

Windham School Board Goals 2021-2022

Professional Practice

*** Promote and support a culture of collaboration between the School Board, the new Superintendent, and the community, while promoting a positive awareness and image of the Windham School District.**

Actions:

- 1) Continue to foster a collaborative atmosphere with all stakeholders by encouraging open and honest communication, partnership, transparency, mutual respect, and values.
 - a) Timeline: Ongoing.
- 2) Support and strengthen the leadership team by creating opportunities to build trust and collaborate with district leadership, staff, and school community.
 - a) Timeline: Ongoing.
- 3) Continue to actively participate in school and school community events.
 - a) Timeline: Ongoing
- 4) Endorse and expand the implementation of a media campaign to publicly share positive strides in the governance of our school district.
 - a) Timeline: Ongoing and evaluating yearly by August 31st .

Support the district effort to become an accredited K-12 school system by NEASC standards through investment in resources and workshops.

Benchmarks:

- 1) Positive feedback from the community via public input, survey results, and various councils.
- 2) Demonstration of trust, transparency, collaboration, and partnership with school leaders, staff, the school community, and the board in managing the district.
- 3) Visibility at school functions, events, public forums, and district activities.
- 4) Further development of a well established media campaign and social media platform tied to our district website.
- 5) Demonstration of active participation in the NEASC process resulting in successful district-wide accreditation.

District Improvement

*** Provide, adopt, support, and monitor a current District Improvement Plan (DIP).**

Actions:

- 1) Development of a multi-year strategic plan involving the Board, staff, and school community.
 - a) Timeline: Complete by June 2022.
- 2) A DIP aligned with the budget development process and district standards.
 - a) Timeline: Complete by June 2022.
- 3) Maintenance of annual audit of district progress to ensure the School Improvement Plans (SIPs) are aligned with the DIP and supported during the budget process.
 - a) Timeline: Yearly by August 31st.

Windham School Board Goals 2021-2022

- 4) Monitor of progress toward goals embedded in the DIP and revision of the plan as needed.
 - a) Timeline: Yearly by August 31st.

Benchmarks:

- 1) Adoption of a new, revised DIP for 2021-2024.
- 2) New DIP demonstrates alignment with the budget process and district standards.
- 3) Audit process reveals SIPs are aligned with the DIP and are supported during the budget process.
- 4) Progress toward DIP implementation through assessment of the rubric outlining the three-year DIP centered on the following six standards:
 - a) Governance and Leadership;
 - b) Curriculum and Instruction;
 - c) Assessment;
 - d) Human Resources and Professional Development
 - e) Student Services and;
 - f) Finance and Operations to ensure progress and make adjustments according to the self-assessment.

Student Learning

*** Support efforts focusing on improving learning progress in all grades with a return to pre-COVID baselines based on multiple assessment scores.**

Actions:

- 1) Evaluate decreases in ELA, Science, and Math assessment scores using multiple assessment tools for 2021 and 2022 and develop strategies for improvement.
 - a) Timeline: October 2021 and 2022.
- 2) Continue to support MTSS (Multi-Tiered System of Support), PBIS (Positive Behaviors Interventions and Supports), and EF (Executive Functioning) strategies across all schools for high achievement of all students.
 - a) Timeline: September 2023 and ongoing.
- 3) Support professional development, system-wide in MTSS, and budget for RTI professionals and resources.
 - a) Timeline: Ongoing.
- 4) Continued support of remediation efforts in all grades.
 - a) Timeline: 2021-23 School Year.

Benchmarks:

- 1) Progressive increases in ELA, Science, and Math assessment scores with a return to pre-Covid baseline by June 2023.
- 2) Successful implementation of PBIS initiatives, and continuous improvement in implementation of MTSS and EF initiatives.
- 3) Adequate professional development provided to staff regarding MTSS and addition of needed RTI teachers and resources.

**Windham School Board Goals
2021-2022**

- 4) Improved enrollment and student results in remediation courses.

*** Provide a safe and healthy environment in our schools by recognizing and supporting district efforts to promote positive mental health for all and reduce student high-risk behaviors.**

Actions:

- 1) Continue to support aligned professional development for staff in addressing mental health and social and emotional learning.
 - a) Timeline: Review by August 2022 and ongoing.
- 2) Adopt a strategic plan that is targeted toward mental health recognition and recovery.
 - a) Timeline: Initiate during 2021-22 School Year.
- 3) Assist leadership by budgeting/hiring/aligning mental health counseling staff throughout the district.
 - a) Timeline: 2021-23 School Year.
- 4) Endorse the expansion of high-risk behavior discussions and initiatives at WCS, WMS & WHS (age appropriate).
 - a) Timeline: Review by August 2022 and ongoing.
- 5) Continue to provide support and resources to address social and emotional well-being of our student population with parent and student seminars, courses, classes, assemblies.
 - a) Timeline: Review by August 2022 and ongoing.
- 6) Continue to support the biannual Youth High-Risk Survey (YRBS) at WHS.
 - a) Timeline: Review and analysis by Spring of 2022.
- 7) Endorse a separate culture survey being initiated through the WHS principal's council to gather more helpful information on how these students view the culture of their school with a plan to expand to grades 7-12.
 - a) Timeline: Complete creation of survey by September 2022 with addition of grades 7 and 8 at a later date.

Benchmarks:

- 1) The Board will work with Administration to determine and meet the need for mental health counseling for staff and students.
- 2) Social and emotional initiatives developed within PLCs by September 2022.
- 3) Successful hiring of mental health support staff for each individual school.
- 4) Continue to evaluate the need for potential expansion of Grade 5-8 wellness curriculum to include up-to-date high-risk behavior instruction, including tobacco and nicotine health risks, preventative measures, and refusal skills, and other information appropriate for each grade level.
- 5) Schedule and reschedule more anxiety, vaping, drug use seminars for the school year 2021-22.
- 6) Analyze results of YRBS to establish areas to focus on and refine current mental health initiatives when needed.
- 7) Board approval of WHS culture survey to be completed every 2 years, beginning in September 2022. Development and Board approval of addition of grades 7 and 8 to culture survey by September 2023.

**Windham School Board Goals
2021-2022**

*** Provide appropriate and adequate support for students with disabilities that will improve student progress and parental satisfaction, demonstrated by feedback of stakeholders by June 2024.**

Actions:

- 1) Arrange an additional special education workshop to follow up with compliance, to report out on numbers, to review new practices put in place, etc.
 - a) Timeline: Complete by June 2022.
- 2) Actively communicate with and support the Executive Director of Student Services and Superintendent regarding summer Extended School Year (ESY) program to ensure it operates smoothly with minimal disruptions and no major issues.
 - a) Timeline: September 2022.
- 3) Follow up with Administration regarding the implementation of a path for parents, students, and staff to provide feedback on special education compliance. Continue to support SSAC, with SB liaison attending monthly meetings.
 - a) Timeline: Complete by September 2022 and ongoing.
- 4) Ensure there is continuity of services as a student transitions throughout the District. Provide support via policy and culture to assure staff from each school are engaged with one another to ensure a smooth and successful transition for every student.
 - a) Timeline: Ongoing.
- 5) Support the expansion of executive functioning strategies and associated curriculum within all schools.
 - a) Timeline: Complete by June 30, 2024.
- 6) Communicate with the Executive Director of Student Services quarterly to ensure that IEPs are successfully implemented and services are being provided district wide in a timely manner.
 - a) Timeline: Ongoing quarterly.

Benchmarks:

- 1) Successful completion of additional Special Education workshops for SB and public.
- 2) ESY programs operating smoothly with minimal disruptions summer 2022.
- 3) Ongoing SSAC meetings and quarterly Board updates on progress.
- 4) Demonstrate smooth transitions between schools evidenced by positive reinforcement from students, parents, and staff.
- 5) Expansion of executive functioning curriculum K-12.
- 6) Successful Executive Director quarterly IEP reviews.