

In September of 2023, we will work to set next year's initiatives and develop an action plan with the DEI Committee and Leadership Team.

Strategic Objective 3: Valley Collaborative will foster diversity, equity and inclusivity to promote a sense of belonging and engagement for all stakeholders (students, adults, families, staff, districts, community partners).

Initiative: 3.4 Ensure Valley is a diverse, equitable, and inclusive organization:

Professional Development Initiatives	Person Responsible	Date	Status
<i>Leading with Dignity</i> , Leadership at Every Level Professional Development Series	Dr. Anthony Bent Dr. Chris Scott Jr. & Sr. Leadership teams	Sept-June '23	ongoing
Dignity Survey	Dr. Chris Scott Brian Mihalek Karen Rowe	Draft- Spring '23 Administer- TBD-Fall '23	ongoing
Collaborative wide Summer Book Club Donna Hicks' <i>Leading with Dignity</i>	Dr. Chris Scott	Summer '23	ongoing
2022-2023 SY Orientation Day Keynote Speaker- Dr. Regina Robinson, Deputy Commissioner, Massachusetts Department of Elementary and Secondary Education 2023-2024 SY we are looking to secure Donna Hicks, author of <i>Leading with Dignity</i>	Dr. Chris Scott	Fall '22 Fall '23	ongoing
Seeing Your School and Students Through Trauma-Informed Lenses- Transitional MS & HS -Noelle Colbert, M.Ed., James Levine and Assoc. (for MPY)	Nicole Noska	04/05/2023	completed
Understanding Anxiety and Avoidance- Transitional MS & HS -Alex Hirshberg, Psy.D., Massachusetts Partnerships for Youth	Nicole Noska	01/25/2023	completed
Perceived Anxiety: Regulating Internal Stimulation- Transitional & Alternative MS & HS -Patrick Barbieri, M.Ed., Educational Consultant (Mass Partnerships for Youth)	Nicole Noska Nicholas LeClair	12/07/2022	completed
Implementing Multi-Modal Community Building Experiences- Alternative HS -Nicholas LeClair	Nicholas LeClair	11/01/2022	completed

Diversity, Equity, & Inclusion Adult Program -EdApp	Matthew Gentile	12/22/2022	completed
Communication Devices Adult Program -Grandbois Therapy, Abby Cummings	Matthew Gentile	09/06/2022	completed
Adaptive Equipment and Assistive Technology Adult Program -Holly Tierney	Matthew Gentile	09/06/2022	completed
Proactive Approaches to Behavioral Challenges Adult Program -Joseph Venskus, Jr.	Matthew Gentile	12/22/2022	completed

Curriculum Initiatives	Person Responsible	Date	Status
Curriculum Bias Survey	Teachers & Therapists	22/23 SY	ongoing
In response to the Curriculum Bias Survey results in the Alternative MS, we worked with an independent MA bookstore to purchase a curated, diverse collection of books (64 chapter books, 42 graphic novels, 7 poetry books, 13 non-fiction books, 19 of the sports genre).	Jake Smith Brian Mihalek	22/23 SY	completed
Winter Holiday Storyteller- Elementary Assembly	Heather Mackay	12/21/2023	completed
“Gather Here” Multicultural assembly-Elementary School	Heather Mackay	02/17/2023	completed
Autism Acceptance Month	Heather Mackay	April ‘23	completed

Human Resources Initiatives	Person Responsible	Date	Status
SPED Assistant: in order to creatively address the high turnover rate of our paraprofessionals (both transitional and behavioral aides), Valley developed a new position titled "Special Education Assistant." This role is responsible for providing specialized support to students in a substantially separate classroom setting or within the community and assisting special education teachers and specialists throughout each school day. This position requires completion of Valley Collaborative’s “Special Education Academy” – a series of targeted special education training sessions.	Kari Morrin Nicole Noska Heather Mackay Nicholas LeClair Dr. Chris Scott	Feb ‘23	completed
In April ‘23 approx. 25 Special Education Assistant positions were filled with an additional (approx. 10) positions being added in July ‘23.	Kari Morrin Nicole Noska Heather Mackay	Feb ‘23	ongoing

	Nicholas LeClair Dr. Chris Scott		
The Human Resources Department continues to work toward expanding the reach of its job postings to connect with more diverse job seekers. In previous years, Valley had cross posted all of our open positions on The Teacher’s Lounge MA website, an organization that is focused on has the following <u>Vision</u> : The Teachers’ Lounge is an education-based nonprofit organization seeking to drive unprecedented student outcomes by greatly diversifying the people, thoughts, and actions of the educational workforce in the Greater Boston Area and beyond; and <u>Mission</u> : In efforts to recruit, revitalize, and retain Educators of Color, The Teachers’ Lounge develops and implements innovative solutions for building more diverse, equitable, and inclusive learning and professional environments for all stakeholders. This year, Valley Collaborative began receiving the organization’s Newsletter.	Kari Morrin	22/23 SY	ongoing
Valley Collaborative formed a partnership with the International Institute of New England (IINE), located in Lowell MA, to help fill various positions across the Collaborative. IINE creates opportunities for refugees and immigrants to succeed through resettlement, education, career advancement and pathways to citizenship.	Kari Morrin	22/23 SY	ongoing

Required Action:

None

Attachments:

None