



**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 21st Century Citizenship.

Achievement Goal:

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 learning 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

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

- 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 provided 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.

Vision, Mission & District Achievement Goal

Goal: Improve systems and practices that maximize equitable opportunities for all students

Action Steps

Evidence/Measurements

Enlist staff to recruit and support increased % of minority students in college-level courses

Increase in %/decrease in gaps of students enrolled and successful

Implement revised SRBI intervention practices

SRBI outcomes

Partner with CCSC and NCCJ to develop equity-focused culture through E3s, revised Advisory activities

Improved student survey outcomes

Student Achievement Goal

Goal: *All students will meet our Learning Expectations as measured by departmental measures and an increase in the % of juniors meeting benchmark from 2019 PSAT to 2020 CT SAT.*

Action Steps

Evidence/Measurements

Refine measures of Learning Expectations

Refined measures, rubrics, SMART goal data

Engage teams in tracking cohorts to monitor student growth in college readiness standards

Increased achievement/decreased gaps in P/SAT outcomes

Focus PD and supports around practices to promote growth in SAT-assessed standards

Instructional practices and strategies

Instruction

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

Action Steps

Focus Instructional Rounds, PD, formative educator feedback and coaching around standards-based learning targets and formative assessments

Support implementation of Pre-AP

Engage school leadership team to reduce inconsistencies in formative assessment, homework, grading and communication

Evidence/Measurements

Rounds data, learning target exemplars, formative assessments

Coaching cycle data, Pre-AP outcomes

Improved practices, survey results