

Granby Memorial High School

Continuous Improvement Plan 2021-2022



Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

1.1 - Opportunity goal - Every student enrolls in at least one college credit-bearing course (Advanced Placement, Early College Experience, College Career Pathways) while in high school.

- Explicit messaging, teacher recommendation process and counselor conversations during scheduling
- Utilized College Board AP Potential reports *in conjunction with* teacher recommendations
- Revised graduation expectations to promote college courses
- Planning a second AP Boost Camp for this summer
- Planning return to College Explorations this summer

Granby Memorial High School

Highlights:

- Growth in 9th grade math
- Growth in 11th grade math, on track for higher performance than previous class in ERW
- School counselors supported accessing scores and linking to Khan Academy
- Departments have action steps to increase PSAT-aligned practice

Areas for Growth:

- Maintaining 9th grade levels through to 10th grade
- Focusing on students within 100 points of SAT benchmark

| Literacy (2021 - 78%) | | | |
|-----------------------|---------------------------------|---------------|-------------|
| Grade | Prev. Year | Fall Baseline | Spring Goal |
| 9 (PSAT ERW) | 76% SBAC | 79% (+3%pt.) | |
| 10 (PSAT ERW) | 80% <small>April PSAT</small> | 76% (-4%pt.) | |
| 11 (PSAT ERW) | 76% <small>October PSAT</small> | 83% (+7%pt.) | 90% (+7%) |

| Numeracy (2021 - 60%) | | | |
|------------------------|---------------------------------|---------------|-------------|
| Grade | Prev. Year | Fall Baseline | Spring Goal |
| 9 (PSAT Math) | 33% SBAC | 43% (+10%pt.) | |
| 10 (PSAT Math) | 49% <small>April PSAT</small> | 41% (-8%pt.) | |
| 11 (PSAT Math) | 38% <small>October PSAT</small> | 51% (+13%pt.) | 58% (+7%) |

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1.2 Achievement goal - Increase by 7% 11th grade students meeting benchmark on Math and Evidence-Based Reading and Writing (ERW) sections of PSAT/SAT between the fall 2021 PSAT and spring 2022 Connecticut School Day SAT

- Established departmental goals and measures to support growth in P/SAT-assessed standards and skills including embedding SAT-like assessment questions
- Established first ever “Khan-test” initiative to link College Board and Khan Academy Accounts and promote targeted practice (messaging, structure of support, etc.)
- School counselor sessions to support accessing scores and linking
- SAT Prep courses in fall and spring, as well as individualized coaching with students
- Progress on data team practices and protocols including through Great Schools Partnership work and instructional coaches modeling protocols

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Improve frequency and effectiveness of communication that captures and celebrates our school through a variety of communication platforms.

- CTE Advisory Board fall and spring meetings
- Weekly eblasts to families on upcoming events and important updates including building project progress
- Digital media including through athletics and clubs
- Ongoing work to develop and support live-streaming and new Broadcast club, including new Broadcast space

Board Goal #3: Safety and Social Emotional Well-being

Foster a safe and positive social emotional environment for everyone.

Increase staff capacity to create trauma-informed and socially-emotionally responsive classrooms and school environment using the Collaborative for Academic, Social, and Emotional Learning (CASEL) Framework

- Partnered with FVHD to provide training on trauma-informed strategies, QPR Suicide Prevention and teacher and team goal-setting
- Partnered with district SEL committee around developing a framework and aligning efforts going forward
- Partnered with Student Government around events including Homecoming, Spring spirit week and Pep Rally and morning messages
- Participated in state's Voice4Change Initiative both proposals accepted!
- Launching collaborative action teams to address consistency in grading practices

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

Manage the budget process to maximize efficiencies while increasing needed supports for students who struggle academically and socially/emotionally

- Collaborative effort to develop responsive and responsible school budget request including scheduling process
- Partnership with Building Committee, Business and Facilities offices on GMHS building project timeline, communication and management
- Partnership with district committee to explore alternative educational models including implementation of co-teaching for next year
- Continued management of replacement cycles

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

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

- Continuing to hone examination of achievement, participation and discipline through an equity lens
- Collaborative celebrations of cultural heritage including Black History, engaging student voices in morning announcements, etc.
- Collaboration with Partners for Educational Leadership through professional learning, administrative community of practice and individual coaching
- Staff and student participation in Granby Equity Team
- Planned for new Black and Latino Studies elective for next year

Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

Improve staff capacity to clarify outcomes and use data protocols to inform instruction.

- Collaborated with Great Schools Partnership on Elements of Effective Instruction (Learning Environment and Clear Shared Outcomes) and data protocols
- Modeling of data protocols with teams (Leadership Team, PLCs)
- Departmental work on Standards-Aligned Curriculum (Social Studies, Health, Math) and Equity
- Fostering opportunities for vertical alignment in departmental professional learning