



## Maine School Administrative District No. 6

### Strategic Plan Aligned with School Board Goals

#### DISTRICT OVERVIEW

2016-2017

The **Strategic Plan** is a working document that was developed from school board goals. This plan is a document that establishes for our organization the opportunity to develop building-based activities from priorities established by the MSAD 6 Board of Directors. It is also a document that ensures stakeholders that our district leaders are focused on common goals to support systemic growth and development. With clearly articulated goals for the organization, you can be assured that the direction of the District is reflective of current needs that ensure teaching and learning environments support all learners. Our **Strategic Plan** is designed to be a working document that will be modified annually to reflect stakeholder needs. As you review this document, it is important that you understand that the **Strategic Plan** provides the framework for the work occurring in each school. Each building administrator has developed a detailed implementation document that guides the work with their respective staff.

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

#### PK-5:

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data
  - Continue working with Great Schools Partnership

#### Bonny Eagle Middle School:

- Refine common and formative assessments that measures student progress toward meeting performance indicator(s)
- Refine a PBE reporting system that clearly communicates student progress
- Develop a system to teach, report, and assess the Maine Guiding Principles
- Implement a Response to Intervention (RTI) system that provides continued student progress toward achievement
- Implement a co-teaching model of instruction for increased opportunities for all students toward meeting performance indicators

## **Bonny Eagle High School:**

- To implement a performance-based grading and reporting system for the Class of 2020
- Review common assessment data from the Class of 2020 and reflect on instructional practices and student progress

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

*Each school has developed SMART goals to reflect the needs of their school community.*

**PK-5:** *(See attached for complete details)*

### Student Attendance:

- Count Me In (Grant)
- Develop a reward and recognition system
- Regular monitoring
- Regular and timely communication with parents
- Positive Behavior Intervention Strategies (PBIS)
- Utilize Response to Intervention Teams (RTI)

### Bullying:

- Professional development for staff including a review of policy and procedures
- Utilization of restorative practices
- Utilization of PBIS
- Classroom education provided by guidance counselors
- Develop and utilize discipline protocol practices
- Educate students and parents about intervention and prevention strategies

### PBE Reporting:

- Provide students/parents regular progress feedback
- Communicate grading information
- Collaborate with PTO's
- Utilize reporting data to inform instructional practices

### Student Achievement:

- Collect and analyze DRA and NWEA data
- Frequent communication with parents
- Utilize building based instructional coaches
- Early interventions and extensions utilizing RTI teams
- Flexible grouping opportunities

**Bonny Eagle Middle School:** *(See attached for complete details)*

Student Attendance:

- Implementation of Advisor/Advisee Program
- Increase staff contact/intervention with students
- Regular guidance/administration meetings
- RTI Teams meeting and documenting in IC

Bullying:

- Develop relationships through the strategies developed in Advisor/Advisee
- RAND grant providing professional development in restorative practices
- Guidance providing programming with social-emotional curriculum

PBE Reporting:

- Reflect and refine on assessment reporting system
- Professional Learning Communities weekly meetings
- Professional development time focused on cross-grade meetings
- Evaluate common assessment data
- Review and revise system of teaching, assessing, and reporting on Guiding Principles
- Review report card for student and parent understanding

Student Achievement:

- Introduce a co-teaching model including special education and regular education math and language arts
- RTI teams develop plans for students utilizing multiple data points, NWEA, SRI/SMI, class assessments
- Develop student schedules to allow for RTI opportunities
- Instructional Coach to assist teachers in the reflection of data to inform instruction

**Bonny Eagle High School:** *(See attached for complete details)*

Student Attendance:

- Maintain or improve systems for monitoring student attendance, as measured by a decrease in the number of unexcused absences

Bullying:

- Decrease incidents of bullying in schools by providing a comprehensive plan to educate students on bullying prevention and improve consistency in the documentation of bullying incidents, as measured by school behavior data

PBE Reporting:

- Engage the community, focused on the class of 2020, around our efforts and goals related to PBE, as measured by the implementation of a Facebook page, parent forums, school publications, and surveys

***Bonny Eagle High School, Continued***

Student Achievement:

- Improve student reading scores by implementing a new comprehensive literacy intervention program for 9th grade students not meeting grade level benchmarks, as measured by student growth on Reading Inventories, Gates-McGinitie Reading Test, NWEA, and writing rubrics

## Maine School Administrative District No. 6

### Strategic Plan Aligned with School Board Goals

#### SCHOOL OVERVIEW

2016-2017

#### Buxton Center Elementary School

*Buxton Center Elementary School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities*

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

#### SMART goals that reflect the needs of their school community:

- Student Attendance
  - Count Me In (Grant)
  - School based Team
  - Positive Behavior Intervention Strategies (PBIS)
  - Timely information to parents
- Bullying
  - Staff Professional Development policy and practices
  - Collaboratively develop a response plan
  - Develop a system of tracking incidents
  - Integrate anti-bullying with PBIS
- PBE Reporting
  - Develop informational presentations about reporting student progress data
  - Utilize assessment data to inform instructional practices
  - Work with BEMS to develop an understanding about commonality of reporting systems

## ***Buxton Center Elementary School, Continued***

- Student Achievement
  - A school-wide goal of improving student participation and family engagement in school
    - Integrate celebrations for attendance into PBIS framework
    - Protocol for reporting and responding to students who are chronically absent
    - Instructional support during RTI meetings and documenting Tier #1 and #2 interventions
    - Flexible grouping opportunities for all students

## Edna Libby School

*Edna Libby School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.*

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### **SMART goals that reflect the needs of their school community:**

- Student Attendance
  - Count Me In (Grant)
  - Utilize RTI and PBIS Teams to develop intervention improvement plans
  - Develop a reward and recognition system
  - Regular monitoring and timely information shared with parents
- Bullying
  - Professional development for all staff including a review of policy and procedures
  - Student cyber bullying training
  - Guidance classroom lessons
  - Develop a discipline protocol
  - Utilize the PBIS structure for reinforcement
- PBE Reporting
  - Display grading information at Open House
  - Information shared in newsletters and communication folders
  - Collaborate with PTO for discussion(s)
- Student Achievement
  - Collect and analyze DRA and NWEA data
  - Develop grade level interventions
  - Establish data based on flexible instructional groups
  - Utilize the instructional coach model

## George E. Jack School

*George E. Jack School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.*

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### **SMART goals that reflect the needs of their school community:**

- Student Attendance
  - Count Me In (Grant)
  - Utilize RTI and PBIS Teams to develop intervention improvement plans
  - Develop a reward and recognition system
  - Regular monitoring and timely information shared with parents
- Bullying
  - Professional Development for all staff including a review of policy and procedures
  - Student cyber bullying training
  - Guidance classroom lessons
  - Develop a discipline protocol
  - Utilize the PBIS structure for reinforcement
- PBE Reporting
  - Display grading information at Open House
  - Information shared in newsletters and communication folders
  - Collaborate with PTO for discussion(s)
- Student Achievement
  - Collect and analyze DRA and NWEA data
  - Develop grade level interventions
  - Establish data based on flexible instructional groups
  - Utilize the instructional coach model



## Hollis Elementary School

Hollis Elementary School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### SMART goals that reflect the needs of their school community:

- Student Attendance
  - Count Me In (Grant)
  - Communicate with families and document efforts
  - Collaborate with Sue Lieberman with regard to intervention efforts
  - Review IC attendance data
- Bullying
  - Continue PBIS work
  - Utilize restorative practice interventions
  - Educate parents
  - Address incidents in a timely/comprehensive manner
- PBE Reporting
  - Report cards reporting on student progress
  - Parent/teacher conferences
  - Teachers regularly communicating with parents
  - Regular updated progress of students' progress toward standards and assessments as needed and at conferences
- Student Achievement
  - Establish teacher planning time to discuss instructional strategies and assessments
  - Frequent communications with parents about student progress
  - Early interventions
  - Jumpstart with extra support and interventions/extensions for all K students

## H. B. Emery Jr. Memorial School

*H. B. Emery Jr. Memorial School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.*

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop common assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### **SMART goals that reflect the needs of their school community:**

- Student Attendance
  - Count Me In (Grant)
  - Regular school-wide attendance reviews
  - Engage the RTI team to develop improvement plans
  - Develop an attendance recognition system
  - Provide team-oriented feedback to parents
- Bullying
  - Continue classroom and building-wide positive acknowledgement to maintain and improve positive school-wide community
  - Provide professional development on accurate identification and response in accordance to policy and procedure
  - Provide students and parents with information about bullying identification
  - Provide guidance department lessons to educate students
  - Provide students with cyber bullying awareness training
- PBE Reporting
  - Provide students/parents with PBE progress feedback using information on the report card
  - Provide students/parents with PBE progress feedback during parent/teacher and student/teacher conferences
  - Provide regular and ongoing communication between teachers and parents, i.e., newsletters, sharing student work folders, phone calls, and email

### ***H. B. Emery Jr. Memorial School, Continued***

- Student Achievement
  - Analyze DRA and NWEA data to create instructional plans based on individual student needs
  - Involve instructional coach for teacher professional development and improved student performance
  - Utilize flexible grouping among grade spans

## Steep Falls School

*Steep Falls School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.*

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Work with Great Schools Partnership to:
  - Develop Common Assessments at grade levels
  - Refine and modify assessments
  - Reflect on common assessment data

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### **SMART goals that reflect the needs of their school community:**

- Student Attendance
  - Count Me In (Grant)
  - Regular school-wide attendance reviews
  - Engage the RTI team to develop improvement plans
  - Develop an attendance recognition system
  - Provide team-oriented feedback to parents
- Bullying
  - Continue classroom and building-wide positive acknowledgement to maintain and improve positive school-wide community
  - Provide professional development on accurate identification and response in accordance to policy and procedure
  - Provide students and parents with information about bullying identification
  - Provide guidance department lessons to educate students
  - Provide students with cyber bullying awareness training
- PBE Reporting
  - Provide students/parents with PBE progress feedback using information on the report card
  - Provide students/parents with PBE progress feedback during parent/teacher and student/teacher conferences
  - Provide regular and ongoing communication between teachers and parents, i.e., newsletters, sharing student work folders, phone calls, and email

### ***Steep Falls School, Continued***

- Student Achievement
  - Analyze DRA and NWEA data to create instructional plans based on individual student needs
  - Involve instructional coach for teacher professional development and improved student performance
  - Utilize flexible grouping among grade spans

## Bonny Eagle Middle School

Bonny Eagle Middle School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities.

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- Effective schools need a culture of collaboration and shared commitment as well as partnership with their communities to build a proficiency-based education system.
  - Refine assessments and reporting within the PBE system
  - Create a system of teaching, assessing, and reporting on the Maine Guiding Principles
  - Implement RTI
  - Implement co-teaching

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### **SMART goals that reflect the needs of their school community:**

- Student Attendance
  - Implementation of Advisor/Advisee Program
  - Increase staff contact/intervention with students
  - Regular guidance/administration meetings
  - RTI teams meeting and document in IC
- Bullying
  - Develop relationships through the strategies developed in Advisor/Advisee
  - RAND grant providing professional development in restorative practices
  - Guidance providing programming with a social-emotional curriculum
- PBE Reporting
  - Reflect and refine on assessment reporting system
  - Professional Learning Communities weekly meetings
  - Professional development time focused on cross-grade meetings
  - Evaluate common assessment data
  - Review and revise system of teaching, assessing, and reporting on Guiding Principles
  - Review report card for student and parent understanding
- Student Achievement
  - Introduce a co-teaching model including special education and regular education math and language arts
  - RTI teams develop plans for students utilizing multiple data points, NWEA, SRI/SMI, class assessments
  - Develop student schedules to allow for RTI opportunities
  - Instructional Coach to assist teachers reflect on data that informs instruction

## Bonny Eagle High School

Bonny Eagle High School will communicate through the use of social media, website, electronic bulletin board, newsletters, group and individual meeting opportunities

**Board Goal:** *To continue the implementation of proficiency-based education as a progressive model of teaching and learning that has measurable outcomes.*

- To fully implement performance based grading and reporting practices for the class of 2020.  
As measured by: Teachers successfully reporting student learning in a proficiency based format and feedback from students and parents on their understanding of the new reporting system.
- Assessments for courses currently taken by the class of 2020 assessment data are regularly reviewed and assessments/instructions are adjusted to ensure student success.  
As measured by: The summaries of work completed by teachers during common planning time, content area meetings, and work done with the support of Great Schools Partnership.

**Board Goal:** *To enhance ongoing communication between school board, administration, staff, students, parents, and community. (Student Attendance, Bullying, PBE Reporting, Student Achievement)*

### SMART goals that reflect the needs of their school community:

- Student Attendance
  - Maintain or improve systems for monitoring student attendance.  
As measured by: A decrease in the number of unexcused absences.
- Bullying
  - Decrease bullying incidents of bullying in schools by providing a comprehensive plan to educate students on bullying prevention and improve consistency in the documentation of bullying incidents.  
As measured by: School behavior data.
- PBE Reporting
  - Engage the community, focused on the class of 2020, around our efforts and goals related to PBE.  
As measured by: The implementation of a high school Facebook page, parent forums, school publications, and surveys.
- Student Achievement
  - Improve student reading scores by implementing a new comprehensive literacy intervention program for 9th grade students not meeting grade level benchmarks.  
As measured by: Student growth on the Reading Inventory, Gates-McGinitie Reading Test, NWEA, and Writing Rubrics