District Improvement Plan 2014 - 2019
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Submitted by Michael L. Wood
Superintendent of Schools

Vision

Nashoba Regional School District engages educators, students, families and community members to …

foster and sustain educational services that support, enrich and extend our curriculum for all students;

use indicators of student growth that shows achievement and potential for instructional planning;

maintain and improve the necessary space, materials and technology necessary for a quality education; and,

communicate and demonstrate our progress toward our goals.

Draft District Improvement Plan 2014 - 2019

Mission

The mission of the NASHOBA Regional School District is to educate all students to their fullest potential.

Core Values

We value excellence through . . .

Achievement and growth of all students through high quality and coherent practices

Active environments in which students' diverse backgrounds, identities, strengths and challenges are respected.

Digital learning, communication and collaboration

Family and Community Engagement

Safe and healthy environments

Shared responsibility for all learners: student and adult

Core Beliefs

We believe education is a shared responsibility among students, schools, families and the community.

All students can learn.	Our educators are highly motivated, highly qualified and deeply committed
All students have abilities and talents	Our educators need time for collaboration, planning and professional development
All students need to have their voices heard	Our educators are an integral part of the leadership of our schools
Families play an active role in education	Our communities expect, value and support excellence
Family input is valuable and necessary	Our community input is valuable and necessary
Families are a resource	Our communities are resources

By June 2019 all educators will write, edit and share responsibilities for CIA design as evidenced by completed units on Rubicon Atlas.

Initiatives	Priority Action Steps	Support Resources	Staff Responsible	Indicators of Success
1A. In SY 2015 one unit of study will be written for use by each educator team (subject/grade) PK through 12 using Rubicon Atlas as Digital Tool for curriculum writing, collaborating and updating.	August – Train Educators to use Rubicon Atlas Sept / October Train educators to write curriculum using Understanding by Design Format (UBD) November/ April: Write Units May- Share units of study	DESE – State Standards NEASC (high school) Common Core Standards (national) Rubicon Atlas	Curriculum Committee Grade Level Teams/ Subject Area Teams/Curriculum Coordinators/High School Department Chairs	SY 15 One unit of study per grade or subject electronically available (About 10%, but not coordinated.) SY 17 Three units of study per grade or subject electronically available SY 19 Six units of study per grade or subject electronically available
1B. By year end 2015 STE Educators will draft a new curriculum based on the draft Next Gen Standards	Expand opportunities Address Curriculum Expand connections with community	STEM Coordinator Involvement Promote University/College/ Museum Partnerships Involve Lead Teachers in each building Identify key community members to train as volunteers	STEM Coordinator Extended Learning Coordinator Department Chairs (NRHS) Principals/Assistant Principals Lead Teachers	Curriculum Draft Identified Schedule Changes Course Offerings at NRHS

1C. By year end SY 2015 introduce Positive Behavior Supports (PBS) to all educators and para educators

1D. By year end SY 2016 an action plan for students who are behind or ahead of expectations. | Expand the Response to Intervention conversations at all levels throughout the district (DCAP)

Identify, pilot and disseminate Positive Behavior Supports (PBS) (SY 2016, SY 2017, SY 2018, SY 2019)

Expand Dual Enrollment Opportunities/Virtual Options/Enrichment

Seek Community Volunteers for Extended Learning (SY 2015) | Updated Professional Development Plan expanding flexibility and teacher choice

DCAP

School Councils

DART

High School Guidance

Elementary and Middle School Interventionists

M.G.L. Chapter 222 | Director of Special Education

Educators

Principals / Assistant Principals

Individual Schools through School Councils and School Improvement Plans | High Risk Subgroup will show Improved Student Achievement Growth Performance on MCAS
Currently 68%
End of SY 2015 – 75%
End of SY 2016 – 80%
End of SY 2017 – 85%
End of SY 2018 – 90 %
End of SY 2019 – 95%

Be identified as LEVEL I District (SY 2016); currently LEVEL II

An improved identification rate for SPED referrals to 95%; currently 70 % |

By 2016 all educators will use indicators of student growth that shows student achievement and potential for instructional planning as evidenced in unit plans on Rubicon Atlas.

Initiatives	Priority Action Steps	Support Resources	Staff Responsible	Indicators of Success
2A. By 2016 educators will use 2 DDM's and monitor data to inform instruction and curriculum writing – PK through 12.	Classroom Walkthroughs Standards-based Report Cards (Year 3 - 3,4, and 5) Standards-based Report Cards (6,7 and 8) Implement writing rubrics and exemplars K-12 School Based DATA Teams	Bloom's Taxonomy (updated for the 21st Century) District Benchmark Assessments MCAS Scores – DATA Warehouse DART Student Growth Percentiles (SGP) Power School SIMS Baseline Edge Student DATA Dashboard	Instruction/Pupil Services/Principals/Teachers Department Chairs Department of Teaching and Learning ELA and Math Instructional Coaches Principals	SY 2015 Baseline Edge will house the data from DDM's (Currently beta now) SY 20 15 Middle School Report Cards Implementation (Currently ready to launch in Dec 14) SY 2015 Literacy and Math Interventions (RTI) Dashboard (Currently on paper, not digital)
2B. By 2016 fully implement a coherent evaluation model for teachers, administrators and the superintendent.	Expand professional development opportunities for all staff for evaluation related to understanding student growth Implement (Year 2-SY 2015)Evaluation Tool for educators and administrators	Operational Budgets PD Time for Admin and Teachers HR Visits to Schools MIIA Sessions for Staff	School Committee Personnel District Admin Team Evaluation Committee	SY 2015 Functioning HR Management System for all staff evaluation using Baseline Edge (Currently in second year of implementation.) SY 2016 Evaluation system with Parent and Student Feedback (Currently no formal process.)

By 2019 the district will have the necessary resources to address, maintain and improve the necessary space, materials and technology necessary for full technology assessment proposed by Commonwealth.

Initiatives	Priority Action Steps	Support Resources	Staff Responsible	Indicators of Success
3A. By 2017 Implement a collaborative digital learning strategy –	Implement what a technology rich classroom looks like Expand professional development opportunities for all staff in Google, Interactive Boards, and Chromebooks Move applications to Open-source Network-based "cloud" – Google Docs, etc. Embed Digital Learning in all curriculum units	Operational and Capital Budgets	School and District Technology Staff District Technology Team	SY 2015 Functioning Student Management System for RTI and Assessment Purposes (Currently in Beta testing using Baseline Edge) SY 2016 All Educators will have individual or team websites integrated for students and parents; currently 60% (est.) SY 2017 Purchasing Plan for One to One Computing (Currently none exists.) SY 2019 All textbooks will be online (Currently only available with individual courses.)

3B. Implement Mobile Device Plan for Grades 6 – 12. .	Implement long term plan for blended learning environments in our high school, middle and elementary schools for Twenty-First Century demands.	District Scheduled Maintenance District Technology / Capital Plans	Coordinator of Digital Learning Instructional Technology Educators Assistant Superintendent Principals Director of Technology	SY 2017 Full integration of technology by students for students (required to bring to class) SY 2019 All textbooks will be online
3C. Address NRHS Space and Use Deficiencies with a task force to identify needs, possible solutions and an effective strategy to understand the return on investing in capital needs at the high school	Include in Capital Planning Address through maintenance	Director of Facilities NEASC Study Principal / Assistant Principals AHERA Reports School Dude Reports Science Lab Proposal Documents	Superintendent Director of Facilities NRHS Administration Department Chairs	SY 2015: A plan put forth to parents, community representatives, town officials and the school committee (Currently no plan is written)

By 2019 the district will engage all students, families, educators, staff and community members through effective communication and purposeful activities as reported on school and district surveys.

Initiatives	Priority Action Steps	Support Resources	Staff Responsible	Indicators of Success
4A. By SY 2015 Structure consistency in all district communications 4B. By SY 2015 all educators will be trained design and maintenance of digital survey tools 4C. By 2016 Incorporate survey feedback from parents and students in educator evaluations	Develop Protocol Use Blogs, Website and List Serve to announce accomplishments Engage educators and administrators in actively celebrating student success by reporting it routinely.	Blogs/Wikis Twitter Website School Messenger School Dude (Calendar) Google School / Department List serves Cable Access Television Video Conferencing	School Committee Superintendent School Administrators District Directors/Coordinators Educators Superintendent School Administrators District Directors Teachers	SY 2016 NRHS will earn NEASC Accreditation (Currently accreditated) SY 15 Annual School and District Surveys Feedback will show 90 % believe communication to be good or better; currently 84%

Educator Focus for Professional Development

2014 -2015
Unit Writing using Rubicon Atlas
Data Analysis Skills and Tools
Response to Intervention: Strategies to Address Addiction
Train staff in Positive Behavior Support systems

2015-2016
Embedding Digital Learning in all Instructional Materials and Strategies
Writing to TEXT
Planning instruction based on data
Implementing new STE Curriculum

2016 – 2017
Digital Learning for Digital Assessment

Design of Digital Assessments

2017– 2018
Aligning Assessments and Reporting Tools

2018 – 2019
Updating Units of Study

Re - Calibrating Rubrics for DDM's/ Unit Assessments