

VERMONT DEPARTMENT OF EDUCATION REQUIRED SCHOOL IMPROVEMENT PLAN
2012 – 2014 Oxbow High School

In reading, 90% of all students will meet or exceed the standards. In Math, 70% of all students, and free/reduced students will meet or exceed the standards.

Goal 1: To increase student achievement all teachers will be part of a professional learning community (Instructional teams) that are committed to continuous improvement, collective responsibility, and goal orientated. Teachers will collaborate in professional learning to strengthen their practice and increase student results.

Objectives:

- All teachers are guided by a document that aligns common core standards, curriculum, instruction, and assessment.
- Instructional teams develop standards-aligned units of instruction for each subject and grade level.
- Instructional teams (including special educators and related service providers) to develop and refine units of instruction and review student learning data.
- Professional development for teachers includes self-assessment related to indicators of effective teaching and classroom management (TLC).

Goal 2: To increase both school-wide results and student results the leadership team will look at both quantitative and qualitative data. Ongoing analysis of data will inform decisions on students learning, professional learning, and school-wide effectiveness.

Objectives:

- The Leadership Team (data team) regularly examines individual and collective student data (e.g., course grades and completion, overall grade point average, attendance rates, behavior referrals, suspensions, end-of-course exams, state exam results, student transfer, dropout, graduation) to identify areas for improvement across all content areas and throughout the school
- A data management system is in place with necessary technology support to provide the School Support Team, teachers, and professional staff with timely information on each student
- The school's teams meet to examine the building-wide data and considers core effectiveness and instructional groups
- Guidance will provide all students with access to relevant data to make decisions about their course of study as they progress toward their college and career goals as well as information and experience in a variety of career pathways

Goal 3: The Leadership team bases decisions about interventions (instructional and support) on data from continuing progress monitoring throughout the multi-tiered system of support process.

Objectives:

- Provides all students with academic supports (math interventions) when needed to enable them to succeed in rigorous coursework.
- Provides all students with academic supports (e.g., tutoring, co-curricular activities, tiered interventions) to keep them on track for graduation
- Principal provides managerial leadership for a multi-tiered system of support for focused academic and discipline/student management processes as well as monitoring fidelity of implementation and providing on-going training.

Goal 4: All students will be college and career ready through rigorous coursework in all content areas. A multi-tiered system will be in place to increase student success measured by percent of college placements and career placements.

Objectives:

- Provides all students with opportunities to learn through nontraditional educational settings (e.g., virtual courses, dual enrollment, service learning, work-based internships)

Goal 5: OHS will continue to implement Renaissance which began at the start of the 2012 school year. Students are recognized and rewarded for academic and personal excellence. Renaissance will empower students and staff to achieve by boosting GPAs, increasing attendance, improving school pride and showing an increase in graduation rates.

Objectives:

- Assemblies that honor students will continue to happen throughout the year.
- Morning Teacher Advisories will continue: TAs allow for small group discussions and a feeling of belonging.
- All teachers will interact socially with students (noticing and attending to an ill student, asking about the weekend, inquiring about the family)

Oxbow High School

Strategic Goals 2012 – 2017

“Each person of the Oxbow community is Responsible, Caring, Productive, and Creative Citizen.”

Goal 1: The district will create an environment that fosters life- long learning.

- ◆ Provide professional development for the staff to ensure continuous growth in 21st century teaching and learning standards.
- ◆ Make technology integral to systems of teaching, learning, reporting and communication.
- ◆ Provide student activities that stimulate student learning and inquiry.
- ◆ Provide for school-wide celebration of learning and accomplishments.
- ◆ Build a culture of respect, acceptance and tolerance.
- ◆ Support and encourage student self-advocacy.
- ◆ Foster a culture of continuous learning for staff and community.

Goal 2: The district will provide financially sound strategies and operating systems that will meet the educational needs of all students.

- ◆ Seek alternative funding opportunities such as grants.
- ◆ Receive and review regular financial reports which will include projections of spending from the school and revenue from OESU to monitor resources.
- ◆ Work with OESU administration, school treasurer and auditors to ensure financial requirements required by VT DOE, state and federal statutes are met.
- ◆ Review annual audit and any related findings, responses and fund balances to ensure timely actions are taken.

Goal 3: The district will provide a facility that is: environmentally efficient; safe; comfortable; Welcoming; conducive to learning; and encourages community access.

- ◆ Develop and implement a five year facilities plan consistent with the goal.
- ◆ Develop and implement a plan for the increase use and access of the facilities and grounds.

Goal 4: The district will provide all students with career, post-secondary, college, and life readiness skills.

- ◆ Provide multiple pathways for instruction and student learning.
- ◆ Ensure curriculum is in alignment with the goal.

Goal 5: The district will develop a communication system that provides for transparency resulting in school-community connectedness to support schools and learning.

- ◆ Develop a communication plan.
- ◆ Encourage student, school employees and community to work together to support learning.
- ◆ Develop school and community partnerships.

Oxbow High School
Strategic Plan 2012 – 2017

“Each person of the Oxbow community is Responsible, Caring, Productive, and Creative Citizen.”

Goal 1: The district will create an environment that fosters life-long learning.

Strategies	Indicators of progress	Person(s) responsible	Completion date/Check-in dates
<ul style="list-style-type: none"> • Provide professional development for the staff to ensure continuous growth in 21st century teaching and learning standards. • Make technology integral to systems of teaching, learning, reporting and communication. • Provide student activities that stimulate student learning and inquiry. • Provide for school-wide celebration of learning and accomplishments. • Build a culture of respect, acceptance and tolerance. • Support and encourage student self-advocacy. • Foster a culture of continuous learning for staff and community. 	<ul style="list-style-type: none"> • Track the number of students pursuing college and post-secondary paths. • Increase the number of students participating in and attending school activities. • Analysis of survey data reflects growth 		

Goal 4: The district will provide all students with career, post-secondary, college, and life readiness skills.

Strategies	Indicators	Person(s) responsible	Completion date/Check-in dates
<ul style="list-style-type: none"> • Provide multiple pathways for instruction and student learning. • Ensure curriculum is in alignment with the goal. 	<ul style="list-style-type: none"> • Increase graduation rate. • Increase college acceptance rate. • Reduce the number of students who require remedial help in college. • Senior exit life readiness survey reflects the goal. 		

Goal 5 The district will develop a communication system that provides for transparency resulting in school-community connectedness to support schools and learning.

Strategies	Indicators	Person(s) Responsible	Completion date/Check-in dates
<ul style="list-style-type: none"> • Develop a communication plan. • Encourage student, school employees and community to work together to support learning. • Develop school and community partnerships. 	<ul style="list-style-type: none"> • There is an increase in staff and community participation on committees. • The communication plan is developed. • Participation in parent/teacher conferences increases. • Increase in student volunteerism. • Increase in student mentors. • Increase in school volunteers. 		