

FY11 District-Wide Goals

Safety and Inclusion
Understanding Differences

Theme 1 – Curriculum, Instruction and Assessment

Classroom instruction and assessment will be based on student achievement data and evidence-based practices.

Implementation Strategy – *Analysis of student achievement data both external and internal through the Using Data process will occur during teacher professional time, such as the monthly early release days, teacher common planning time, etc.*

Completion Date – *September 2010 – June 2011*

Who is Responsible – *Curriculum Directors, Principals, District Data Team Members, Teacher Leaders*

Success Measure – *Increase in the percentage of students scoring at or above proficient on the Spring 2011 MCAS tests and increase in the level of understanding of how to use student achievement data to inform classroom instruction*

Theme 2 – Student Support

Program Evaluations will be implemented for Sped-Inclusion, library, guidance and health services.

Implementation Strategy – *Review of each program using state-wide guidelines and development of action plans*

Completion Date – *September 2010 – June 2011*

Who is Responsible – *Central Office and Curriculum Directors*

Success Measure – *Development of multi-year action plans based on each program's evaluation*

Theme 3 – School Climate and Culture

The Massachusetts' May, 2010 Bullying Prevention and Intervention Law will be implemented.

Implementation Strategy –

- *District wide bullying prevention plan will be developed with input from staff, administration, parents (12/31/10)*

- *Olweus Bullying Prevention Program booster training, provided by Dr. Robin D'Antona (national Olweus trainer), will occur at each elementary school (12/31/10)*
- *Olweus Bullying Prevention Program training and program implemented at HRMS (03/15/2011)*
- *Evidenced based bullying prevention curriculum implemented in grades 3-10 (Michigan Model Health Curriculum) (9/10/10)*
- *DHS high school faculty trained in bullying prevention strategies (12/31/10)*

Completion Date – *See above*

Who is Responsible – *Superintendent and Director of Health, PE and Nursing*

Success Measure - *Bullying occurrences are reported and investigated as expected by Bullying Prevention plan and self-reporting incidences of bullying occurrences are reduced*

Cultural Proficiency professional development will be provided.

Implementation Strategy – *Training of all administrators in the understanding of cultural proficiency and the implementation of effective practices*

Completion Date – *June 2011*

Who is Responsible – *Danvers Administrative Council*

Success Measure – *Increase in the understanding of cultural proficiency and documentation of effective practices*

All seven schools will strengthen their professional learning communities.

Implementation Strategy – *Continue to utilize early release time and common planning time to foster collaboration among the faculty and grade-level discipline teachers. The Teacher Leaders and Data Team members will guide and facilitate their colleagues through this work.*

Completion Date – *Ongoing through June 2011*

Who is Responsible – *Principal, Assistant Principals, Curriculum Director, Teacher Leaders, Data Team Members,*

Success Measure – *Increase the level of meaningful collaboration among members of school communities and grade-level or course-alike teacher as measured by School Climate surveys*

Theme 4 – Human Resources

Professional development will be provided that is pertinent to our educational practices and to making informed decisions as well as meeting the principles of a high-performing team.

Implementation Strategy – *Continued implementation of the Using Data process in all our schools. This process emphasizes a collaborative approach for utilizing data to inform classroom instruction with the goal of producing a high-performing team*

Completion Date – *Ongoing through June 2011*

Who is Responsible – *Curriculum Directors, Principals, District Data Team Members, Teacher Leaders*

Success Measure – *Increase the level of collaboration among members of school communities and grade-level or course-alike teacher as measured by our School Climate and Using Data surveys*

Theme 5 – Facilities and Technology

The District's Technology Plan will be implemented and assessed.

Implementation Strategy – *Follow the District's Technology Plan strategies for the areas of network infrastructure, technology integration support, hardware maintenance, software acquisition, and professional development*

Completion Date – *June 2011*

Who is Responsible – *Technology Director and technology staff*

Success Measure – *Meeting the benchmarks outlined in the District's Technology Plan*

Theme 6 – Communication, Partnership and Planning

The district will implement a coordinated process to collect feedback from teachers, students, parents and community members and plan for increased parent participation.

Implementation Strategy – *Partner with K12 Insights for a district-wide implementation of coordinated community feedback and presentation of data*

Completion Date – *September 2010 – June 2011*

Who is Responsible – *Central Office*

Success Measure – *Increase in the data collected that is aligned with the success measures of the district's strategic plan and increase in the level of understanding of how to use community feedback data to inform next steps for the district*

Theme 7 – Budget and Finance

A multiple year budget will be developed for prek-12 technology. The plan will include a partnership with DEEP and grant writing to support technology in the new DHS.

Implementation Strategy – *Review of district –wide technology needs and research of grant opportunities and DEEP sponsored initiatives*

Completion Date – *May, 2011*

Who is Responsible – *Central Office and Technology Director*

Success Measure – *Increase in grant funding, business partnerships and budget funding for a multi-year district-wide technology budget*

Continuation of FY10 Goals through the five years of the strategic plan

The DHS renovation project will be ongoing with 2013 completion date.

Schools will implement their school improvement plans with their school councils.