

Appendix A
Completed Goals -2012/2013

SAU 24

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students.

- Align current K-4 curriculum and instruction to Common Core State Standards (CCSS) – completed in both ELA and Math.
- Implement K-4 curriculum and instruction to CCSS-completed in both ELA and Math.
- Hire an enrichment coordinator for the Weare School District to monitor enrichment learning.
- Identify a person to monitor enrichment learning at Henniker Community School and James Faulkner Elementary School.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth.

- Goals for grade levels via curriculum committees.
- Goals for schools-ELA and Math.
- Purchase School Dude Facilities Modules and train personnel in the usage of these modules.
- Implement the use of the reporting modules in School Dude and Budget Sense software packages .

Professional Development: Provide opportunities to staff for continuous professional growth.

- Define effective teaching practices based on the Danielson Model.
- Provide training for teachers on the Danielson Evaluation Model.
- Revise Professional Development Master Plan.

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students.

- Refine forms and protocols for hiring professional staff to ensure consistency and facilitate communication.
- Refine forms and protocols for hiring support personnel to ensure consistency and facilitate communication.
- Determine evidence to be used in the evaluation process by examining the 4 Danielson domains and corresponding rubrics.

- Refine forms and protocols for evaluating support personnel to ensure consistency and facilitate communication.

Establish a SAU-wide structure for systematically reviewing and monitoring roles and responsibilities by June of 2014.

- Administrative positions
- Curriculum coordinator positions
- Conduct monthly mentor meetings to provide a consistent conduit for feedback
- Develop a process and documentation system to evaluate the effectiveness of mentors

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21st century education.

- Orient new teachers across the SAU in the Professional Learning Community) PLC model prior to opening day of school.

Facilities and Operations: Provide and maintain facilities that support teaching and learning.

- Provide training in best practices for maintaining facilities.
- Purchase general supplies by comparing cost and quality between common vendors, Seacoast Educational Services, and U.S. Communities.

John Stark Regional High School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students.

- Conduct Curriculum Coordinator Meetings to focus on internal professional development.
- Follow up team on curriculum and instruction in conjunction with NEAS&C recommendation.

Curriculum and Instruction: Promote instructional practices for all students that are engaging, connect disciplines, and allow students to apply knowledge and develop higher order thinking skills.

- Regularly develop opportunities for teachers to work in collaborating teams at both department and grade level.
- Investigate multiple schedules, visit neighboring schools and generate feedback from all stakeholders to create a schedule that best serves the needs of our learning community.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth.

- Form a follow up team on assessment to address self-study links and evaluation recommendations.
- Create a professional development plan to include significant time for accomplishing assessment objectives in PLC model.

Assessment and Data: Utilize multiple data sources to inform decision-making.

- Formulate a follow up team on assessment in conjunction with NEAS&C recommendations.
- Design follow up teams as required to implement the two and five year targeted plans.

Professional Development: Provide opportunities to staff for continuous professional growth.

- Provide training in Charlotte Danielson methodologies to enhance professional practice.
- Hold Curriculum Coordinators Retreat.
- Attend conferences on professional learning communities and RTI.
- Provide "Twisted Tech Tuesdays" to JSRHS faculty.

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students.

- Enhance ongoing mentorship program.
- Participate in the Three Day Orientation Program for new teachers. Refine hiring documents as needed.
- Ensure inclusive interview teams to involve multiple stakeholders.
- Survey new staff and mentors.
- Participate in all aspects of the implantation of the SAU 24 Danielson Model.

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21st century education.

- Maintain student presence on the School Board and ensure student participation and recognition at these meetings.
- Organize the pep rallies and other functions to enhance school spirit.
- Increase number of clubs to broaden student participation in co-curricular activities.
- Implement advisory program with ongoing professional support.

Facilities and Operations: Provide and maintain facilities that support healthy teaching and learning.

- Conduct meetings among administration, Board Chair, Athletic Director and Building and Grounds Director to ensure building maintenance.
- Form a schedule for the follow up team on facilities in conjunction with NEAS&C recommendations.
- Regular walk-throughs and meetings to review the building's condition for health, safety and positive learning climate.
- Purchase, implement, and utilize Promethean Boards.

Facilities and Operations: Search for ways to conduct business in the most efficient and effective manner.

- Design an enhanced process to include more stakeholders in our school budget.

Community Support and Involvement: Promote positive relationships with the entire community to support education.

- Maintain a strong website presence to inform the community about school events.
- Maintain regular school newsletter.

James Faulkner Elementary School

Curriculum and Instruction: Promote instructional practices for all students that are engaging, connect disciplines, and allow students to apply knowledge and develop higher order thinking skills.

- Teachers will become knowledgeable and familiar with the common core.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth.

- Investigate and adopt a system that allows us to monitor and track individual progress over time.

Professional Development: Provide opportunities to staff for continuous professional growth.

- Staff will meet and discuss the Common Core.
- Staff will receive training on PowerSchool to manage appropriate tasks.
- Staff will participate in training about the Danielson Framework for teaching.

Facilities and Operations: Provide and maintain facilities that support teaching and learning.

- Employ personnel to staff before and after school program.
- Develop after school enrichment program.
- Expand after school enrichment programming.
- Identify with staff and community our current situation as it pertains to space, technology and resources including personnel and Pre-school.
- Identify person/ business to prepare lunches.
- Work with lunch provider to include garden produce.

Community Support and Involvement: Promote positive relationships with the entire community to support education.

- Develop a monthly Senior luncheon

Henniker Community School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students.

To provide quality differentiated instruction for all learners at HCS to ensure student learning.

- Continue intervention teams in order to monitor interventions of students.
- Continue to implement Pre-K and Kindergarten extended day in order to provide intervention.
- Maintain intervention schedule for grades 1 – 8.
- Extended learning opportunities to be offered for all students.
- Provided professional development opportunities to improve differentiated instruction.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth.

Set SMART goals at all levels that focus on improving student performance.

- Goals for students
- Goals for grade levels
- Goals for teachers
- Goals for Henniker Community School

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students.

Develop and fully implement a comprehensive system for evaluating staff aligned with effective teaching practices based on the Danielson Model for Supervision and Evaluation by June 2014.

- Train all teachers on Danielson
- Administrators to continue to obtain training
- Refine forms and protocols
- Use results from evaluation to inform pd and pd plans

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21st century education.

To maintain a positive climate and culture for a safe and effective learning environment as measured by student behavior data.

- Train all K-6 teachers in Responsive Classroom

- Redesign 7th and 8th grade schedule
- Continue to embed the FISH! philosophy in the school culture
- Bring Back and continue AOK
- Acts of Kindness
- Further develop TAG
- Develop and maintain buddy program between middle school and elementary students

Facilities and Operations: Provide and maintain facilities that support teaching and learning.

Prioritize building needs to complete projects from a high impact level to a low impact level in a fiscally responsible manner.

- Continue to work with the Facilities Manager, business administrator and all contractors to facilitate the complete repair of the Cogswell entrance and roof/attic above that entrance.
- Maintain a long-range plan for facility needs.

Community Support and Involvement: Promote positive relationships with the entire community to support education.

Use effective communication tools to ensure that the community is aware of what is happening at our school.

- Send bi-weekly newsletters via AlertNow and backpack mail
- Update the new and improved website at least weekly
- Increase newspaper coverage to highlight what is happening in our school
- Project pictures of students involved in school activities at evening events and meetings
- Create a system for collecting information from teacher teams on a regular basis
- Create a quarterly community newsletter mailed to all homes in Henniker
- To establish a new role/position of a public information person

Center Woods Elementary School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students

- Add another block of uninterrupted time to alternate between Science & Social Studies. We will create a schedule where ALL core instruction is uninterrupted.
- Offer Tier 1 enrichment to all students
 - Year 1: Outline the enrichment program and support present curriculum.
 - Year 2: Train and support teachers defining enrichment
- Offer Tier 3 enrichment to all students

Curriculum and Instruction: Promote instructional practices for all students that are engaging, connect disciplines, and allow students to apply knowledge and develop higher order thinking skills

- Refine and implement the RTI handbook in Reading and Math
- Communicate regularly and consistently with all staff about the progress of the implementation of the RTI process.
- Ensure the development of a high functioning intervention team which addresses the needs of all learners.
- Collaborate best practices and continue to meet V-Team goals: Completed and ongoing
 1. Ensure student learning through meaningful discussions
 2. Address potential gaps in learning by analyzing student data
 3. Share ideas and resources
 4. Share and collaborate about Common Core
 5. Create Science essentials

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth. (AD 1)

- Discuss the NECAP results in grade level meetings.
- Data will be used to analyze current program and curriculum. Completed and ongoing.
- DIBELS assessments will be used at the beginning of the year to create a baseline.
- The DIBELS assessments will be done again to benchmark student progress.
- At grade level meetings, the Reading Teachers will distribute the teacher results (only the teacher sees his or her data) and a summary of the grade level will be shared.
- Review the current three RTI systems and strategize the best system to support struggling students. We will explore creating a single RTI support system rather than three separate systems.

- Use WIN time for flexible groups of students based on their progress on Math common assessments. Interventions and enrichment to be provided to students.
- Develop a standards based report card that clearly represents student learning.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth. (AS D 2)

- Discuss the NECAP results in grade level meetings.
- Data will be used to analyze current program and curriculum.
- DIBELS assessments will be used at the beginning of the year to create a baseline.
- Students will be identified for the RTI process.
- The DIBELS assessments will be done again to benchmark student progress.
- At grade level meetings, the Reading Teachers will distribute the teacher results (only the teacher sees his or her data) and a summary of the grade level will be shared.

Train all teachers in data and assessment best practices.

- First steps: We will look at who has been trained and who hasn't been trained.
- Follow up: Create a schedule for all teachers to be trained within 3 years.
- On Going: New teachers will be expected to attend training.

All teachers were trained at the beginning of the year.

Assessment and Data: Utilize multiple data sources to inform decision-making. (AD 3)

- Review the assessment schedule for the entire school. Look at the NWEA, NECAP, Common assessment, writing prompts, DIBELS, and any other school testing.

Professional Development: Provide opportunities to staff for continuous professional growth. (PD 1)

- All teachers will be trained in data and assessment best practices.
- First steps: We will look at who has been trained and who hasn't been trained.
- Continue to provide Professional Development in Science and Social Studies, Daily 5, Responsive Classroom, EDM, Houghton Mifflin, Language !, Foundations, and RTI .
- Provide professional development in best practices of PLC to support the RTI process, build a culture of collaboration and focus on results.

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students.

- Work with the SAU and the union to align forms and practices to the Danielson Model so teachers have a clear understanding of how they are evaluated.

- Articulate the supervision and evaluation process to the staff.
- Offer assistance in developing Individual Professional Development Plans following evaluations.
- Refine the para-educators evaluations.
- Continue to support monthly mentor meetings.

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21st century education.

- Create a survey measuring the climate of the school. (this will serve as a baseline)
- Celebrate staff who have spirit at monthly meetings.
- Celebrate success at each faculty meeting.

Facilities and Operations: Provide and maintain facilities that support teaching and learning. (FO1)

- Bark mulch will be dispersed annually on the playground. We will actively seek community support.
- The safety committee will meet quarterly to discuss present needs within the building.

Facilities and Operations: Provide and maintain facilities that support teaching and learning. (FO2)

- Create a five year technology plan within the IT committee. The plan will align with the strategic plan and promote student learning.
- Provide a promethean board in each classroom. (Note: See Professional Development regarding training) Year 1 Completed

Facilities and Operations: Search for ways to conduct business in the most efficient and effective manner. (FO3)

- All doors and locks will function properly.
- 2011-2012- We will replace the 7 doors which are not working properly with traditional locks and keys.
- 2012-2013 school year; we will replace 10 more doors with traditional locks and keys.
- 2013-2014 school year; we will replace 10 more doors with traditional locks and keys,
- 2014-2015 school year we will replace all remaining door locks.
- Re-visit protocol for parents/visitors with the faculty and office staff.
- Evaluate lock down, fire, and emergency shelter procedures yearly. Staff will review expectations for the drills with the students. Teachers will have notice for new drills.
- Provide funding to replace and repair rotted outside doors
- 2012-2013: replace doors and frames

Weare Middle School

Curriculum and Instruction: Promote instructional practices for all students that are engaging, connect disciplines, and allow students to apply knowledge and develop higher order thinking skills.

- Implement the RTI process to provide a systematic approach when determining the needs of all students and providing focused instruction to improve student's performance.

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth.

- Embed common assessments into units and lesson plans to evaluate student progress of essential curriculum outcomes.
- Develop, administer, and score two writing prompts to assess student performance in the area of writing.
- Provide time (two hours per month) to analyze and disaggregate NWEA/NECAP/common assessment data to determine the specific needs of struggling students.
- Select and match appropriate researched-based strategies to improve student performance.

Assessment and Data: Utilize multiple data sources to inform decision-making

- Use student data binders to track student progress and determine individual strengths, challenges, and learning styles of all middle level learners.

Professional Development: Provide opportunities to staff for continuous professional growth

- Provide trained mentors to support novice teachers in the areas of instructional practices, state standards, district curriculum expectations, and building procedures.

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students.

- Organize a step by step process to determine qualified candidates for interviewing as prospective teachers.
- Develop consistent, school-based interview questions to use with all prospective teaching candidates.
- Develop consistent, job performance focused reference check questions.

- Educate the public regarding the positive and engaging activities within the school through monthly school newsletters.

Facilities and Operations: Provide and maintain facilities that support teaching and learning.

- Refinish the floor of the gymnasium

Community Support and Involvement: Promote positive relationships with the entire community to support education.

- Create a timeline for steps to improve public relations through the voting day.