



Granby Memorial High School

Continuous Improvement Plan 2021-2022

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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.

GMHS Goal:

1. Opportunity goal - Every student enrolls in at least one college credit-bearing course (Advanced Placement, Early College Experience, College Career Pathways) while in high school.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Explicitly encourage enrolling in at least one college-credit bearing course while at GMHS	Administration, teachers, counselors	Ongoing	Support for AP, ECE and CCP certification	Increased enrollment
2. Review AP Instructional Planning Report to determine and implement instructional priorities	AP Teachers and academic leaders	Ongoing	AP Report, meeting time	Instructional strategies
3. Expand use of AP Boost Boot Camp	AP Teachers	Ongoing and summer 2022	Funding for AP Boost	Increased enrollment

GMHS Goal:

2. Achievement goal - Increase by 7% 11th grade students meeting benchmark on Math and Evidence-Based Reading and Writing (ERW) sections of PSAT/SAT between the fall 2021 PSAT and spring 2022 CT SAT

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage English, Math, Social Studies and Science teachers in using College Board Growth and Instructional Planning Reports to target student growth goals	Teachers, coaches	November and ongoing	College Board resources, meeting times	PLC reviews of practice related to data
2. Establish departmental goals to measure growth in P/SAT-assessed standards	Department leaders, coaches	Fall	Meeting times	Departmental and PLC data
3. Establish dedicated opportunities including through Academic/Learning Centers for students to review College Board instructional focus areas	Teachers, coaches	November and December	Meeting time to train teachers	Student goals
4. Expand use of Khan Academy resources	Teachers	Ongoing	Time for training	Increased % of linked accounts

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

GMHS Goal:

1. Improve frequency and effectiveness of communication that captures and celebrates our school through a variety of communication platforms.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Increase regular communication including through digital media to share celebrations in addition to information	Principal, departments and teachers	Ongoing	Time, technology	Teacher & school strategies for proactively reaching out to/engaging with families
2. Increase opportunities for family and staff input and feedback through surveys, Faculty Forms, PAC, SEPTO, social media, etc.	Administration, PAC, SEPTO	Ongoing	Meeting time, technology	Survey responses
3. Develop Broadcast Club as a venue for showcasing examples of our Core Values and Vision of the Graduate in action	Advisors	Ongoing	Stipends, meeting time, project resources	Functioning club
4. Grow the School to Career program by increasing collaboration with community businesses through our Career and Technology Education (CTE) Advisory Board	CTE advisor, CTE teachers, community partners	Fall and Spring meetings	Meeting times	Action planning

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

GMHS Goal:

1. Increase staff capacity to create trauma-informed and socially-emotionally responsive classrooms and school environment using the Collaborative for Academic, Social, and Emotional Learning (CASEL) Framework

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Provide training for staff on CASEL Framework and restorative practices	District/school support staff, administration	October and November PD	PD resources, planning time, consultancy	Improved strategies, survey responses
2. Develop surveys and other measures for increased opportunities for student feedback	Administration and support staff	Ongoing	Survey measures	Survey results
3. Implement Advisory best practices from the GSP summit	Advisory Planning Team	Summer and ongoing	GSP resources, meeting time	Revised Advisory, survey results
4. Engage Bridges and Student Government in celebrations, planning and committees	Bridges/Student Gov. advisors and admins	Ongoing	Meeting time	Committee representation
5. Address NEASC highlighted need to reduce inconsistencies in grading practices including clarifying expectations for habits of work	Inclusive committee	November through March	Meeting time, research, best practices	Revised and consistent practices

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.

GMHS Goal:

1. 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 with district colleagues to explore models including alternative school structures to address SEL needs	District and school administration	Fall budget process	TBD	Proposals
2. Monitor class sizes to ensure appropriate learning environments and staffing and create alternative year cycles of offerings	Administration, department leaders	Fall budget through winter scheduling	Meeting time, Program of Studies	Efficient staffing, alternate year course cycles
3. Develop 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	Administration, Assistant Superintendent, Business Manager	Fall budget cycle	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.

GMHS Goal:

1. 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 CT Center for School Change and GMHS Granby Equity Team network to embed consciousness-building Experiences to Explore Equity (E3s) into meetings and professional learning in order to increase cultural proficiency/uncover bias	CCSC, district and school admin, GMHS GET network	Ongoing	PD sessions with CCSC, Meeting time	E3s, Survey results
2. Continue to build staff capacity to approach conversations around equity with students during Advisory	Administration, Advisory teachers	Ongoing	Meeting time	Planned conversations and feedback forms
3. Enlist Student Government and Bridges in establishing a regular schedule of messaging to celebrate cultural diversity	Administration, advisors, student leaders	Ongoing	Meeting time	Scheduled celebrations and messaging
4. Develop a Black and Latino Studies Social Studies elective course	Social Studies department, Assistant Superintendent	Course approval, preparation ongoing, development summer 2022	PD resources, paid curriculum writing time	New Course

Board Goal #6: Professional Learning

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

GMHS Goal:

1. Improve staff capacity to clarify outcomes and use data protocols to inform instruction.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage teachers and teams in developing capacity to use data to inform instructional decisions and interventions	Administration, DLT, GSP Consultant, Coaches	Fall and ongoing	PD, meeting times	Increased teacher capacity, reviews of practice
2. Establish strategies to clarify intended outcomes around standards-aligned learning targets linked to the Vision of the Graduate	Teachers, department leaders, coaches, administrators	Fall, January and May Goal meetings and ongoing	Meeting times, observation cycles	Survey responses around explaining how learning connects to intended outcomes
3. Use and model protocols to increase the efficiency and effectiveness of team meetings	Administration, leadership team	Fall and ongoing	Time, School Reform Initiative resources	Improved use of protocols
4. Increase professional development opportunities to focus on vertical K-12 and 6-12 alignment	Assistant Superintendent, coaches	Spring PD	Spring PD time	Vertical articulations