



Granby Memorial High School Continuous Improvement Plan 2023-2024

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GRANBY PUBLIC SCHOOLS

Vision of a Graduate

All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.

Resourceful Learners	<ul style="list-style-type: none">❖ Ask questions and identify problems or challenges❖ Identify strategies and methods for personal success❖ Explore and connect areas of interest❖ Set goals and persist in achieving these goals❖ Gather and evaluate a variety of sources and perspectives❖ Synthesize information and create solutions❖ Solve complex problems by applying approaches from multiple disciplines
Effective Communicators	<ul style="list-style-type: none">❖ Listen closely and respectfully participate in discourse❖ Value diverse voices and viewpoints❖ Prepare a message for an identified purpose and audience❖ Express ideas clearly in a variety of ways❖ Support arguments with evidence❖ Adapt and adjust thinking based on feedback and new learning❖ Use tools and technology flexibly and strategically
Positive Contributors	<ul style="list-style-type: none">❖ Develop meaningful connections with others❖ Collaborate for a common goal❖ Exhibit compassion and empathy❖ Make healthy and responsible decisions❖ Use personal talents and knowledge to contribute to society❖ Demonstrate civic responsibility❖ Understand that actions have impact on the local community, the country and our global society

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.

Goal 1.A Achievement (GPS 1D) - Increase the % of 9th, 10th and 11th graders scoring at benchmark on PSAT

Fall Math Targets	Next Test Math Target *	Fall ERW Targets	Next Test ERW Target *	* Specific goals to be determined based on fall PSAT
9th - 47% to 70%	PSAT 10 - *	9th - 62% to 80%	PSAT 10 - *	
10th - 68% to 75%	PSAT 11 - *	10th - 75% to 80%	PSAT 11 - *	
11th - 49% to 70%	CT SAT - *	11th - 73% to 80%	CT SAT - *	

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Revise and implement department plans and benchmark measures to support student growth on essential grade level PSAT standards and skills	Department leaders, teachers	September and ongoing	Team meeting time, coaching	Departmental goals and benchmark data
2. Provide additional SAT practice and intervention opportunities for students	Department leaders, teachers, Coaches	Fall and ongoing	Team meeting time	Revised practices
3. Train leaders and teachers to use CB report and benchmark data with students to provide individualized feedback	Department leaders, teachers, Coaches	Fall and ongoing	CB Support, PD and Coaching	PLC data meetings, small group and individualized feedback
4. Train teachers in using DnA Data System to house benchmark data and track student growth	Coaches	Winter	Team meeting time, PD	DnA Usage, PLC data meetings
5. Continue to develop Multi-Tiered Systems of Support (MTSS)	MTSS Team, Coaches	Fall and ongoing	Coaching, CS	Revised MTSS
6. Implement a process for teacher teams to audit/revise curriculum in core areas to ensure priority standards are being taught	Department leaders Coaches, Assistant Superintendent	Spring and Summer Benchmark cycle beginning in fall	Time for curriculum development, Coaching	Updated curriculum documents
7. Develop opportunities across disciplines for students to practice and use feedback revising work, solving problems and supporting claims	Departments, teachers	Ongoing	Coaching	Student work

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.

Goal 1 B. Opportunity (GPS 1G) - Every student enrolls in at least one college credit-bearing course (Advanced Placement, Early College Experience, College Career Pathways, HS Partnership Program) while in high school and/or participates in at least one pre-vocational and vocational programming opportunity. Target=95% for '24 ('22 = 89% '23 = 92%)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue explicit communication with students and families to encourage enrollment in college-credit courses	Administration, teachers, counselors	Ongoing	Support for AP, ECE and CCP certification	Target: 95% for '24 ('22 = 89% '23 = 92%)
2. Create school policy to promote rigorous coursework aligned with CT Accountability system	Administration with Asst. Superintendent	Fall	Meeting time	Revised school policy
3. Use VoG to articulate priority indicators reflecting both college as well as career readiness	Leadership Team	Winter	Meeting time	VoG Priority Indicators and Plan
4. Use VoG to revise Capstone expectations, rubric and options	Leadership Team and Assistant Superintendent	Spring	Meeting time	Revised Capstone Program

Board Goal #2: Community Engagement
Enhance communication and build trusting relationships with all stakeholders.

Goal 2 (GPS 2A): Improve frequency and effectiveness of communication that captures and celebrates our school community

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage Departments in providing regular communication through a variety of platforms (Newsletters, Websites, Live Feed)	Administration, office staff, departments, LM Specialist	Ongoing	Time, technology	Communication platforms, survey results
2. Improve opportunities for communication and feedback re: school events, conferences, PAC	Administration	Ongoing	Technology	Survey results, attendance
3. Use quarterly PACs to focus on college/career paths, student wellness, family engagement	Administration	Quarterly		
4. Develop opportunities to celebrate Bears (Clubs, Student Gov, Broadcast "spots", Bear Council)	Club leadership, Broadcast class	Ongoing	Club Support, technology	Club participation, celebrations
5. Continue to develop Career & Technology Education (CTE) partnerships through fall breakfast and spring Career Fair	PA/CTE Department, CCC Advisor, Community partners	Fall and Spring meetings	Meeting times for planning	CTE Advisory Meetings, Career Fair

Board Goal #3: Safety and Social Emotional Well-Being
Foster a safe and positive social emotional environment for everyone.

Goal 3: (GPS 3C, D) - Collaborate to craft shared expectations and processes to create safe, supportive and inclusive and socially-emotionally responsive school and classroom communities that foster belonging and emotional well-being for all learners.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage staff in developing school-wide charter of community agreements/expectations	Administration, staff	August and fall PD	Meeting time	Charter of expectations
2. Increase opportunities for student voice through clubs, surveys and new "Bear Council" of student leaders	Clubs, Principal, Family Engagement Specialist	November and ongoing	Meeting time, incidentals	Club membership, student survey data
3. Create opportunities to develop skills and capacity in engaging in civil discourse	All staff and students	November and ongoing	PD Resources, Meetings, Advisory	Strategies, norms
4. Refine use of DESSA measurement to target SEL strengths and needs	Safe School Climate /SEL Leadership team	Fall, Winter, Spring,	Survey and administration time	DESSA Data, SEL Action Plan

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.

Goal 4: (GPS 4, 3A) - Manage the budget to maximize efficiencies while increasing needed supports for struggling students

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Train new department leaders in use of iVisions and budget process	Principal, office staff, Department Leaders	Fall	Meeting time	Budget process
2. Continue to support co-teaching and interventions to support students including those with SEL needs	Administration, Pupil Personnel, teachers	Ongoing	Meeting time, trainings	Student achievement, IEP goals
3. Continue to monitor class sizes for learning environments and staffing	Administration, Dept. leaders, CS	Ongoing	Meeting time	Efficient staffing, alternate year course cycles
4. Continue to investigate replacement cycles (GPS 4H) and analyze achievement data to ensure adequate supports/staffing	School and district administration, department leaders	Fall and ongoing	Time	Revised 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.

Goal 5: (GPS 5A) - Continue to improve systems and practices to maximize equitable opportunities for all students.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Increase opportunities for student voice through clubs, surveys and new "Bear Council" of student leaders to include diverse student voices and club leadership	Student led groups, advisors, administration	Fall and Ongoing	Time and TBD	Regular messaging and celebrations
2. Engage teachers in Experiences to Explore Equity to hone our efforts to address inequities and remove barriers to opportunity	Teacher, department leaders, administration	Ongoing	PD and meeting time	E3s (Experiences to Explore Equity), GET Survey data
3. Create regular follow up opportunities between GMHS membership on the Granby Equity Team and the school community.	GET and GMHS GET Network, School Leadership Team	Monthly GET Meetings/follow up	PD Planning	GET Connections

Board Goal #6: Professional Learning

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

Goal 6: (GPS 6D) - Develop departmental leadership and team capacity to clarify learning outcomes, use protocols to calibrate student work, examine learning evidence, share best instructional practices, and improve feedback and opportunities for revision.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Share practices in using standards to clarify learning target outcomes and why they matter	Department leaders, Teachers	Ongoing	Planning time	Learning targets, improved <i>Teachers explain why/what we are learning</i>
2. Engage department leaders in team facilitation including establishing norms and using protocols to examine student work	Leadership Teams	Ongoing	Meeting times, protocols, coaching	Improved practices and protocols
3. Engage staff in professional learning linked to the Elements of Effective Instruction to examine and share better grading practices related to providing feedback to allow for student revision of work	School and District Leadership Teams, Teachers	Ongoing	PLC, Coaching, EEI	Revised feedback and grading practices
4. Engage a voluntary team to explore strategies to use AI tools beneficially in classroom settings	AI Collaborative Action Team (AI CAT)	November ongoing	Meeting time	Resource Bank

2023-2024 Achievement Goals DRAFT

Math						
Grade	College Ready Benchmarks	2021-2022 % (#) <i>At, Near, Below</i>	Fall 22 Goal	22 PSAT Data % (#) <i>At, Near, Below</i>	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	450 PSAT 8/9	N/A	N/A	47% (69) 7% (11) 46% (68) Total 148	70% PSAT 9 10/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	480 PSAT 10	52% (69) PSAT 8 21 15% (20) 33% (43) Total: 132	55% PSAT 9 22	68% =+16 (84=+15) 5% =-10 (6=-14) 27% =-6 (33=-10) Total 123 =-9	75% PSAT 10 10/23	PSAT
11 YOG 25 (PSAT 10)	510 PSAT 11 530 CT SAT	57% (78) PSAT 9 21 4% (5) 40% (55) Total: 138	62% PSAT 10 22	49% =-8 (66=-12) 16% =+12 (22=+17) 35% =-5 (47=-8) Total: 135 =-3	70% PSAT 11 10/23	PSAT CT SAT

ERW						
Grade	College Ready Benchmarks	2021-2022 % (#) <i>At, Near, Below</i>	Fall 22 Goal	Fall 22 PSAT Data % (#) <i>At, Near, Below</i>	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	400 PSAT 8/9	N/A	N/A	62% (92) 14% (20) 24% (36) Total 148	80% PSAT 9 12/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	430 PSAT 10	71% (94) PSAT 8 21 10% (13) 19% (25) Total: 132	75% PSAT 9 22	75% = +4 (92=-2) 8% = -2 (10=-3) 17% =-2 (21=-4) Total 123 =-9	80% PSAT 10 10/11/23	PSAT
11 YOG 25 (PSAT 10)	460 PSAT 11 480 CT SAT	79%(109) PSAT 9 21 7% (10) 14% (19) Total: 138	83% PSAT 10 22	73% =-6 (98=-11) 6% =-1 (8=-2) 21% =+7 (29=+10) Total: 135 =-3	80% PSAT 11 10/11/23	PSAT CT SAT