

MERSD School Improvement Plan Template

Manchester Essex Regional High School



Every student is at the center of decision-making.

District Strategic Initiative 1

Establish and foster an authentic Pre-K-12 learning environment.

- 1) *Implement and define student centered authentic learning and assessments. [Student Centered]*
- 2) *Conduct school level assessments of current practice.*
- 3) *Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school based assessments.*
- 4) *Implement consistent district data collection and analysis practices across all grade levels to support student learning and growth. [Student Achievement]*
- 5) *Document K-12 curriculum, assessments, tools, and common practices. [Student Achievement]*
- 6) *Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]*
- 7) *Prioritize and support programming to promote creativity, innovation, and the arts.[Student Centered, Family Community Partnership]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Explore and implement platforms for student portfolios	Principal, Guidance, Teachers, Curriculum Director	Preliminary Meeting with DESE by September 2022 Explore MEFA Pathways by October 2022 Connect with other schools by December 2022 Determine platform by June 2023 Pilot implementation of grade 9 portfolios beginning September 2023

Review of report card comments and best practices to provide meaningful feedback of student learning and growth tied to the Vision of the Graduate	Meeting Time – Principal & Study Group Technology Integration – Technology Integration Specialist & Database Manager	Proposed Feedback Plan by June, 2023 Review and Acceptance by Faculty by June 2023 Implementation beginning September, 2023
Identify and implement opportunities for interdisciplinary learning and assessments	School Visit – Principal/Faculty/Curriculum Director Review of Program of Studies – Department Chairs Development of Interdisciplinary Assessment – Department Chairs	Identify Opportunities by December, 2023 Develop Course Description and/or Assessment by June, 2023 Implement 2023-2024
Revise SCORE requirements to tie to student portfolio, and the Vision of the Graduate	Study Group – Faculty/Principal/SCORE Advisor	Revised SCORE Description by June, 2023 Implementation 2023-2024 School Year
Adopt common protocol for review of student work across departments	Principal, Department Chairs, Faculty	Review and agree on consistent protocol by January, 2023 Pilot implementation by June, 2023 Use with fidelity during 2023-2024 school year

Strategic Initiative 2

Integrate social emotional learning into all aspects of the school day.

- 1) *Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]*
- 2) *Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]*
- 3) *Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]*
- 4) *Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]*
- 5) *Investigate a variety of SEL tools, materials, and strategies for staff to integrate into their daily practice. [Student Centered, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Increase understanding of SEL and Trauma Informed Practices school-wide in connection Student Centered Learning	Professional Development – Principal/Curriculum Director	Reduction in office and guidance referrals for social/emotional issues Improved attendance numbers/fewer long term absences – June 2024
Develop faculty advisor model through existing U Block structure to provide opportunities for a connection to a trusted adult, review and reflect on learning, and progress toward Vision of the Graduate	Faculty/Guidance Department/Principal	Pilot maintaining same U Block Teacher during 2022-2023 School Year Define Structure by June, 2023 Implement 2023 - 2024

Strategic Initiative 3**Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.**

- 1) *Identify and hire Diversity, Equity & Inclusion (DEI) consultant/coach. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 2) *Conduct a DEI District assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 3) *Build on and expand inclusion and anti-bias training for staff and students.*
- 4) *Pilot MyCAP at the middle and high school levels to establish ways for students to identify their own needs and uniqueness as learners. [Student Achievement, Student Centered, Equity, Family and Community Partnerships]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Review curriculum to expand content and authors that include under-represented groups	Faculty, Department Chairs	Updated curriculum and implementation by June, 2024
Continue implementation of the ADL World of Difference Program	ADL Advisors/Students	Trained students in a World of Difference working annually with grade 9 students, annually by June
Work on DEI goal with Michael Eatman aimed at meeting the distinct needs, interests, aspirations, and/or cultural backgrounds of individual students in effort to promote greater equity	Faculty, Michael Eatman, Administration	Development of a school culture where each student's individuality is recognized and celebrated, as well as connected to student learning. Increase student centered learning practices. Student survey of experience at high school during 2022-2023 school year to guide implementation.
Implement purposeful outreach for hiring of faculty and staff from under-represented groups	Principal in collaboration with Central Office	Development of a more diverse faculty and staff - ongoing

Strategic Initiative 4

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

- 1) *Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.*
- 2) *Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]*
- 3) *Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Student Achievement, Resources]*
- 4) *Review personnel needs to improve or adjust delivery of program. [Student Centered, Student Achievement, Equity, Resources]*
- 5) *Improve HR practices to reflect current and emerging needs and skills. [Equity, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Look for efficiencies to reduce spending by department	Department Chairs, Principal	Reduction in curriculum budget lines to support growth of technology and use of online platforms to support learning by June 2023
Review personnel structure to improve or adjust the delivery of the program.	Central Office, Principal, META	Proposal for new structure to support teaching and learning adopted by June, 2023 and implemented during 2023-2024 school year
Review program of studies and related staffing to assure efficiencies of personnel use	Principal	Yearly review



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