



Granby Memorial High School

School Improvement Plan 2020-2021



## Granby Public Schools

Vision, Mission, Achievement Goal, Learning Principles, Theory of Action



**Vision:** Every student educated in the Granby Public Schools will graduate on time, prepared for 21<sup>st</sup> Century Citizenship.

**Mission:** All students will become powerful thinkers, effective collaborators, and compassionate contributors in preparation for success in a dynamic, interdependent world.

### Achievement Goal:

Students will demonstrate powerful thinking by systemically solving problems through analyzing and synthesizing information and articulating/defending a position.

### Learning Principles:

*Reflect our district's beliefs and values and describe the non-negotiable conditions required in every learning environment that are a guaranteed right for every student. These conditions constitute effective teaching and serve as guiding principles to which staff and students are held accountable.*

Students learn best when teachers provide opportunities for them to:

- Contribute to the creation of a positive, safe and supportive learning environment that personalizes learning, celebrates growth and fosters risk-taking, collaboration, discourse, and questioning;
- Take ownership and responsibility for their learning by setting and accomplishing personal learning goals and monitoring their growth by self-assessing, reflecting and applying meaningful and timely feedback;
- Have choices, engage in exploration and practice and demonstrate perseverance;
- Engage in authentic, real-world and relevant tasks that challenge them to demonstrate their understanding in varied and meaningful ways;
- Build upon prior knowledge, make connections and transfer learning to new situations; and,
- Understand clearly defined learning objectives that represent big ideas and that teachers model and structure to foster independence.

### Theory of Action:

We know teacher quality has the greatest impact on increasing student learning.

Therefore, if students are providing access to highly effective teachers who also develop caring responsive relationships, *AND* if the structures and culture of professional learning communities are used to support high expectations for student learning and improve instruction through the use of:

- standards-based curriculum,
- data driven decision making
- effective teaching strategies,
- ongoing monitoring, and
- flexible time for struggling learners,

*THEN* we will meet the needs of all learners and all students will achieve at high levels.

### 2014-2019 Board of Education Goals

*The 2014-2019 five-year Board of Education goals to support the district's vision, mission and achievement goal:*

1. *Provide a rigorous and diverse 21<sup>st</sup> Century Curriculum.*
2. *Invest in the professional capital of the staff.*
3. *Develop an operational plan that ensures continued success in an environment of declining enrollment.*
4. *Promote positive engagement and communication with the community.*
5. *Explore opportunities for alternative revenue sources.*
6. *Influence local and state educational policy.*

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## Vision, Mission & District Achievement Goal

**Goal:** *Continue to improve systems and practices to maximize equitable opportunities for all students.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with consultants to increase staff capacity to facilitate meaningful student dialogue including through acknowledging others' views	CT Ctr for School Change, Bridges Program, Faculty	August and October PD and ongoing	CCSC coaching, NCCJ Bridges Partnership, Meeting time	Improved practices, student survey measures
2. Engage staff in school-based implementation of Granby Equity Team actions including E3s and stakeholder surveys	Granby Equity Team, CCSC CoachGM, HS Equity Network, School Leadership Team, Faculty	Ongoing	Granby Equity Team, CCSC coaching, Meeting time	Student and staff survey measures
3. Provide training to increase staff capacity to create trauma-informed and socially-emotionally responsive classrooms and school environment	Social workers and school psychologists, consultants, teachers	August and November PD and ongoing	Meeting times, consultant technical assistance	Student and family surveys and SLOs gauging improvements in communication/engagement with families
4. Continue to enlist staff in increasing enrollment and support of minority students in college level courses	Counselors, School Leadership Team, OC Social Worker and Teachers	Fall prior to winter course enrollments	Meeting times	Increase % of minority students in AP, ECE, CCP
5. Include multiple stakeholder inputs in GMHS Building Project process and related career programming development	Building committee, Assistant Superintendent, department leaders	Ongoing through committee process	Meeting times, career programming consultation	Career programming plan, inclusive building plan

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## Student Achievement

**Goal:** *All students will meet GMHS Learning Expectations as measured by departmental and standardized assessments including increasing % of juniors meeting benchmark between fall 2020 PSAT and spring 2021 CT SAT*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Deepen departmental focus on teaching, measuring and reporting GMHS Learning Expectations (supporting arguments with evidence, effectively addressing counterclaims, closely reading complex texts, persevering in problem solving)	Department leaders, departments, PLC teams	October and ongoing	School Leadership, department and PLC meeting time	Revised Learning Expectation measures, rubrics and reporting, PLC SMART Goal measures
2. Embed standards/SAT-aligned learning targets and practice into instruction	Teachers, Coaches	Ongoing	PLC time, instructional coaching, College Board resources	Decrease achievement gaps in college-readiness exam benchmarks in Literacy and Math
3. Address NEASC-highlighted need to reduce inconsistencies in grading practices	School Leadership Team, Collaborative Action Team	Fall	Meeting times, resources, current policies	Revised practices and policy
4. Revise SRBI structures and practices to support struggling learners, especially in a remote learning environment	SRBI team, School Leadership Team, PLC teams	Ongoing	SRBI, School Leadership and PLC Meeting time, grading resources	Improved SRBI practices and outcomes.
5. Collaborate with district colleagues to launch a formal process to re-evaluate Core Values, Beliefs and Learning Expectations by articulating a vision of a Granby Public Schools graduate, embedding academic, equity and social/emotional indicators (2 year step)	District Committee	Winter and Spring	Meeting time, exemplars	Vision of the GMHS Graduate draft

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## Instruction

**Goal:** *Refine use of formative assessments of clear learning targets to adjust instruction, including through an online platform.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Increase staff capacity to engage students in effective remote/online instruction	Tech support, LMC Specialist, teacher leaders	August and October PD and ongoing	Tech support, software and hardware, meeting time	Improved capacity, "tech toolbox"
2. Continue focus on developing teacher capacity to clarify learning targets and use of formative assessments	Administrators, department leaders, coaches	Ongoing	Meeting time, T-Eval process, coaching	Rounds data, learning target exemplars, T-Eval feedback
3. Continue to develop teacher and team capacity to use formative data, including student work, to inform instructional adjustments	PLCs, coaches	Ongoing	Meeting time, coaching	Formative assessments, data protocols
4. Facilitate comprehensive completion of NEASC Two Year Update Report and implementation of recommendations	Principal, School Leadership Team,	December to submit, ongoing to implement	Meeting time	Completed report and follow up
5. Collaborate with Director of Guidance and School Counseling Department to implement strategic plan	Director of Guidance, School Counselling Department	Ongoing	Meeting time	Plan outcomes