

GATEWAY REGIONAL SCHOOL DISTRICT IMPROVEMENT/STRATEGIC PLANNER

Plan Item	% Complete	Next Steps	Notes Resources	Primary	Secondary
DISTRICT BUDGETING GOALS					
1. Involve town officials and school committee in complete budget process from preliminary overview in Sept. to budget approval in June	25%		https://docs.google.com/document/d/15KXUeZQbpXjR75MdaEJocgfLAgiDXWwLU57qHdxJsgk/edit?usp=sharing	School Committee	Admin
2. Provide information to all constituents throughout process - reasoning, requests, line item budgets, budget overview				PIO	Admin
3. Establish and meet the timelines established for budget development on an annual basis	50%	Budget timeline established		Superintendent Business Manager	Admin
4. Review and update capital planning				Superintendent Business Manager	
SCHOOL COMMITTEE EVALUATION GOALS					
1. Develop a set of measurable goals/objectives that the school committee is a determining factor in completing by June 30 of that fiscal year	100%	Share with public and evaluate progress throughout the year	Goals	School Committee	
2. Measure progress towards goals/objectives throughout year (November, March, June)				School Committee	Admin
3. Report to community on the degree to which the goals were obtained.				School Committee	PIO
4. Use the current year's goals and evaluation to establish goals for the following year.				School Committee	
5. Complete a self-assessment evaluation survey (MASC or other)				School Committee	Admin
OUTSIDE CONSULTANT GOALS					
1. Work with MARS to continue facilitating a collaborative process to look at budget, sustainability, and revising the regional agreement.	50%	Collaborative process ongoing with regional agreement amendment process	MARS to facilitate discussions	Superintendent	Business Manager
2. Revise implementation plan for shared consultants around specific leadership roles (technology, curriculum, coaching, financial operations, Sped, grants, human resources); fall 2018 (for inclusion in FY'20 budget)				Superintendent	Business Manager
TEACHING AND LEARNING GOALS					
1. Integrate student focused, inquiry-based instruction and assessment that utilize 21st century skills across grade levels		Present a refresher on Backwards design/UDL and inclusive practice, review curriculum maps, share out for peer review unit plans through vertical collaboration time	Inquiry Based Integration 21st Cent. Skills	K-12 Admin	
2. Measure and report on various measures of student performance - using local, state, and national academic standards, participation in whole child activities, and 21st Century skill rubrics.		Continue to review state assessment data in teams, with teachers and as administrators. Report out on areas of discipline, attendance, extra-curricular participation and socio-emotional needs	Teacher Eval	K-12 Admin	
3. Continue to implement district wide programs and services in alignment with inclusive best practice. Pilot programs at the Elementary and Secondary levels for full inclusion (Grades K-2 and 6-8).	75%	All staff trained in IBP and SEL over the past two years. Team meetings occurred over the Summer to inform parents and align IEPs with new program configurations. Start of SY18-19 included full inclusion for all SWD K-2 and Grades 6,7,8. Additional changes to the model included supplementing specialized instruction at the MS for SWD, as we were previously supplanting content certified GenEd courses will pull-out.	Academics Instruc. Methods	PSV Admin	Building Admin
4. Engage in reflective & collaborative analysis of summative and formative assessment data used to adjust instructional practices and provide tiered supports to meet student needs.		Update protocols for SAT, revisit MS team level ID of struggling students, and encourage additional usage of data in the teacher evaluation process.	Instruc. Methods	Building Admin	
5. Improve student achievement through the integration and implementation of the literacy action plan into all areas of curriculum within the classroom	25%	Train all K-2, SPED and literacy staff in Project Read phonics instruction. Develop a scope and sequence for phonics, grammar and spelling instruction.		Building Admin	PSV Admin
6. Provide on-going professional development opportunities to assist teachers in delivering effective, technology supported instruction to improve student learning.				Technology	
7. Investigate after school programs opportunities for the Secondary level. Successfully implement wrap around services in Chester Elementary.	50%	Chester Wrap-around is presently operational and fully staffed		Principals and PIO	PSV Admin

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8. Implement full day inclusive preschool programs at both Chester and Littleville Elementary Schools.	100%	M/H full day program was developed and is running at capacity. Additionally, Chester program operational full day-five days per week.		PSV Admin/Principals	
9. Explore development of Chapter 74 program for Early Childhood at High School Level.	25%	Visit recently developed program at Taconic HS. Attend DESE webinar on applying for new Ch 74 program.		HS Principal	PSV Director
SAFE AND RESPECTFUL SCHOOL GOALS					
1. Transition appropriate staff PD for de-escalation and physical intervention to CPI (Crisis Prevention Intervention)	25%	Have trained and certified two district staff in CPI. Need to schedule plans to have all direct care staff and appropriate faculty, related service and Administrative staff trained and certified by 20-21 SY.	Whole Child	K-12 Admin	
2. Expand, update and improve safety aspects of district (facilities, protocols, training).		Continue meeting with safety team to review reunification protocols, provide feedback to staff in current safety drills and discuss updating processes during LTM		K-12 Admin	
3. Evaluate all staff annually, in a timely manner, using an approved evaluation tool.	10%	Develop goals, hold regular meetings with staff, observe classrooms regularly and provide meaningful feedback to staff. All new staff and faculty trained on Baseline Edge and Orientation and Educator goal development meetings are in process	Started monthly Sped Department Meetings utilizing new Principal late day configuration ratified in the new teacher contract	K-12 Admin/ PSV Admin	
4. Provide timely, quality assistance and support that maintains the student and staff learning and work environments around technology.				Technology	
5. Maintain a clean and updated physical plant to enhance student, staff, and community respect for the district as a means of optimizing the learning and teaching environment.					
6. Increase student leadership opportunities, increase student engagement with school based activities, and increase student participation in citizenship activities in and out of school.		Develop students ownership of middle school school-wide expectations, provide opportunities for students to lead events/activities, offer multiple opportunities for student feedback, encourage student participation in the NEASC visit as well as school committee meetings.		Building Admin	PSV Admin
FAMILY AND COMMUNITY ENGAGEMENT GOALS					
1. Expand use of websites, PlusPortals and other methods to improve communication with parents and community		Explore use of SchoolMessenger texting app	Engagement	K-12 Admin	Technology
2. Develop district-wide special education parent advisory council	10%	Identify viable candidates-schedule initial meeting to develop an action plan	Engagement	PSV Director, Chris	Principals
3. Sustaining annual community workshops around educational/behavioral/SPED topics facilitated by district staff.	15%	Scheduling continued collaboration with HFC and PD series started last year at Chester Elementary. Following ESE site visit this Fall, Kurt will schedule parent work shops after ensuring there won't be any specific topics to address in corrective action.	Engagement Whole Child	PSV Admin	Building Admin
4. Develop and implement family outreach protocols, to include communication vehicles, to provide information that stakeholders (parents, staff, community members) need.			Engagement Whole Child		
5. Support the activities of the Communications Council in providing opportunities for engaging the greater community in school activities through effective communications			"	PIO	
6. Collaborate with community partners to develop opportunities and a data base of potential volunteers, speakers, and intern/job shadow placements to increase school-to-career opportunities for HS students.		Explore partnership with Berkshire School to Work STEM grant initiative. Collaborate with community Economic Development consultant and related partners. Develop budget plan to fund potential School to Career Coordinator position and expanded internship opportunities		HS Admin & Guidance	PSV Admin
7. Work with LTM and Administrative Assistant to recruit, screen and assign volunteers in a timely manner.				PIO	
8. Develop a sustainable model for the Gateway Education Foundation to enhance student opportunities and fulfill community support for schools.				PIO	K-12 Admin
9. Plan for the continuance of public relations, Title, and grantwriting responsibilities based on retirements.				PIO	K-12 Admin
FISCAL RESPONSIBILITY AND COMPLIANCE GOALS					
1. Develop strategies to address suggestions/identified priorities stemming from Facilitated Discussions for growing the district within the findings from the 2025 vision planning results.			Town officials, MARS consultants, DESE	K-12 Admin	

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2. Continue to manage and maintain specialized programs that prevent costly out of district placements and keep students in the least restrictive placements possible.		Modify Chester intensive ABA program to allow for an additional PK student who moved-in over the Summer. Prepare for an intensive needs, visually impaired student who turns 3 in January and is presently involved with WITS EI. Additionally modify Learning Lab program staff to accomodate needs of an intensive needs 6th grader to ensure she can continue to access all GenEd courses despite significant behavioral concerns. Prevents potential OOD placements and ensure students access appropriate program in the LRE	Engagement Whole Child Student Focus Schedules	PSV Admin	Building Admin
3. Operate all PSV programs and services in compliance with state and federal laws and regulations		Completed ESE self-assessment and ESSA self-assessment June 2018, awaiting feedback and schedule site visit		PSV Admin	Building Admin
4. Provide adequate and equitable access to current instructional technology tools and resources for students and staff.				Technology	
5. Plan and implement marketing strategies to promote support for Gateway in collaboration with the hilltown collaborative.				PIO	
6. Use technology to improve administration, data management and communication throughout the school system as well as to improve communication between the school system and the community.				Technology	
7. Review actions to implement innovative scheduling ideas, use of outside resources, and joint/shared opportunities for small schools					
8. Ensure district policies and procedures are relevant, up-to-date, and compliant with all requirements.				School Committee	
9. Seek, obtain and implement grants in support of district goals				School Committee	