

**“One Plan Planning”**  
**CCSU Comprehensive Plan for Continuous Improvement**  
**S.M.A.R.T. Goals and Action Steps**  
**2009 – 2010**

| 21 <sup>st</sup> Century Framework                        | Comprehensive Areas Targeted for Improvement: Collaborative Data Analysis and Needs Assessment  | CCSU S.M.A.R.T. Goals for the Educational Leadership Team   | School-Based S.M.A.R.T. Steps (School Action Plans for 2009-2010)  |
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| <b>21<sup>st</sup> CENTURY STANDARDS FOR ALL STUDENTS</b> | <p><b><u>Student Achievement</u></b></p> <p>Improve performance of all students in math, writing, and science.</p> <p>Close achievement gaps in reading, math, writing, and science for all subgroups.</p>  | <p>By September 2009, implement school-based plans to improve the performance of <b>students with disabilities</b> in writing, math, and science as measured by the NECAP, reporting progress to the Superintendent as designated times of the school year.</p>   | <p><b>By June 2009 offer a summer math transition program to incoming freshmen. Students will be identified based upon eighth grade NECAP scores and recommendation by eighth grade principals.</b></p> <p><b>By January 2010 establish a school wide writing rubric at EHS to improve writing across the curriculum.</b></p>                                      |
| <b>21<sup>st</sup> CENTURY STANDARDS FOR ALL STUDENTS</b> | <p><b><u>Equity (Student Demographics)</u></b></p> <p>Improve understanding and cultural appreciation of all students and hold high expectations for their achievement.</p> <p>Improve equitable access to challenging curriculum.</p> <p>Close achievement gaps for all subgroups.</p>   | <p>By March 2010, examine data on student academic performance, discipline, attendance, dropout and graduation rates, involvement in extracurricular activities, special education classification, and access to student services at the leadership level to identify areas of inequity in student success and participation using disaggregated data for race/ethnicity, socioeconomic status, gender, disability, and English language proficiency.</p> | <p><b>By November 2009 identify students who would have the need to sign out portable computers (minis) for school work use at home.</b></p> <p><b>By January 2010, collect data for first semester extra-curricular participation rate and academic performance.</b></p>  |
| <b>21<sup>st</sup> CENTURY LEADERSHIP</b>                 | <p><b><u>Leadership</u></b></p> <p>Improve leadership skill set related to the components of “Universal Classroom” (learning communities, a mapped, guaranteed, viable curriculum, differentiated instruction, formative assessment, and supported learning environments).</p> <p>Improve the distribution of leadership within, between, and among schools throughout the supervisory union.</p> <p>Improve systems to sustain teacher leadership.</p> | <p>By December 2009, identify common overarching Standards as well as beginning Standards of Practice (SOPs) that align with <b>“Universal Classroom” as well as</b> school action and professional development plans that could be observed in walk-throughs, teacher learning walks, and supervision and evaluation.</p>  | <p><b>By September 2009 initiate a review of the EHS mission statement utilizing student, parent, teacher, and community input with the goal of completing this work by March 2010.</b></p> <p><b>By December 2009 EHS administration will work with staff on common standards of “Universal Classroom” principles that will be evident in each classroom.</b></p> |

ESSEX HIGH SCHOOL 2009-2010

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| <p>21<sup>ST</sup> CENTURY SUPPORT SYSTEMS: STANDARDS AND ASSESSMENT; CURRICULUM, AND INSTRUCTION; CORE SUBJECTS AND 21<sup>ST</sup> CENTURY THEMES; LIFE AND CAREER SKILLS; LEARNING AND INNOVATION SKILLS</p> | <p><b><u>Curriculum, Assessment and Instruction ("Backwards Design")</u></b></p> <p>Improve equitable access to challenging curriculum.</p> <p>Expand the use of research-based differentiated instructional methods aligned with "Universal Classroom" to support all students in reading and writing across the curriculum, as well as math and science.</p> <p>Improve assessment literacy for all CCSU educators.</p> <p>Improve the use of Power Standards-based formative assessments to measure student progress and achievement.</p> | <p>By September 2009, review curriculum cycle and establish curriculum leadership goals.</p> <p>By January 2010, design responsive mapping, scheduling, organizational, and reporting out practices that include technological efficiencies to support the delivery of comprehensive local curriculum (which includes the safety net).</p> <p>By January 2010, report out on the implementation of differentiated instruction strategies in all CCSU schools.</p> <p>By February 2010, analyze K-12 student assessment data sets in all schools to set targets for improving student achievement and equity in learning outcomes.</p>   | <p>By September 2009, EHS Department Chairs and Teacher Leaders will participate on Curriculum Leadership teams under Linda Keating's guidance. Evidence of work products will be produced by respective curriculum teams.</p> <p>By September 2009, teachers will begin reporting out at faculty and department meetings, "best practices", pertaining to Differentiated Instruction and Formative Assessment in the classroom.</p> <p>By December 2009, initiate discussions pertaining to homework, technology, and grading practices from a 21<sup>st</sup> Century Learning lens.</p>   |
| <p>21<sup>ST</sup> CENTURY SUPPORT SYSTEMS: PROFESSIONAL DEVELOPMENT</p>  | <p><b><u>Professional Development for High Quality Professional Staff</u></b></p> <p>Identify a responsive comprehensive plan for professional development in the components of "Universal Classroom" to develop and maintain high quality educators to meet the needs of CCSU students.</p>   | <p>By August 2009, utilize the National Staff Development Council Standards (NSDCS) as a "best practice" framework for all professional development initiatives and related resource allocation.</p> <p>By November 2009, establish Teacher Learning Walks to increase opportunities for peer observation of best practices related to "Universal Classroom."</p> <p>By June 2010, assess the implementation and effectiveness of professional development that targets aspects of need identified in school-based professional development plans.</p>  | <p>By August 2009, initiate school wide focus on Differentiated Instruction for all staff.</p> <p>By August 2009, initiate school wide focus on Formative Assessment for all staff.</p> <p>By November 2009, EHS administration will provide models of "teacher learning walks", with the goals of improving instruction and professional collaboration.</p>   |
| <p>21<sup>ST</sup> CENTURY SUPPORT SYSTEMS: LEARNING ENVIRONMENTS<br/>CORE SUBJECTS AND 21<sup>ST</sup> CENTURY THEMES: CIVIC AND HEALTH LITERACY</p>   | <p><b><u>Safe, Healthy, Student-Centered Learning Environments</u></b></p> <p>Improve opportunities to engage student voices in the creation of safe and respectful 21 century learning environments that promote civic and digital literacies.</p> <p><b><u>Educational Support System</u></b></p> <p>Improve processes for supporting students in meeting standards by aligning the Educational Support System with the components of "Universal Classroom."</p>   | <p>By October 2009, schools will identify training needs and opportunities for creating and maintaining safe school environments with the CCSU Prevention/Wellness Coordinator.</p> <p>By June 2010, assess the involvement of students in decision making about learning.</p> <p>By October 2009, revise the CCSU ESS guidelines to align with a Universal Classroom Framework.</p> <p>By December 2009, create a set of diagnostic questions for teams reviewing individual students from an ESS perspective.</p> <p>By June 2010, develop a set of training guidelines for classroom teachers and paraeducators across CCSU to shift from a remediation model to "Supported Learning Environment" (Universal Classroom).</p> | <p>By September 2009, the Student Advisory Committee will meet regularly (bi-monthly) with the Principal to be involved with school wide issues and decisions.</p> <p>By February 2010, EHS will identify civic and social literacy needed for review based on first semester discipline data.</p> <p>By October 2009, Department Chairs will have read, "Lost at School," by Ross Greene, PhD. (The theme of the book: How kids with behavioral challenges are falling through the cracks and how we can help them.) Discussion and action steps will result. The goal will be to reduce course failure rate by 10 % for the 09-10 school year for this student sub group population.</p> |

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| <p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>21<sup>ST</sup> CENTURY STUDENT OUTCOMES: INFORMATION, MEDIA, AND TECHNOLOGY SKILLS – INFORMATION LITERACY, MEDIA LITERACY, AND ICT LITERACY</b></p> | <p><b><u>Information, Communication, and Educational Technology Literacy</u></b></p> <p>Prepare students to meet 21<sup>st</sup> Century demands for information, communication, and technological literacy.</p> <p>Increase awareness of the ethical/legal issues surrounding the access and use of information.</p> <p>Increase the use of digital technology, communication tools and/or networks appropriately to access, manage, integrate, evaluate, and create information in order to function in a knowledge economy.</p> <p>Articulate a vision for using technology as a tool to research, organize, evaluate, and communicate information.</p> |  | <p>By September 2009 EHS administration will communicate with students (class meetings) proper school etiquette pertaining to electronic devices and their use in the building.</p> <p>By September 2009, the Education Technology Integration Specialist will present her “technology snapshot of the month” at faculty meetings. Follow up will be provided to individual teachers or departments as needed the following week.</p> |
| <p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>21<sup>ST</sup> CENTURY PARTNER-SHIPS</b></p>  | <p><b><u>Staff, Parent , and Community Involvement and Engagement</u></b></p> <p>Communicate 21<sup>st</sup> Century Framework to all stakeholders.</p>  |  | <p>By October 2009, EHS administration will phone call parents of students on FRL with the goal to improve attendance at Parent / Teacher Conferences by 10%.</p> <p>By June 2010 parents and students will be able to access progress reports and grades online with the new student data base information system.</p> <p>Identify parents and community members who will serve on the NEASC accreditation team.</p>                 |

\*\*\*NOTE – EHS, WITH RUTLAND, BURLINGTON, AND NORTH COUNTRY UNION HIGH SCHOOL, WILL RESUBMIT A COLLABORATIVE SMALLER LEARNING COMMUNITIES GRANT THROUGH THE VERMONT DEPARTMENT OF EDUCATION IN THE FALL 2009.