

# Granby Memorial High School

Continuous Improvement Plan 2022-2023



# ***Vision of the Graduate***

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

# ***WE are GMHS!***

- ❖ ***A small town high school with a global vision, blending three communities of Granby, Hartford & Hartland, and cultivating Curiosity, Perseverance, Integrity, Involvement and Respect.***
- ❖ ***We strive to widen minds, hearts and horizons, and to remove barriers inhibiting opportunities.***
- ❖ ***We strive to support each and every learner to contribute positively to our world and succeed in college, career and life.***



## **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**

- **Develop departmental plans and benchmarks aligned with PSAT questions**
- **Support 9th, 10th and 11th graders to link CB and Khan for targeted practice and use test-taking strategies**
- **Increase PSAT awareness to focus instruction on P/SAT thinking/skills**
- **Provide small group/individual instruction with opportunities for students to practice based on benchmark feedback**
- **Increase data capacity to target classroom interventions (GPS 1I)**
- **Engage students in revising, solving problems and supporting claims and reestablish writing tutors**
- **Define assessment calendar benchmarks and data team conversations**

# Fall PSAT Targets

Math				
Grade	College Ready Benchmarks	21-22 % and (#) <i>At, Near, Below</i>	Fall 22 Goal	Next Goal ( <u>to be determined based on fall PSAT</u> )
9 YOG 26 (PSAT 8/9)	450 PSAT 8/9	52% (69) PSAT8 Dec 21 15% (20) 33% (43)	55% PSAT 9 Dec 22	____% PSAT 10 Oct 23
10 YOG 25 (PSAT/NMSQT)	480 PSAT 10	57% (78) PSAT9 Dec 21 4% (5) 40% (55)	62% PSAT 10 10/12/22	____% PSAT 11 Oct 23
11 YOG 24 (PSAT, CT SAT)	510 PSAT 11 530 CT SAT	38% (50) PSAT10 Oct21 19% (25) 43% (56)	43% PSAT 11 10/12/22	____% CT SAT March 23

ERW				
Grade	College Ready Benchmarks	21-22 % and (#) <i>At, Near, Below</i>	Fall 22 Goal	Next Goal ( <u>to be determined based on fall PSAT</u> )
9 YOG 26 (PSAT 8/9)	400 PSAT 8/9	71% (94) PSAT8 Dec 21 10% (13) 19% (25)	75% PSAT 9 Dec 22	____% PSAT 10 Oct 23
10 YOG 25 (PSAT/NMSQT)	430 PSAT 10	79%(109) PSAT9 Dec21 7% (10) 14% (19)	83% PSAT 10 10/12/22	____% PSAT 11 Oct 23
11 YOG 24 (PSAT, CT SAT)	460 PSAT 11 480 CT SAT	76%(99) PSAT10 Oct 21 2% (3) 22%(29)	80% PSAT 11 10/12/22	____% CT SAT March 23

## **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**

**Target=95% for '24 ('22 = 89% '23 = 92%)**

- **Encourage students to enroll in at least one college-credit course at GMHS**
- **Create school policy to promote rigorous coursework aligned with CT accountability system**
- **Review Advanced Placement Instructional Planning Report to implement instructional priorities**
- **Support College and Career Center, Asnuntuck partnership and AP Boost Boot Camp (GPS 2.G)**

## **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 through online resources and platforms***

- **Re-institute newsletter to showcase department/school highlights (GPS 2A)**
- **Increase family and staff input through teams, surveys, PAC (GPS 2E).**
- **Support Advanced Communications course and Broadcast Club for showcasing Vision of the Graduate**
- **Support School to Career and collaboration with community businesses through CCC, CTE Advisory Board and Career Fair (GPS 2G)**
- **Increase participation in Curriculum Open House, conferences and PAC**



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

Foster a safe and positive social emotional environment for everyone.

### ***Goal 3: (GPS 3C, D) - Create safe, inclusive, equitable and socially-emotionally responsive classroom and school environments***

- **Train teachers to use DESSA instrument to target SEL goals (GPS 3F)**
- **Renew school climate/SEL team implementing SEL goals/actions (GPS 3D)**
- **Articulate school-wide expectations linked to Vision of the Graduate and Learning Environment Element of Effective Instruction**
- **Increase student leadership and feedback opportunities through surveys and representation on action teams including grading and social media**
- **Clarify SRBI interventions, entrance and exit criteria**
- **Implement Voice4Change Initiatives**



## **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 process to maximize efficiencies while increasing needed supports for students who struggle academically and socially/emotionally***

- **Communicate construction project developments (GPS 4I)**
- **Monitor class sizes to ensure appropriate learning environments and staffing**
- **Support Co-Teaching in Pre-AP English 9, Applied Algebra I (GPS 5H)**
- **Explore alternative school structures to address SEL needs (GPS 3A,B)**
- **Investigate replacement cycles (GPS 4H)**
- **Continue to analyze achievement data to ensure adequate supports/staffing**

## **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.***

- **Partner with student-led groups (Student Gov., Bridges, SAFE, SOCA, Black and Latino Studies, etc.) to celebrate cultural heritage (GPS 5I,J)**
- **Continue to partner with Granby Equity Team (GET) to embed consciousness-building Experiences to Explore Equity (E3s) into professional learning and remove barriers (GPS 5A,E)**
- **Continue to build staff capacity to approach conversations around equity with students during Advisory (GPS 3F, 5I)**

## **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) - Continue to improve staff capacity to clarify outcomes and use data protocols to inform instruction***

- **Restructure PLC teams: PSAT, consistent/equitable grading, Social/Emotional Learning, Vision of Graduate/Capstone, social media (GPS6I)**
- **Develop capacity of leadership team to model and use protocols to increase efficiency and effectiveness of teams (GPS 6H)**
- **Using standards to develop learning targets clarifying intended outcomes and why they matter, and provide opportunities to revise work (EEI, GPS 1I)**
- **Support Special Educators in transition to CT-SEDS (GPS 5B)**
- **Increase data capacity to target classroom interventions (GPS 1I)**