Granby Memorial High School
Continuous Improvement Plan 2022-2023

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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	❖ 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	❖ 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	❖ 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 - 52% to 55%	PSAT 10 - *	9th - 71% to 75%	PSAT 10 - *	
10th - 57% to 62%	PSAT 11 - *	10th - 79% to 83%	PSAT 11 - *	
11th - 38% to 45%	CT SAT - *	11th - 76% to 80%	CT SAT - *	

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Develop departmental plans to improve PSAT performance including benchmark assessments aligned with PSAT questions/skills	Department leaders, teachers	September and ongoing	Meeting time, coaching	Department goals and benchmark data
2. Support 9th, 10th and 11th graders to link College Board (CB) accounts w/ Khan Academy (KA) and engage in targeted practice, and align SAT Prep with Khan Academy resources	Math for linking, Departments for practice, SAT Prep teachers	Fall and ongoing	CB and KA support, "Khan-test" prizes	Khan linkage and practice data
3. Increase staff PSAT awareness to focus instruction on P/SAT-aligned thinking skills	All certified staff	September "PLG" and ongoing	Time, coaching	Departmental plans
4. Provide small group/individual instruction based on PSAT benchmark assessments with opportunities for students to practice based on feedback	All departments	Benchmark cycle beginning in fall	Coaching	Departmental benchmarks (Math and Science formatives, NRI, Common Lit, etc.)
5. Increase teacher/team capacity in accessing, analyzing and using PSAT data to target interventions at the classroom level (also under Professional Learning) (GPS 1I)	Department leaders, coaches, teachers	PLC Meetings	PLC time, coaching, CB Inst. Planning & Question Analysis Rpts	PLC Data meetings, protocols, small groups
6. Develop opportunities across disciplines for students to practice revising work, solving problems and supporting claims, and reestablish writing tutors	Department leaders, coaches, teachers, student tutors	Fall and ongoing	Meeting time, coaching, support for PWT	Departmental benchmark data, tutoring participation
7. Define assessment calendar benchmarks and data team conversations	School Leadership Team with Coaches	October and ongoing	Meeting time, coach time	Pacing guides, data team notes

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	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, HSPP) while in high school.*

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to explicitly encourage students to enroll in at least one college-credit course while at GMHS	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 state accountability system	Administration with Asst. Superintendent	Fall	Meeting Time	Revised school policy
3. Review Advanced Placement (AP) Instructional Planning Report to determine and implement instructional priorities	AP Teachers and academic leaders	Ongoing	AP Report, meeting time	Instructional strategies
4. Expand support for College and Career Center, Asnuntuck partnership and AP Boost Boot Camp (GPS 2.G)	Leadership team, AP Teachers	Ongoing and summer 2023	Funding for AP Boost	Increased enrollment

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

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Re-institute seasonal newsletter to showcase departmental and school highlights and celebrations (GPS 2A)	Principal, departments and teachers	Ongoing	Time, technology	Strategies and survey results
2. Increase opportunities for family and staff input and feedback through teams, surveys, PAC, etc.(GPS 2E).	Administration, PAC, SEPTO, etc.	Ongoing	Meeting time, technology	Survey results
3. Support the launch of the GMHS Advanced Communications course and Broadcast Club for showcasing celebrations and examples of our Core Values and Vision of the Graduate in action	Teachers, Advisors	Ongoing	Stipends, meeting time, project resources	Class and club
4. Continue to support our School to Career program through collaboration with community businesses through our College and Career Center, Career and Technology Education (CTE) Advisory Board and Career Fair (GPS 2G)	CCC Advisor, CTE advisor, CTE teachers, community partners	Fall and Spring meetings	Meeting times	CTA Advisory Meetings, Job Fair
5. Work with leadership teams to increase community participation in school events including Curriculum Open House, conferences and PAC	Leadership team	Fall for conferences and PAC, spring for Curriculum Open House	Meeting times	Increased attendance

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

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Train Advisory teachers to administer and use DESSA instrument to target SEL goals (GPS 3F)	SEL Leadership team	November 8 PD	Time	DESSA outcomes
2. Renew school-based safe school climate/SEL team including staff, student and parent representation charged with implementing district SEL goals and actions (GPS 3D)	Safe School Climate (SSC)/SEL team	November and ongoing	PLC/G Time	SEL Action Plan
3. Engage staff and students in articulation of essential charter of school-wide expectations linked to Vision of the Graduate and the Learning Environment Element of Effective Instruction	Faculty and Students	November and ongoing	PD and Meeting Time	Charter of expectations
4. Develop and administer regular surveys and other instruments to provide increased opportunities for student feedback	Administration, SSC/SEL Team	December, March	Survey and administration time	Survey data
5. Increase opportunities for student leadership and voice through representation on action teams including grading and social media	Student representatives	November and ongoing	Meeting resources	Participation data
6. Clarify SRBI interventions, entrance and exit criteria	Student Intervention Team, Administration	Ongoing	Meeting time	Refined criteria, intervention data
7. Implement Voice4Change Initiatives	V4C Advisor and student leaders	Ongoing	V4C funding, meeting time, initiative resources	Participation

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

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Collaborate to manage and communicate construction project developments (GPS 4I)	Principal, Central Services, Facilities,	Fall	Meeting time	Updates
2. Monitor class sizes to ensure appropriate learning environments and staffing and create alternate year offerings	Administration, department leaders	Fall budget process	Meeting time, Program of Studies	Efficient staffing, alternate year course cycles
3. Support implementation of Co-Teaching in Pre-AP English 9, Applied Algebra I (GPS 5H)	Administration, Pupil Personnel, teachers	Ongoing	Meeting time, training	Student achievement, IEP goals
4. Explore models including alternative school structures to address SEL needs (GPS 3A,B)	Alternative Schooling and SEL committees	Ongoing	Meeting time	Recommendations
5. Investigate replacement cycles for textbooks, uniforms, musical instruments, furniture, and technology to allow for predictable expenses and develop a cycle to dispose of items that are outdated or no longer needed (GPS 4H)	Administration, Department leaders, Business Manager	Fall budget cycle	Time	Revised cycles
6. Continue to analyze student achievement data to ensure adequate supports and staffing	School and district administration, department leaders	Fall and ongoing	Time	Proposals

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. Partner with student-led groups (Student Government, Bridges, SAFE, SOCA, Black and Latino Studies, etc.) in establishing regular messaging to celebrate cultural heritage and diversity, equity and inclusion (GPS 5I,J)	Student led groups, advisors, administration	Cultural Heritage Months	Time and TBD	Regular messaging and celebrations
2. Support programming including Black and Latino Studies Social Studies elective course through enrichment experiences (GPS 5J)	Teacher, department leader, administration	Ongoing	Field trips, transportation	Enrichment outcomes
3. Continue to partner with Granby Equity Team (GET) to embed consciousness-building Experiences to Explore Equity (E3s) into professional learning and remove barriers to equitable outcomes in alignment with the district's Anti-Bias Anti-Anti-Racism Plan (GPS 5A,E)	GET and GMHS GET Network, School Leadership Team	Monthly GET Meetings/follow up	PD and meeting time	E3s (Experiences to Explore Equity), GET Survey data
4. Continue to build staff capacity to approach conversations around equity with students during Advisory (GPS 3F, 5I)	Faculty, administration	November and January PD	PD Planning	Survey data

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

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Restructure PLC to incorporate opportunities for professional learning groups collaboration on CIP goals and actions including: PSAT, consistent and equitable grading practices, Social/Emotional Learning, Vision of the Graduate, social media, Capstone etc. (GPS 6I)	Administration, departments, PLG teams	4th Thursdays	Meeting time, team resources	Team outcomes (revised grading practices, etc.)
2. Develop capacity of leadership team to model and use protocols to increase efficiency and effectiveness of teams (GPS 6H)	School Leadership Team, DLT	Regular school and district leadership meetings	Meeting times, protocols, coaching	Improved practices and protocols
3. Develop capacity in EEI indicators including using standards to develop learning targets clarifying intended outcomes and why they matter, and providing opportunities to revise work (GPS 1I)	Teachers	Ongoing	PLC, coaching, EEI	Improve *My teachers explain why we are learning what we are learning* and *Students can explain alignment between activities and defined outcomes (EEI)*
4. Support Special Educators in transition to CT-SEDS framework (GPS 5B)	Special Education Team and Counselors	Ongoing	Training and time	CT-SEDS-aligned IEPs and 504s
5. Increase teacher/team capacity in accessing, analyzing and using fall PSAT data to target interventions at the classroom level (also under Professional Learning) (GPS 1I)	Department leaders, teachers, coaches	Fall and ongoing	Meeting time, coaching	Data meetings

PSAT Target Chart:

MATH				
Grade	*College Ready Benchmarks*	*21-22 % and (#)* *At, Near, Below*	*Fall 22 Goal*	*Next Goal (to be determined based on fall PSAT)*
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 Oct 21 **19% (25)** **43% (56)**	**43%** *PSAT 11 10/12/22*	___% CT SAT March 23

ERW				
Grade	*College Ready Benchmarks*	*21-22 % and (#)* *At, Near, Below*	*Fall 22 Goal*	*Next Goal (to be determined based on fall PSAT)*
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 Dec 21 **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