



Granby Memorial High School

School Improvement Plan 2019-2020



## 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:** *Improve systems and practices that maximize equitable opportunities for all students.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Enlist specific staff to recruit and support students in enrolling in and staying in college level courses	Counselors, School Leadership Team, OC Social Worker and Teachers	Fall prior to winter course enrollments	Time for meetings	Increase % of Hartford resident students in AP, ECE, CCP from 18/19 (22%) to 20/21
2. Engage School Leadership Team and faculty in experiences to explore equity (E3s) to develop equity-focused culture and work with CCSC Coach to develop measures	Granby Equity Team, School Leadership Team, Faculty, CCSC Coach	Fall, Winter, Spring	Granby Equity Team, CCSC Coaching, Leadership and Faculty Meetings	Measure TBD to gauge equity-focused culture
3. Implement revised SRBI protocols to build team capacity around responsive and restorative intervention, referral and progress-monitoring practices.	School Intervention Team (with CPS Core Team)	Ongoing	Meeting times, technical assistance	Improved SRBI practices and outcomes.
4. Enlist Bridges advisor/trainees, Advisory Team to plan activities to promote our Core Values, challenge bias, etc.	Advisory Team, Advisors	Ongoing	NCCJ Bridges, Meeting Time, Advisory supplies	Increased favorable Panorama student responses, Advisory updates
5. Establish Collaborative Action Teams to examine and recommend improvements to policies and practices regarding cell phone use and homework.	School leadership and Safe School Climate teams	Ongoing	Meeting times	Revised Cell Phone and Homework Policies

## Granby Memorial High School

### Student Achievement

**Goal:** *All students will meet our Learning Expectations (analyze complex texts, support arguments with evidence, revise work, persevere in problem-solving) as measured by departmental measures and an increase in the % of juniors meeting benchmark from 2019 PSAT to 2020 CT SAT.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Commit to departmental measures for specific Learning Expectations in accordance with NEASC recommendation	School Leadership Team	September and ongoing	School Leadership and Department Meeting time	Revised Learning Expectation measures and rubrics
2. Engage departments and PLC teams in using data protocols to track progress and commit to strategies to improve student performance in Learning Expectations Measures	Department leaders, coaches	September and ongoing	Meeting time (PLC, department, release)	PLC SMART Goal measures
3. Focus professional learning and supports around standards-based learning targets, close reading of complex texts and implementation of Pre-AP Curriculum	PLC teams, Literacy Coach, Principals	Ongoing	Meeting times, College Board resources	Decrease achievement gaps in students meeting college-readiness exam benchmarks in Literacy
4. Focus professional learning and supports on practices to promote growth in SAT Math (non-routine problems, question analysis, test taking strategies, opportunities for “productive struggle,” etc.)	Math and Business PLC Teams, Math Coach, Principals	Ongoing	Meeting times	Decrease achievement gaps in students meeting college-readiness exam benchmarks in Math
5. Train teachers in facilitating student dialogue over controversies, acknowledging others’ views, etc.	School Leadership Team, Teachers	Ongoing	Meeting time, resources	Improved practices

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**Instruction**

**Goal:** *Use formative assessments of clear learning targets to adjust instruction.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Focus rounds and learning walks around problem of practice to develop teacher capacity to use formative assessments of clear learning targets to adjust instruction	Principal, School Leadership Team	Fall, winter and spring rounds/walks	Meeting time	Rounds data, formative assessments, improvements for “My colleagues develop differentiated instruction to meet the needs of all students”
2. Focus feedback to teachers on clarity of learning targets and formative assessments	Administrators and Department Heads	Ongoing	Meeting time	TEP outcomes
3. Support student-centered coaching to develop the capacity of teachers and teams to align growth to standards and support 9th grade Pre-AP teachers	Coaches, Administrators, Assistant Superintendent	Ongoing	Meeting time, coaching schedule	Coaching cycle data
4. Develop teacher/team capacity to set standards-based learning targets	Coaches, CAS/department leaders, PLC teams, Administrators	Ongoing	Coaching schedule and resources, meeting protocols	Learning Target exemplars, improvements for “My teachers explain to us why we are learning something”
5. Engage leadership team in addressing NEASC-highlighted need to reduce inconsistencies in formative assessment, homework, feedback, communication with families	School Leadership Team	November to April	Meeting time, coverage	Improved protocols and practices, survey results