



Granby Memorial High School and Granby Memorial Middle School
Counseling Department

Strategic 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 21st 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 21st 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.*

Academic

Goal: Review the current school counseling curriculum to align with the state and national standards and the needs of our students.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> ● Counselors at GMMS and GMHS will document the school counseling lessons in Eduplanet 21 	<ul style="list-style-type: none"> ● Julie Groene ● School counselors 	<ul style="list-style-type: none"> ● June, 2020 and the 2020/2021 school year via PD time. 	<ul style="list-style-type: none"> ● Coach consult ● Consult with Assistant Superintendent for professional development time in June, 2020 and 20/21. 	<ul style="list-style-type: none"> ● Written curriculum artifacts
<ul style="list-style-type: none"> ● Explore technology resource to house student success plan artifacts (Grades 6-12) 	<ul style="list-style-type: none"> ● Julie Groene and School Counselors 	<ul style="list-style-type: none"> ● 2020/2021 and 2021/2022 	<ul style="list-style-type: none"> ● GPS Technology Consult, ● HS Library Media Specialist ● Review use of current resources such as Naviance, ● Google platform 	<ul style="list-style-type: none"> ● Decision made on where to house student success plan artifacts
<ul style="list-style-type: none"> ● Review credit and performance standards for graduation 	<ul style="list-style-type: none"> ● Julie Groene and high school counselors ● Consult with Academic Leaders, HS Administration, ● Asst. Superintendent 	<ul style="list-style-type: none"> ● 2020/2021 School year 	<ul style="list-style-type: none"> ● Consult with high school leadership team 	<ul style="list-style-type: none"> ● BOE review of proposed edits of exit standards
<ul style="list-style-type: none"> ● Implementation of a School Counseling Advisory Council to provide input into the delivery of school counseling services <ul style="list-style-type: none"> ○ Begin with separate advisory councils GMMS, GMHS 	<ul style="list-style-type: none"> ● Julie Groene and School Counselors 	<ul style="list-style-type: none"> ● 2020-2021 and 2021-2022 		<ul style="list-style-type: none"> ● Artifact review based on meeting agendas, minutes and meeting outcomes GMHS meeting held 11/12/20 GMMS Meeting: Dec. 2020

College and Career Planning

Goal: Increase exposure to career exploration in Grades 6-12.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> Expanded use of Naviance in every grade 6, 7, 8 at GMMS (90% participation rate) 	<ul style="list-style-type: none"> GMMS Counselors: TIm Cunningham and Caryn Neff 	<ul style="list-style-type: none"> 2020/2021 school year 	<ul style="list-style-type: none"> Naviance Professional Development Release time to write curriculum 	<ul style="list-style-type: none"> Eduplanet 21 artifacts Review of GMMS Naviance platform
<ul style="list-style-type: none"> Reexamine roles and responsibilities of our College Career Assistant and Career and Technical Education Coordinator 	<ul style="list-style-type: none"> Julie Groene 	<ul style="list-style-type: none"> December 1, 2020 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Updated job descriptions for the College and Career Assistant and Career and Technical Education Coordinator
<ul style="list-style-type: none"> Identify the needs of the College and Career Center to operate effectively for students and families for in an ever-changing world 	<ul style="list-style-type: none"> Julie Groene and Mara Henze 	<ul style="list-style-type: none"> Spring 2020- November 2020 	<ul style="list-style-type: none"> Flexible seating - tables and chairs 	<ul style="list-style-type: none"> Needs addressed in 2021/22 high school budget
<ul style="list-style-type: none"> Expand opportunities for career exploration 	<ul style="list-style-type: none"> Julie Groene School Counselors College Career Center Assistant 	<ul style="list-style-type: none"> 2020-2021 and beyond 	<ul style="list-style-type: none"> To be determined 	<ul style="list-style-type: none"> Survey teachers and students to identify areas of interest for career panel conversations and professional speakers that support the high school curriculum College and Career Center artifacts
<ul style="list-style-type: none"> Institute a workshop model in the College and Career Center to support the individual needs of students and parents in the post-secondary planning process. 	<ul style="list-style-type: none"> Mara Henze and Julie Groene School Counselor consult 	<ul style="list-style-type: none"> Pilot workshop model for seniors/ parents in the fall, 2020. Topics include: the Common Application, the college search, college essay writing, creating a resume, interviewing skills, financial planning, Naviance 101, careers in the military. 	<ul style="list-style-type: none"> Consultation with high school counselors and Jeff Stanwood CTE Coordinator 	<ul style="list-style-type: none"> College Career Center artifacts, survey results
<ul style="list-style-type: none"> Use developmental guidance scope and sequence to drive assured points of contact in the College Career Center. 	<ul style="list-style-type: none"> Julie Groene, Mara Henze and HS counseling staff 	<ul style="list-style-type: none"> Spring 2021 	<ul style="list-style-type: none"> Financial support of curriculum writing to aid in program development 	<ul style="list-style-type: none"> Review of CCC program delivery documents

Social and Emotional Supports

Goal: Create opportunities for additional contacts with school counselors to effectively support social/emotional learning needs.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> ● Implement a survey mechanism at GMMS and GMHS for parental feedback 	<ul style="list-style-type: none"> ● Juile Groene ● School counselors 	<ul style="list-style-type: none"> ● 2020-2021 	<ul style="list-style-type: none"> ● Use of Google forms 	<ul style="list-style-type: none"> ● Review survey results to drive next steps ● June 2020 Survey Sent and results reviewed in Parent Advisory Council Meetings
<ul style="list-style-type: none"> ● Continue to support the implementation of updated SRBI (Scientific Research Based Interventions) protocols which began in 19/20 academic year ● (Social/Emotional/Academic) 	<ul style="list-style-type: none"> ● Julie Groene and HS School Counselors 	<ul style="list-style-type: none"> ● 2019-2020 and 2020-2021 school years 	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●
<ul style="list-style-type: none"> ● Collaborate with staff across the district to explore alternative programming opportunities that support our students with the highest level of social emotional need. 	<ul style="list-style-type: none"> ● Support staff, Pupil Personnel Director, administration, Assistant Superintendent 	<ul style="list-style-type: none"> ● Multi-year goal 	<ul style="list-style-type: none"> ● TBD 	<ul style="list-style-type: none"> ●