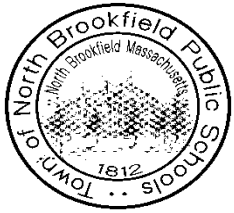


North Brookfield Schools District Improvement Plan 2016-2019

Vision: North Brookfield Public School envisions a district where students are empowered to be equal collaborators in the development of their educational pathway. We recognize and honor the wide range of learning styles and interests of our students, and will provide them with the opportunities to achieve success in the manner that inspires a love and excitement of learning. Students will leave prepared to be successful in a dynamic 21st century society.

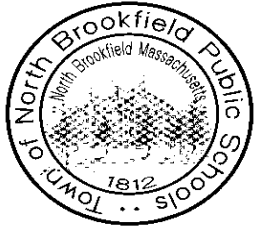
OBJECTIVES	2016-2019 INITIATIVES
<p>1. Effective Instructional Practices</p> <p>Create PK-12 curricula in all subject areas aligned to the Massachusetts Curriculum Frameworks</p>	<ul style="list-style-type: none"> ◆ Identify effective instructional strategies to implement in every classroom ◆ Share learning targets with all students PK-12 and use common language ◆ Provide teachers with PD experiences that specifically address engagement strategies and provide follow-up and coaching experiences for staff to become proficient in delivering services
<p>2. High Quality Job-Embedded Professional Development</p> <p>Establish Professional Development aligned to the needs of the district and focused on improving student learning</p>	<ul style="list-style-type: none"> ◆ Create a cohesive and on-going PD Plan aligned to teacher needs and district/school improvement goals ◆ Develop a broad range of formative, summative, and benchmark assessments ◆ Create a viable and meaningful mentor program to retain new teachers
<p>3. Student and Family Engagement</p> <p>Improve student engagement and support 21st century learning opportunities for all students</p>	<ul style="list-style-type: none"> ◆ Involve students, parents, teachers, staff, and community in designing the learning in the elementary and jr./sr. high schools ◆ Explore opportunities for public outreach to give students experiences outside the classroom walls ◆ Increase the use of student management software to communicate more effectively with students, teachers, parents, and the community

Theory of Action: If we engage all students in rigorous, engaging instruction, align all curriculum with state frameworks, establish professional development priorities, and improve technology, then we will ensure that all students reach their full potential.



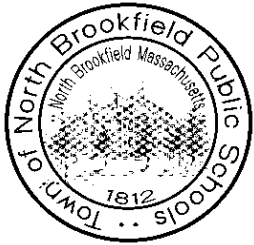
Activities to Achieve NBPS District Improvement Plan Objectives

1. Effective Instructional Practices	Who is Responsible?	Timeline	Benchmarks
Create PK-12 curricula in all subject areas aligned to the MA Curriculum Frameworks			
◆ Develop standards-based curriculum units for each subject area	Superintendent Principals PK – 12 Teachers	Ongoing	Curriculum Unit Designs Published and Available to Parents
◆ Create meeting time for teachers to create curriculum both individually and with subject/grade level teams	Principals PK-12 Teachers	Ongoing	Curriculum Unit Designs Published and Available to Parents Common Planning Time embedded in elementary and Jr./Sr. high school schedules
◆ Use walk-through data to determine the quality and use of learning targets	Superintendent Principals Director of Student Services	Ongoing	Walk-through meetings/data with superintendent and principals
◆ Provide targeted Professional Development that specifically addresses effective student engagement strategies	Superintendent Principals Director of Student Services	Ongoing	Evidence of effective students engagement strategies in action in PK-12 classrooms as determined by walk-through data



Activities to Achieve NBPS District Improvement Plan Objectives

2. High Quality Job-Embedded Professional Development Offer Professional Development opportunities aligned to the needs of the district and focused on improving student learning	Who is Responsible?	Timeline	Benchmarks
♦ Offer professional development opportunities that are targeted, long-term, and include coaching	Superintendent Principals Director of Student Services Consultants (as needed)	2015-2020	Professional Development Schedule Consultant Feedback to principals regarding adoption of practice(s) Teacher Feedback
♦ Commit to long-term training and coaching model when choosing professional development opportunities for staff	Superintendent Principals PK-12 Teachers Consultants	Ongoing	Teacher adoption of new strategies Walk-through data Observations by principals Observation reports
♦ Create a mentor program that will help the district to train and retain new teachers	Superintendent Principals Mentor Program Coordinator	Ongoing	Retention of new teachers Mentor Meeting Notes Program Evaluation



3. Student and Family Engagement Improve student engagement and support 21 st century learning opportunities for all students	Who is Responsible?	Timeline	Benchmarks
♦ Offer authentic learning opportunities to students	Superintendent Principals Teachers CSSR (<i>Center for Secondary School Redesign</i>) SCLT (<i>School Change Leadership Team</i>)	2015-2016 and beyond	Student presentations in the spring Job site opportunities
♦ Redesign classroom instruction to move from a teacher-centered learning environment to a student-centered classroom	Superintendent Principals 7- 12 Teachers Students Parents Community Members CSSR (<i>Center for Secondary School Redesign</i>) SCLT (<i>School Change Leadership Team</i>)	Beginning 2016-2017 and continuing	Redesign of learning opportunities

<ul style="list-style-type: none"> ◆ Invite community members, parents, students, faculty and staff to participate in and contribute ideas for school change 	Superintendent Principals SCLT (<i>School Change Leadership Team</i>)	2017-2018 Ongoing	Meetings that include community members, parents, students, faculty and staff
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Activities to Achieve NBPS District Improvement Plan Objectives