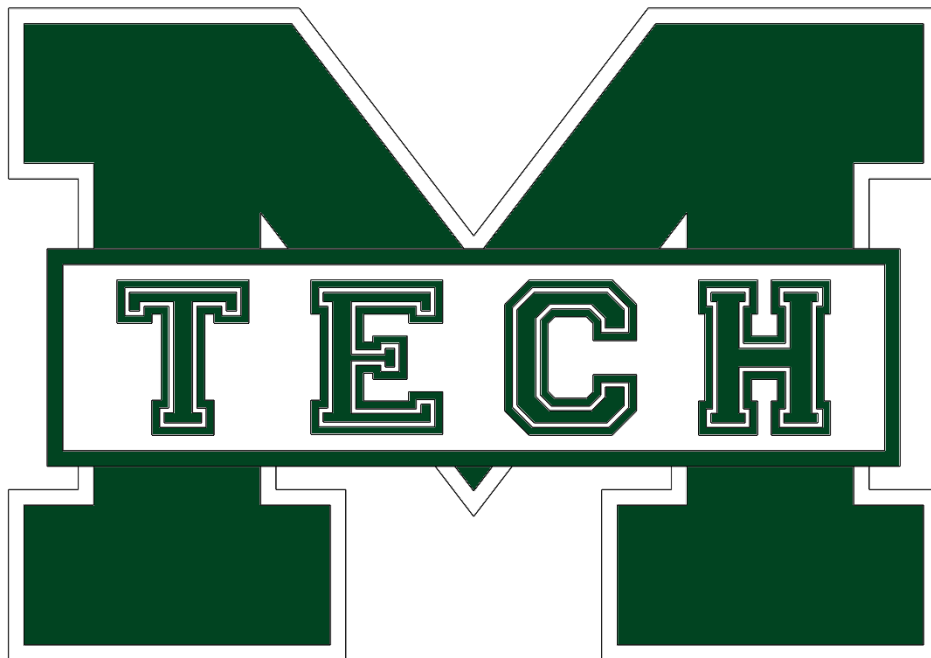


Northern Berkshire Vocational Regional School District

McCann Technical School



Strategic Plan

2026-2029

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 2026-2029 9 – 2026-2027 10 – 2027-2028 11 – 2028-2029 12 – Completed	<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. c. Explore High Quality Instructional Materials (HQIM) to incorporate into relevant curriculum per DESE recommendations. 	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. b. Convert curricular materials to adhere to department identified standards and discard materials that do not focus on these standards. c. Modify curriculum maps to accurately reflect SBG policies and practices. 	Principal Curriculum Coordinators	In-Kind
Continue delivering career readiness and college preparedness content.	2026-2029 Ongoing Completed	<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. f. Implement MEFA Pathways, as the work-based learning program. g. Monitor upcoming DESE regulations around career planning and graduation requirements and respond accordingly. 	Student Services Director Principal	In-Kind
Develop CH 74 HVAC/R program.	Completed 2026-2029	<ul style="list-style-type: none"> a. Adapt DESE HVAC/R Frameworks. b. Hire 2nd instructor. c. Provide professional development support. d. Define program requirements. 	Principal	\$60,000.00

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Compliance				
Identify and prepare for any upcoming DESE monitoring reviews.	2026-2027	<ul style="list-style-type: none"> a. Lay out a graphic organizer to represent timeline and frequency of monitoring visits. b. Identify point people for each monitoring visit who will organize the district’s preparation and materials. c. Attend related orientations and trainings for the monitoring visits. 	Principal Director of Student Services	In-Kind
Instruction				
Ensure all curriculum maps and lesson plans are current and reflective of individual requirements.	2026-2029 Ongoing	<ul style="list-style-type: none"> 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
Develop and implement more engaging teaching strategies per DESE district review recommendations including decreasing reliance on Chromebooks.	2026-2029	<ul style="list-style-type: none"> a. Research and attend various PD in engaging teaching strategies. (Admin and faculty) b. Research and attend various PD in utilizing Chromebooks effectively (Admin and faculty) c. Prepare PD offerings for faculty at large for sharing practices learned by faculty and admin. 	Principal Assistant Principal of Teaching and Learning Curriculum Coordinator	In-Kind
Assessment				
Continue Standards-Based Grading (SBG) conversion.	2026-2029	<ul style="list-style-type: none"> a. Provide ongoing professional development to faculty in preparation of changing to SBG. b. Work with SBG teacher team to finalize documents and procedures. c. Observe implementation of SBG and modify as needed. 	Principal Curriculum Coordinators	In-Kind
Participate in DESE’s Accelerating Achievement Partnership to help improve student performance on MCAS tests.	2026-2028	<ul style="list-style-type: none"> a. Attend orientation sessions facilitated by DESE. b. Participate in DESE workshops related to the Accelerated Achievement. c. Engage in Accelerated Achievement Partnership cohort of schools in developing and implementing best practices and strategies. 	Principal TBD	In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
School Climate				
Improve school culture through development of SWARM extra-curricular club.	2026-2029	<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
Continue school aesthetic projects to enhance school spirit and support SWARM activities.		<ul style="list-style-type: none"> a. Brainstorm ideas with stakeholders on ideas for campus aesthetic upgrades. b. Explore ways to enhance the following areas: <ul style="list-style-type: none"> i. Building Exterior ii. Athletic fields iii. Hallways iv. Front of building 	Principal School Council SWARM team	\$15,000
School Safety				
Increase campus and student safety.	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
Review and update school crisis plans and develop protocols for related drills/rehearsals.	2026-2027	<ul style="list-style-type: none"> a. Review and revise safety protocols, procedures, and related documents b. Coordinate with local law enforcement agencies to identify necessary drills and rehearsals and schedule them through the school year. 	Principal Assistant Principal	In-Kind
Technology				
Continue hardware and software support appropriate to educational needs.	2026-2029	<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.	2026-2029	a. Schedule summer projects.	Superintendent	\$120,000.00
Continue grounds maintenance and athletic field improvements.	2026-2029	a. Identify and sequence projects. b. Include outside contractors as needed.	Superintendent	\$40,000.00
Ensure equipment and software match curriculum needs.	2026-2029	a. Survey departmental equipment needs. b. Determine grant funding eligibility. c. Provide cost estimate.	Superintendent	Grants, TBD
Conduct building assessment needs survey.	2026-2029	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
Coordinate MSBA roof and glass replacement project.	2026-2027	a. Coordinate construction activities. b. Design and complete ADA compliance projects. c. Manage project funding.	Superintendent	\$16,779,269.00
Design and implement aesthetic improvements around the building to increase school community/spirit.	2026-2029	a. Complete foyer and gym updates. b. Design aesthetic updates for cafeteria. c. Complete cafeteria updates. d. Identify future areas for possible updates.		\$10,000.00
Continuing Education				
To coordinate industry training needs and capabilities.	2026-2029	a. Determine training requirements prioritized to industry needs including: <ul style="list-style-type: none"> i. Clean energy ii. Culinary arts iii. Office 365 skills iv. GD & T Tolerancing b. Coordinate with MassHire for area training needs. c. Coordinate with area businesses for training needs. d. Create cost analysis and funding sources. e. Develop short-term training programs.	Superintendent	Workforce Blueprint In-Kind

GOAL	TIME-FRAME	STRATEGY	LEAD	COST
Recruitment, Retention, and Admissions				
Implement updated admissions policies consistent with DESE regulations that includes the use of lottery-based protocols for high school admissions.		<ul style="list-style-type: none"> a. Develop systems within school software, Finalsite, to ensure an electronic lottery process consistent with district admissions policies and state regulations. b. Communicate new regulations, criteria, and timelines with prospective students and their families. c. Monitor new admissions process for unforeseen situations and respond accordingly. 	Principal Curriculum Coordinator	In-Kind
Postsecondary Programs				
To increase access and enrollment in all postsecondary programs.	2026-2029	<ul style="list-style-type: none"> a. Increase recruitment presence in area guidance departments. b. Increase social media presence via Facebook, Instagram and TikTok. c. Increase distribution of recruitment videos. d. Collaborate with area business partners to promote awareness. e. Target postsecondary recruiting with business and educational partners. f. Increase marketing efforts through radio, email and billboards. g. Add annual open house/career fair. 	Superintendent	\$60,000.00
Expand practical nursing enrollment.	2026-2029 Completed	<ul style="list-style-type: none"> a. Hire additional faculty. b. Expand classroom and laboratory space. c. Develop partnerships with area employers. 	Superintendent	\$200,000.00