



Strategic Plan:

A Blueprint for the Future

April 2012



258 Western Avenue
Henniker, New Hampshire 03242

Dr. Lorraine Tacconi-Moore
Superintendent of Schools

Mrs. Pamela A. Shepard, M.Ed.
Assistant Superintendent

Mrs. Diane Lurvey, M.Ed.
Director of Student Services

Mr. Brian Grattan
Technology Director

Mrs. Kathleen Sargent
Business Administrator

Serving the Public School Districts of Henniker, John Stark, Stoddard, and Weare

April 2012

Dear Members of Our SAU 24 Community,

Shortly after my arrival in SAU 24 in August of 2010, I began a process to collect data from school board members, school personnel, parents, and students regarding the current condition of our schools, strengths, and areas for growth at each building. I received a wealth of information which served as the backdrop for our planning process and contributed to the creation of a vision for the future. Layered upon this, are initiatives that the principals and staff believe are important for each school. I want to take this opportunity to thank school board members, my fellow administrators, and staff who dedicated their time and best thinking to produce this planning document.

SAU 24 Strategic Plan: A Blueprint for the Future is organized into seven overarching categories: curriculum and instruction, assessment and data, professional development, personnel, climate and culture, facilities and operations, and community support and involvement. This is meant to be a living document, and as such, you may not find a goal for every school in every category. As a professional learning community, during the course of our work, we will document our progress toward meeting each goal and submit additional goals as the need arises.

It is the process of building upon our strengths, while continually seeking ways to improve our practice and setting clear priorities, which will enable SAU 24 and all of its schools to meet the learning needs of students in the 21st century.

With warmest regards,

Lorraine Tacconi-Moore, Ed.D
Superintendent of Schools
SAU #24

Curriculum and Instruction

School Administrative Unit 24

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal: Align English language arts and mathematics curriculum and instruction to the Common Core State Standards (CCSS) K-12 for all students by September, 2014			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Align current K-4 curriculum and instruction to CCSS	SAU-wide ELA and Math Committees Asst. Superintendent for C+I	August 2012	\$1,000 (summer work)
Implement K-4 curriculum and instruction to CCSS	Asst. Superintendent for C+I Director of Student Services Principals Teachers Special Education Coordinators	2012-2013	\$2,000 (training)
Align current 5-8 curriculum and instruction to CCSS	SAU-wide ELA and Math Committees Asst. Superintendent for C+I	August 2013	\$1,000 (summer work)
Implement 5-8 curriculum and instruction to CCSS	Asst. Superintendent for C+I Director of Student Services Principals Teachers Special Education Coordinators	2013-2014	\$2,000 (training)
Review course competencies 9-12 in terms of the CCSS	Curriculum Coordinators Teachers High School Principal Asst. Superintendent for C+I	2012-2013	\$1,000
Align course competencies 9-12 to CCSS	SAU-wide ELA and Math Committees Asst. Superintendent for C+I	2013-2014	\$1,000 (summer work)
			\$2,000 (training)

March 8, 2012

School Administrative Unit 24

Implement 9-12 curriculum and instruction to CCSS	Assistant Superintendent for C+I Director of Student Services Principals Teachers Special Education Coordinators	2014-2015	
Full implementation of K-12 curriculum and instruction to CCSS	Assistant Superintendent for C+I Principals Teachers	2014-2015	No additional expense
Review current core programs K-12 and recommend adoptions if necessary	Assistant Superintendent for C+I Principals Teachers Parents	2015-2017	\$4,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Completed documents that align CCSS, adopted programs, classroom instruction and common assessments • Observable instruction that reflects CCSS • Data that demonstrate improved student performance 	<ul style="list-style-type: none"> • Progress will be followed through the SAU Curriculum Committee minutes 		

School Administrative Unit 24

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			
Goal: Fully implement a systematic RTI process for Math /Reading/ Behavior aligned with the SAU 24 RTI framework by fall of 2014			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Develop and maintain high functioning intervention teams at all schools that address the needs of all learners	Asst. Superintendent for C+I Director of Student Services SINI and DINI Teams	2012-2013	(see professional development section)
Calibrate best practice strategies across the SAU	Asst. Superintendent for C+I Director of Student Services Principals RTI Teams	2013-2014	Substitute funding
Provide quality, standards-based instruction at all 3 tiers	SAU Leadership Team Teachers Related Service Providers Instructional Support Personnel	2012-2017	(see professional development section)
Hire a literacy coach (K-8) and a mathematics coach (K-8) to model best practices and coach all teachers and para-educators in the content areas	Asst. Superintendent for C+I Director of Student Services	Pilot .5 in 2012-2013 .75 in 2013-2014 1.0 in 2014-2015	Grant Funded Grant and District Funded District Funded
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Evidence of handbooks and pyramids of intervention at all schools that are aligned to the SAU framework • Observable instruction at all 3 tiers that reflects best practices in all schools • Data that reflects improved student performance for struggling learners (including all sub-group performance) • Improved instruction, resulting in improved student learning and student achievement 	<ul style="list-style-type: none"> • 		

School Administrative Unit 24

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			
Goal: Fully implement a systematic process to meet the needs of accelerated learners by 2017			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Provide quality, differentiated instruction in all classrooms (Tier 1)	SAU Leadership Team Teachers Related Service Providers Instructional Support Personnel	2012-2017	(see professional development section)
Develop and provide Tier 2 instruction to extend the learning for identified students	SAU Leadership Team Enrichment Coordinator Teachers Instructional Support Personnel	2013-2017	(see professional development section)
Develop and provide Tier 3 instruction to extend the learning for identified students	SAU Leadership Team Enrichment Coordinator Teachers Instructional Support Personnel	2013-2017	(see professional development section)
Establish and monitor enrichment instruction at all schools -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 -Monitor accelerated course instruction at John Stark	Superintendent Asst. Superintendent for C+I Principals Curriculum Coordinators (JSRHS) Guidance Director (JSRHS)	WSD-2012 HCS/JFES-2012 JSRHS-2012-2013	\$75,000 No additional expense No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Evidence of handbooks and pyramids of enrichment at all schools • Observable instruction at all 3 tiers that reflects best practices in all schools • Data that reflects improved student performance 	<ul style="list-style-type: none"> • 		

John Stark Regional High School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal: We will engage in ongoing review and revision of our course competencies to assure a curriculum that is viable, attainable and guaranteed for all learners, as well as drives instruction and is aligned with Common Core State Standards.			
DINI Link 1: Institute and implement new curriculum, including professional development for all relevant staff			
DINI Link 2: Restructure internal organization of the school to ensure student support			
DINI Link 3: To make AYP in Mathematics			
Self Study Link:			
<ul style="list-style-type: none"> • Increase time available for teachers to collaborate on curriculum development • Enhance opportunities for technology and professional development • Increase access to technology • Increase professional development opportunities for school-wide improvement for numeracy and literacy plans • Complete a process to ensure that funding meets all instructional and programmatic needs • Ensure professional time to support the use of common assessments and best instructional practice to integrate the 21st Century Learning Expectations into all aspects of the JSRHS curriculum 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Ensure compliance with school improvement progress report and action plan for DINI requirements	Assistant Superintendent Principal Math Curriculum Coordinator	2012-2013	No additional expense
Conduct Curriculum Coordinator Meetings to focus on internal professional development	Principal Curriculum Coordinators	2012-2013	\$500 for Retreat
Follow up team on curriculum and instruction in conjunction with NEAS&C recommendation	Administrative Team Teachers	Fall 2012	No additional expense
Evaluate structure and responsibilities, for curriculum implementation	Curriculum Coordinators Administrative Team	2012-2015	No additional expense
Improve staff proficiency in the development of competency based curriculum and instruction	Administrators Teachers	2012-2015	\$5,000 for Training and Development
Review and revise curriculum and learning targets to clearly identify what students will know and be able to do for each course	Curriculum Coordinators, Administrators Teachers	2012-2015	\$5,000 for Training and Development
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Completed curriculum documents • NEAS&C two year reports 	•		

Two-Year and Five-Year Targeted Plans

Two-Year Targeted Areas:

- Further develop the school's decision-making practices to enhance the collaboration between and among all stakeholders in the John Stark Regional High School community
- Focus efforts to ensure budgets are passed that meet the instructional and programmatic needs of all students
- Explore options to enhance common areas within the school including the gymnasium, cafeteria, stage, and library to support all school and community activities and events
- Explore ways to revitalize the existing structure in order to create a space that will accommodate all students at one time and support the performing arts
- Continue ongoing efforts designed to strengthen school pride
- Further develop ways to provide professional development for differentiated instruction
- Continue to develop ways to allow time during and outside the school day for teacher collaboration on the use of common assessments to support instructional practice and the consistent integration of the school-wide 21st century learning expectations
- Continue to support authentic curriculum integration, use of technology, and the focus on literacy throughout the curriculum

Five-Year Targeted Areas:

- Complete an inclusive decision making process that ensures the voice of all stakeholders
- Complete a process to ensure that funding meets all instructional and programmatic needs
- Complete a process to ensure that all students have multiple opportunities to practice and be assessed on the school's 21st century learning expectations
- Share with the community the school's progress on meeting the 21st century learning expectations
- Complete a process to ensure that individual achievement on the 21st century learning expectations is reported to families
- Ensure that all facilities needs are addressed

John Stark Regional High 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			
Goal: Implement a comprehensive RTI process by 2013			
DINI Link 1: Institute and implement new curriculum, including professional development for all relevant staff			
DINI Link 2: Restructure internal organization of the school to ensure student support			
DINI Link 3: To make AYP in Mathematics			
Self Study Link:			
<ul style="list-style-type: none"> • Increase time available for teachers to collaborate on curriculum development • Enhance opportunities for technology and professional development • Increase access to technology • Increase professional development opportunities for school-wide improvement for numeracy and literacy plans • Complete a process to ensure that funding meets all instructional and programmatic needs • Ensure professional time to support the use of common assessments and best instructional practice to integrate the 21st Century Learning Expectations into all aspects of the JSRHS curriculum 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Ensure a high performing RTI Team to promote and ensure high expectations and achievement for all students	Administrators RTI Team Student Support Team	2012-2015	\$5,000 for Training and Development
Establish goals and review the work of all interdisciplinary teams to assess student achievement	Administrators Curriculum Coordinators Teachers	2012-2013	No additional expense
Regularly develop opportunities for teachers to work in collaborating teams at both department and grade level	Administrators Curriculum Coordinators	2012-2013	No additional expense
Review grouping practices to ensure effective student learning in accordance with our 21 st Century Learning Expectations	Administrators Staff	2012-2014	No additional expense
We will 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	Administrators Staff Students	2012-2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A fully implemented RTI Model • Feedback from established interdisciplinary teams • Artifacts from interdisciplinary projects • A schedule that best meets the academic, social and emotional needs of all learners as stated in our Core Values and Beliefs 	<ul style="list-style-type: none"> • NEAS&C Evaluation Report 		

James Faulkner Elementary School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal: By 2014-2015 school year teachers will have worked collaboratively to develop student assessments to measure student progress and ensure that students are receiving appropriate instruction.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
PLC will examine curriculum, instructional strategies and flexible grouping as ways to ensure appropriate instruction.	Teachers	On-going	No additional expense
PLC will research and adopt a program to develop individual learning plans and manage individual portfolios	Principal and Teachers	2012-2013	\$25 per student/year
Teachers will develop performance assessments across the curriculum based upon the UbD model	Teachers	2013-2014	\$3000 for summer stipends
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Comprehensive performance based assessments will exist at all grade levels. • Individual portfolios and learning plans will be in place for all students 	<ul style="list-style-type: none"> • 		

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

Goal: By 2014-2015, teachers will develop well planned, rigorous lessons that meet the standards set forth by the Common Core.

Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Teachers will become knowledgeable and familiar with the common core	Teachers	2012-2013	No additional expense
Teachers will research, adopt and emphasize a strategy to develop math fluency in numeration.	Teachers	2012-2013	\$500
Teachers will utilize UbD as a means to develop rigorous lessons that integrate technology and the garden project into the curriculum	Teachers	2013-2014 (ongoing)	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> Sample lesson plans based upon UbD model with links to the Common Core State Standards 	<ul style="list-style-type: none"> 		

Henniker Community School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal: To provide quality differentiated instruction for all learners at Henniker Community School to ensure student learning.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Continue Intervention Teams in order to monitor interventions of students	Administrators I Team Leaders	Ongoing	No additional expense
Continue to implement PreK and Kindergarten extended day in order to provide intervention Maintain intervention schedule for grades 1-8	Administrators Teachers	Ongoing	No additional expense
Extended Learning opportunities to be offered for all students	All staff	Ongoing	No additional expense
Provide professional development opportunities to improve differentiated instruction	Administrators	Ongoing	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Improved NWEA/NECAP scores • NWEA = Percentage of students who meet their growth target increases by 5% each year 	<ul style="list-style-type: none"> • Scheduling is critical to the success of this goal 		

Henniker Community School

V

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			
Goal: To improve writing scores by fully implementing a systematic and explicit approach to teaching writing Kindergarten through eighth grade by September, 2014.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Train staff in the Collins Writing System	Administrators Literacy Teachers	By end of 2013-2014 school year	\$3,000 for training
Align Six Traits and Collins Writing System to be used together to provide explicit writing instruction to all students	Administrators ELA Curriculum Committee	By end of 2013-2014 school year	No additional expense
Fully implement the Collins Writing System in grades K-8	Administrators	Start of 2014 school year	\$5,000 for materials
Evidence of Quality Implementation		Additional Information	
<ul style="list-style-type: none"> • Certificate of training • Improved School Wide Writing Prompt scores • Improved NECAP scores • Collins materials available at all grade levels • Administrators to observe explicit writing instruction 			

Center Woods Elementary School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal: By 2017, all students will receive scheduled core programs which engage students in all three tiers of enrichment and intervention as measured by common assessments and differentiated assessments. (CI 1)			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Add another block of uninterrupted time to alternate between Science & Social Studies. We will create a schedule where ALL core instruction is uninterrupted.	Administrators Team Leaders	Develop in 2011-2012 and implement during 2012-2013 School year	No additional expense
Review current programs for all subject areas (Houghton Mifflin and EDM). Determine strengths and weaknesses and where support materials are needed. This would be done in vertical teams and grade level teams. This work will be done in conjunction with the Common Core alignment.	Administrators Team Leaders Curriculum Coordinators	2015-2016	(In the SAU document)
Widen scope of evening events to include science, social studies and writing.	Curriculum Coordinators Grade Level Teams	2015	\$500 (annually)
Purchase materials/ texts to support Science and Social Studies	Curriculum Coordinators Grade Level Teams Administrators	By 2017 (NOTE: themed units will be purchased from 2012-2017 to support and enhance current programs)	\$ 8,000 annually
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	Enrichment Committee Team Leaders Curriculum Coordinators Enrichment Coordinator	2013	\$3,500 in supplies and materials
Offer Tier 2 enrichment to all students This will include an enrichment teacher at each school	Enrichment Committee SAU Administrators School Board	2014	\$5,000 in supplies \$55,000 in salary
Offer Tier 3 enrichment to all students	Enrichment Coordinator	2015	\$ 5,000 in curriculum and

March 8, 2012

Center Woods Elementary School

<p>Offer differentiation for all students in the way of lessons, projects, and assessments.</p>	<p>Administrators Team Leaders Curriculum Coordinators</p>	<p>2016</p>	<p>support materials No additional expense</p>
<p>Evidence of Quality Implementation</p>	<p>Additional Information</p>		
<ul style="list-style-type: none"> • Enrichment Tiers 1,2, and 3 fully implemented • Science and Social Studies in the master schedule • Materials and supports in place to strengthen curriculum 			

Center Woods 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			
Goal: Fully implement a systematic RTI process for Math/ Reading/ Behavior aligned with the SAU 24 RTI framework by 2014.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Refine and implement the RTI handbook in Reading and Math	Principal Special Ed Coordinator Curriculum Coordinators	June 2013	\$ 2,500 (stipends)
Communicate regularly and consistently with all staff about the progress of the implementation of the RTI process.	Principal Special Ed. Coordinator	Sept 2011-June 2012	No expense
Ensure the development of a high functioning intervention team which addresses the needs of all learners.	SINI and DINI Teams	2012-2013	(see SAU document)
Collaborate best practices and continue to meet V-Team goals: <ol style="list-style-type: none"> 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 	V- Team Leaders and Administrators	2012- on going	No additional expense
Work with a SAU literacy coach (k-8) and a mathematics coach.	SAU Administrators Administrators Curriculum Teams	2013-2014	Grant funded
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • V-Team notes • RTI handbook • DINI and SINI notes 	<ul style="list-style-type: none"> • 		

March 8, 2012

Weare Middle School

Curriculum and Instruction: Offer a rigorous and relevant curriculum to all students			
Goal A: The Weare Middle Staff will improve instruction through the strategies of the Professional Learning Communities and provide everyday enrichment activities to improve student's ability to use higher order thinking skills.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Provide curriculum meeting time during the regular school day to allow teachers to meet and align curriculum both horizontally and vertically.	Principal Curriculum Coordinators	2011-2012 School Year On Going	Cost of three substitute teachers to cover for content teachers for two days per month \$3800.00
Providing on-going professional development in differentiated instruction, integration of technology, RTI, best practices and Common Core State Standards.	Principal Special Ed Coordinator Assistant Principal SAU Monitoring Committee RTI Team	2011-2012 School Year On Going	Cost of trainers, and the cost of substitute teachers to cover for content teachers for during scheduled trainings. \$70.00 per sub per day plus trainer fee.
Implementation of the RTI process to provide a systematic approach to determining the needs of all students and providing focused instruction to improve student's performance	Principal Special Ed Coordinator Assistant Principal RTI Team Content Teachers	2011-2012 School Year On Going	No additional expense
Evidence of Quality Implementation		Additional Information	
<ul style="list-style-type: none"> • Calendar schedule of curriculum meetings for 2011-2012. • Schedule trainings to be held during 2011-2012. • Improved NWEA and NECAP scores for 2011-2012 school year and beyond. • Meeting notes provided to Administration following curriculum team meetings. • Attendance sheets, showing staff attendance, provided to Administration. 		<ul style="list-style-type: none"> • 	

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			
Goal B: Improve classroom instruction, provide embedded enrichment activities, and improve student's ability to use higher order thinking skills through the use of the practices of Professional Learning Communities during the 2011-2012 school year.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Provide content teachers with the opportunity to meet, on a regular basis, to discuss curriculum both horizontally and vertically, allowing for accurate alignment as well as scope and sequence	Principal Curriculum Coordinators Content Teachers	2011-2012 School Year On Going	Cost of three substitute teachers for two days per month \$3800.00 annually
Providing on-going professional development in differentiated instruction, integration of technology, RtI, best practices and Common Core State Standards on early release days, staff meetings and professional development opportunities outside of the district.	Principal Special Ed Coordinator Assistant Principal SAU PD Committee SINI Monitoring Committee RTI Team	2011-2012 School Year On Going	Cost of trainers, and the cost of substitute teachers during scheduled trainings \$70.00 per sub per day Trainer cost \$1,500 per session
Provide instructional staff the opportunity to delve deeper into student data and determine specific student needs, as well as improving teacher instructional strategies during PLC days, RtI, grade level and team meetings.	Principal Curriculum Coordinators	2011-2012 School Year On Going	Cost of substitute teachers for two days per month \$3800.00 annually
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.	Principal Special Ed Coordinator Assistant Principal RTI Team Content Teachers	2011-2012 School Year On Going	No additional expense

Weare Middle School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Meeting notes from PLC A & B collaboration days presented to administration.• Calendar schedule of PLC A & B collaboration days for 2011-2012 provided to all staff members.• Teacher designed unit and lesson plans that provide differentiation of instruction in all academic areas.• Updating and maintaining student data binders throughout the school year.	<ul style="list-style-type: none">•

Assessment and Data

School Administrative Unit 24

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal: Develop and maintain a systematic process for reviewing student performance data to inform instruction by 2015			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Set SMART goals at all levels that focus on improving student performance <ul style="list-style-type: none"> • Goals for students • Goals for grade levels • Goals for teachers • Goals for schools • Goals for SAU 	SAU Leadership Team Curriculum Coordinators Teachers SAU Curriculum Committees	2012-2015	No additional expense
Develop a standards-based assessment and reporting system that clearly represents student learning	SAU Leadership Team Curriculum Coordinators Teachers SAU Curriculum Committees	2014-2015	\$10,000-\$15,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • SMART goals documented and implemented at all levels • A fully implemented, user-friendly standards-based reporting system 	<ul style="list-style-type: none"> • 		

School Administrative Unit 24

Assessment and Data: Utilize multiple data sources to inform decision-making			
Goal: Develop and maintain a systematic process for reviewing effective practice in the areas of Curriculum and Instruction, Culture and Climate, Supervision and Evaluation of Personnel, Professional Development, Community Support and Involvement, and Facilities and Operations by September of 2017			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Identify the appropriate multiple data sources	SAU Leadership Team Building Level Teams	2012-2013	No additional expense
Develop a method for collecting and utilizing data sources	SAU Leadership Team	2013-2017	\$25,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Multiple data sources are documented • Utilization of the data sources to inform decision-making 	<ul style="list-style-type: none"> • 		

School Administrative Unit 24

Assessment and Data: Utilize multiple data sources to inform decision-making			
Goal: Use reporting mechanisms of multiple software programs that will demonstrate short and long term needs for buildings and grounds that support student, staff and community needs.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Purchase School Dude Facilities Modules and train personnel in the usage of these modules	Business Administrator Technology Director	2012-2013	\$6,000.00
Implement the use of the reporting modules in School Dude and BudgetSense software packages.	Business Administrator and Maintenance Directors	2012-2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Schools will use the various reports and data to schedule facility operations, monitor tasks and report on utility trends. 	<ul style="list-style-type: none"> • 		

John Stark Regional High School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal: By June 1 st , 2013, as a school, we will have developed, implemented and analyzed course specific common assessments based on competencies in each subject area aligned with Common Core Standards and state frameworks.			
DINI Link: Departments will meet regularly to review student performance data, identify curriculum gaps and form instruction			
Self Study Link: <ul style="list-style-type: none"> • Continue a formalized discussion about the refinement and implementation of school-wide rubrics and consistent test rubrics • Ensure that teachers in all classes consistently rely on the use of school-wide rubrics and course specific rubrics to assess student learning • Increase communication about NWEA and NECAP results and how they can improve student performance • Expand the use of data from sending schools, receiving schools and post secondary institutions to revise curriculum and improve instructional practice • Improve grading and reporting practices 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Form a follow up team on assessment to address self study links and evaluation recommendations	Staff	2012-2013	No additional expense
Departments will develop and analyze common assessments to inform instruction	Curriculum Coordinators Teachers	Ongoing: Monthly Meetings	No additional expense
Create a professional development plan to include significant time for accomplishing assessment objectives in PLC model	Administrative Team Curriculum Coordinators	2012-2013	\$10,000 for PLC Training
Create a system to consistently compile and analyze data to measure the achievement of implementing core values	Core Values Team	2012-2014	No additional expense
Put a structure in place to implement strategies to reduce course failure rates of all students.	Administrators Teachers Staff RTI Team	2012-2014	\$10,000 for RTI Training
Provide a range of assessment strategies for students to demonstrate proficiency in identified competencies	Curriculum Coordinators Teachers Staff	2012-2014	No additional expense
Teachers, teams and departments will use a range of evidence of student learning and assessment data for the purpose of revising curriculum and improving instruction	Administrators Teachers Staff SAU Leadership Team	2012-2015	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A comprehensive competency based reporting system to ensure achievement of school-wide academic, civic and social expectations • Increased student achievement • Increased graduation rate 	<ul style="list-style-type: none"> • 		

John Stark Regional High School

Assessment and Data: Utilize multiple data sources to inform decision-making			
Goal: By 2014, the school will implement a comprehensive decision making process to ensure the collaboration among all stakeholders			
Self Study Link:			
<ul style="list-style-type: none"> • Two and five year targeted plans • Continue a formalized discussion about the refinement and implementation of school-wide rubrics and consistent test rubrics among all stakeholders 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Formulate a follow up team on assessment in conjunction with NEAS&C recommendations	Principal Leadership Team Staff	Fall 2012	No additional expense
Design follow up teams as required to implement the two and five year targeted plans	Principal Leadership Team Follow Up Committee	2012-2017	No additional expense
Ensure that multiple data sources are used to support the two and five year plans	Principal Leadership Team Follow Up Committee	2012-2017	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A comprehensive decision-making model • A two-year plan • A five-year plan 			

James Faulkner Elementary School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal: By September 2013, a process and system to track, monitor, document individual student understanding and skills over time will be implemented.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Investigate and adopt a system that allows us to monitor and track individual progress over time	Principal Teachers	2012-2013	No additional expense
Investigate and adopt a portfolio system that allows for comprehensive assessments as well as observational data	Principal Teachers	2013-2014	\$25/student/ year
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • System is in place to track, monitor individual progress overtime 	<ul style="list-style-type: none"> • 		

James Faulkner Elementary School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal: By September 2014, JFES will establish a set of assessment tools including teacher observation to monitor progress and inform instruction			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Investigate a variety of math assessments and adopt one for regular use	Teachers (led by Learning Specialist)	2012-2013	No additional expense
Teachers will develop and adopt writing rubrics for assessment	Teachers	2012-2013	No additional expense
Teachers will develop performance assessments across the curriculum based upon the UbD(Understanding by Design) model.	Teachers	2013-2014	\$2000 summer stipends
Investigate and adopt a portfolio system that allows for comprehensive as well as observational data assessments	Principal and teachers	2012-2013	\$25 per year per student
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Assessment tools in evidence across the curriculum • On-line portfolio system in place and utilized 	<ul style="list-style-type: none"> • 		

Henniker Community School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal: Develop and maintain a systematic process for reviewing student performance data to inform instruction by June 2015.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Set SMART goals at all levels that focus on improving student performance <ul style="list-style-type: none"> • Goals for student • Goals for grade levels • Goals for teachers • Goals for Henniker Community School 	Administrators Grade level teams	2012-2013	No additional expense
Develop a standards-based assessment and reporting system that clearly represents students learning	Administrators Teachers	2014-2015	\$10,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • SMART goals documented and implemented at all levels • A fully implemented, user-friendly standards-based reporting system 			

Henniker Community School

Assessment and Data: Utilize multiple data sources to inform decision-making			
Goal: To organize student performance data in the most effective means for more consistent use by staff by June 2013.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Develop a committee to: Research various electronic systems of organizing data so that it is easily accessible to staff	Administrators Committee members	Summer 2012	Summer work 6 teachers = 2(K-3), 2(4-6), 2(7/8) \$20 per hour for 20 hrs = \$2400
Design or purchase an electronic system	Administrators Curriculum Coordinator Teachers	June 2013	Not to exceed \$10,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Effective school wide system of student performance data used to inform decision-making • Teachers report the system facilitates their use of data 			

Center Woods Elementary School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth. (AD 1)			
Goal: Develop and maintain a systematic process for reviewing student performance data to inform instruction by 2015.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Discuss the NECAP results in grade level meetings. Data will be used to analyze current program and curriculum.	Principal	Every year	No additional expense
<ul style="list-style-type: none"> • 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 	Reading Teachers Team Leaders	On going	Within yearly budget
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.	Reading RTI Teams Math RTI Teams Behavior RTI Teams	Sept-Dec 2013 August 2014	Stipend for members for beyond the work day \$ 5,000
Establish SMART goals for our teams. Goals for students, grade levels, teachers, and the school will drive decision making.	Team Leaders Curriculum Coordinators Administrators Leadership Team	2014-2015	\$2,500
Use WIN time for flexible groups of students based on their progress on Math common assessments. Interventions and enrichment to be provided to students	Grade Level Teams Curriculum Coordinators	2012 and on-going	Intervention and enrichment supplies \$6,500
Develop a standards based report card that clearly represents student learning	Teachers Administrators	2014-2015	\$2,500

March 8, 2012

Center Woods Elementary School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• SMART goals documented and implemented at all grade levels• WIN time templates with flexible groups listed.• Enrichment plans in place• All grade levels will complete their common assessment progress templates (Red, Yellow, Green sheets) and create appropriate interventions.• A fully implemented, user-friendly standards-based reporting system.	

Center Woods Elementary School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth (AS D 2)			
Goal: Teachers will use assessment data (DIBLES, NECAP, NWEA, and Common Assessments) to drive instruction which will increase student performance. All students will make progress.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Discuss the NECAP results in grade level meetings. Data will be used to analyze current program and curriculum.	Principal	Every year	No additional expense
<ul style="list-style-type: none"> • DIBLES assessments will be used at the beginning of the year to create a baseline. • Students will be identified for the RTI process. • The DIBLES 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 	Reading Teachers Team Leaders	On going	Within yearly budget
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.	Principal Assistant Principal	Year one: Assess who attended conferences and ensure 1/3 attend. Year two: 1/3 attends Year three: last 1/3 attends	Estimate 10 people a year at \$250. Year one: \$2500 Year two: \$2500 Year three: \$2500 Ongoing \$1000 (for new staff and those who need a re-fresher)
Schedule a secured time throughout the year for grade level teams to analyze student data and create action steps (Minimum of four times a year) NOTE: We will start slow and gradually get here.	Team Leaders Principal will oversee the schedule and process used to analyze the data.	Ongoing	No additional expense
Examine assessment schedule to ensure that over-testing does not occur (i.e. all test/assessments don't occur on Fridays)	Team Leaders	Ongoing-annually	No additional expense

March 8, 2012

Center Woods Elementary School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Staff will feel comfortable sharing data and talking about approaches used within their classrooms• Students will perform better on NECAP, NWEA, and Common Assessments tests.	<ul style="list-style-type: none">• Question for discussion: <i>How much will students learn as a result?</i>

Center Woods Elementary School

Assessment and Data: Utilize multiple data sources to inform decision-making (AD 2)			
Goal: Develop and maintain a systematic process for reviewing effective practice in the areas of Curriculum and Instruction, Culture and Climate, Supervision and Evaluation of Personnel Development, Community Support and Involvement, and Facilities and Operations.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Review the assessment schedule for the entire school. Look at the NWEA, NECAP, Common assessment, writing prompts, DIBELS, and any other school testing.	Team Leaders and Admin	September 2013	No additional expense
Develop a method for collecting and utilizing data sources	SAU Leadership Team	2013-2017	\$5,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Multiple data sources are documented • An assessment schedule will be created and disseminated 	<ul style="list-style-type: none"> • 		

Weare Middle School

Assessment and Data: Utilize a variety of assessment practices to measure students' understanding and skills for academic growth			
Goal A: Develop and maintain a systematic process for reviewing student performance data to inform instruction by 2015.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Align instruction with the content essentials to meet the needs of the individual student through the use of NWEA and NECAP student data	Administrators NWEA Coordinator Curriculum Coordinators Faculty	2011-2012 School Year On Going	No expense at this time.
Embed common assessments into units and lesson plans to evaluate student progress of essential curriculum outcomes	Curriculum Coordinators Faculty	2011-2012 School Year On Going	No expense at this time.
Develop, administer, and score two writing prompts to assess student performance in the area of writing	ELA Curriculum Committee Curriculum Coordinators Faculty	2011-2012 school year On Going	No expense at this time.
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	ELA Curriculum Committee Curriculum Coordinators Faculty	2011-2012 school year On Going	No expense at this time.
Identify individual student strengths and challenges through continuous monitoring of progress to meet individual academic goals	Faculty Intervention Facilitators	2011-2012 school year On Going	No expense at this time.
Provide a valid and consistent method of assessing student work through the development and usage of rubrics	Curriculum Coordinators	2012-2013 On Going	No expense at this time.

March 8, 2012

Weare Middle School

<p>Improve the quality of instruction and academic performance through the collaborative review of curriculum, assessments and instructional strategies</p>	<p>Curriculum Coordinators Faculty</p>	<p>2012-2013 On Going</p>	<p>No expense at this time.</p>
<p>Evidence of Quality Implementation</p>	<p>Additional Information</p>		
<ul style="list-style-type: none"> • A fully functional 3-tiered Rtl system that supports all student’s academic and behavioral success. • A variety of enrichment opportunities embedded in all Tiers of instruction with specific focus at Tier 1 and Tier 2 during the 2011-2012 school year. • Grade level and vertical curriculum meeting, held monthly during the 2011-2012 school year, and meeting minutes as evidence of collaboration. • Curriculum binders including essentials to know and common assessments that provides specific direction on focus in the content areas. • Teacher implementation of differentiated instruction in the core content at Tier 1. 	<ul style="list-style-type: none"> • Implementation of the NWEA Science assessment to inform instruction in the area of science. 		

Weare Middle School

Assessment and Data: Utilize multiple data sources to inform decision-making			
Goal B: Develop and maintain a systematic process for reviewing effective practice in the areas of Curriculum and Instruction, Culture and Climate, Supervision and Evaluation of Personnel, Professional Development, Community Support and Involvement and Facilities and Operations.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Utilize research-based strategies to create an effective, safe and engaging learning environment	Administrators Universal and Target Team RTI Team Faculty and Staff	2012-2014 On Going	No expense at this time.
Maintain a safe, positive and productive learning environment through the use of PBIS/SWIS data to determine the behavioral areas that need further improvement	Administrators Universal and Target Teams RTI Team Faculty and Staff	2012-2013	SWIS cost per year \$250.00
Collaborate to support and improve the Response to Intervention model through the use of formal and informal assessments and observations of student performance	Curriculum Coordinators RTI Team Faculty	2012-2013 On Going	No expense at this time.
Use informal surveys from staff and students to assist in decision-making to improve school culture and reinforce a positive environmental culture	Administrators Team Leaders Faculty	On Going	No expense at this time.
Use student data binders to track student progress and determine individual strengths, challenges, and learning styles of all middle level learners	Curriculum Coordinators Faculty	On Going	No expense at this time.
Provide students with intervention and enrichment activities, embedded into instruction that are continuously monitored to inform and adjust individualized student instruction	Administrators Curriculum and Team Leaders RTI Team Inclusion Facilitators Faculty and Staff	2012-2013 On Going	\$750.00

March 8, 2012

Weare Middle School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Quarterly PBIS focused rollouts and engaging Wildcard Days that focus on the positive behaviors.• Through assessing SWIS data and utilization of the RtI I-Team process, decrease the number of negative behaviors in the school.• Collection of Team meeting minutes following each Monday Team Meeting afternoons by administration.• Student data binders that show academic progress• Master Schedule that allows dedicated time for teacher to collaborate on strategies to continually improve student performance.• Evidence of individualized instruction	<ul style="list-style-type: none">•

Professional Development

School Administrative Unit 24

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal: Build a common understanding of effective teaching practices with administrators, teachers, and support staff by 2017			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Define effective teaching practices based on the Danielson Model	SAU Leadership Team	2012-2014	Consultant cost, \$7,200
Provide opportunities for collaboration among administrators to calibrate evaluative practice	SAU Leadership Team	2012-2016	No additional expense
Provide training for teachers on the Danielson Evaluation Model	SAU Leadership Team SAU Professional Dev. Com.	2012-2013	Consultant cost, \$1,500
Establish critical friends groups for administrators Establish critical friends groups for teachers	SAU Leadership Team Teachers	2013-2015	Substitute costs
Revise Professional Development Master Plan	SAU Professional Dev. Com. SAU Leadership Team	June 2013	No additional expense
Provide training in Professional Learning Community (PLC) practices for all staff	SAU Professional Dev. Com. SAU Leadership Team	2012-2017	\$10,000 per year (grant funded)
Require writing training for all instructional staff	SAU Professional Dev. Com. SAU ELA Curriculum Committee SAU Leadership Team School Board Members Union Negotiating Reps.	2013-2017	Consultant cost, \$5,000 per year SAUniversity 24

March 8, 2012

School Administrative Unit 24

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Distribution of the Danielson rubric to all stakeholders• Given an example of teaching, all administrators will rate the instruction in a similar manner• Teachers will understand the four Danielson domains and be able to refer to them during pre- and post- evaluation conferences• Success will be determined by increased participation by administrators and teachers in critical friend groups• A Professional Development Master Plan that is approved by the New Hampshire Department of Education• PLC practices are embedded in everyday work• Improved quality of written documents from staff• Improved student learning and student performance on assessments	<ul style="list-style-type: none">•

School Administrative Unit 24

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal: Establish SAUniversity 24 as a viable program that promotes SAU-wide goals while building teachers' common knowledge base by September of 2014			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Build relationships with institutions of higher learning to support graduate studies	Superintendent Asst. Superintendent	2011-2012	No additional expense
Recruit highly-qualified instructors to deliver instruction	Superintendent Asst. Superintendent	2012-2017	No additional expense
Offer a wide variety of courses that support teachers in meeting individual and school-wide goals	Asst. Superintendent Principals Teachers SAU Professional Develop. Com.	2012-2017	\$12,000 (grant funded)
Establish permanent funding sources	Superintendent Asst. Superintendent School Board Members	2012-2014	No additional expense
Refine and monitor the operational procedures of SAUniversity 24	Superintendent Asst. Superintendent	August 2012 2012-2017	No additional expense
Establish SAUniversity 24 in-service credit hours to move beyond the final track on the salary matrix in all districts	Superintendent Asst. Superintendent School Board Members Union Representatives	2013-2015	One-time payment of \$3,000 per 15 credit hours per teacher beyond the final track of the salary matrices

March 8, 2012

School Administrative Unit 24

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Written agreements with institutions of higher learning• A varied course schedule of offerings• A grant and district funded dedicated account to support SAUniversity 24 funding• Documentation of SAUniversity 24 procedures and processes• Negotiated agreements that allow for compensation beyond the final track	<ul style="list-style-type: none">•

John Stark Regional High School

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal: Focus professional development activities on integrating PLC work in all areas of curriculum revision and instructional practice by 2014			
Self Study Link:			
<ul style="list-style-type: none"> • Implement research based observation methods to enhance instruction • Maintain funding for curriculum development and related professional work • Ensure collaborative protocols and structures to support professional learning • Create opportunities for greater school-wide understanding of the numeracy plan • Increase opportunities for professional development to integrate technology and instruction 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Provide training in Charlotte Danielson methodologies to enhance professional practice	SAU Administrators Building Administrators	2012-2014	\$2000
Hold Curriculum Coordinators Retreat	Building Administrators Curriculum Coordinators	August 2012	\$500
Attend conferences on professional learning communities and RTI	Principal Staff	4/5/12	\$2000
Hold full faculty presentations on differentiated learning	Principal Staff	On going	No expense
Provide “Twisted Tech Tuesdays” to JSRHS faculty	Technology Director Staff	2012-2013 On Going	\$6,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Increased use of Danielson Model in supervision practice • Use of PLC’s to support curriculum revision and implementation efforts 	<ul style="list-style-type: none"> • 		

James Faulkner Elementary School

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal: By June 2014, staff will receive high quality professional development that supports the objectives throughout the strategic plan			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Ensure all necessary staff has received training in UbD	Principal Staff	2011-2012	\$400
Staff will receive training to better utilize our website	Director of Technology	2012-2013	No additional expense
Staff will meet and discuss the Common Core State Standards	Asst. Superintendent Principal Staff	On-going	No additional expense
Staff will receive training on the implementation of a portfolio system	Principal Teachers	2012-2013	\$2000 for trainer
Staff will receive training on Powerschool to manage appropriate tasks	Director of Technology Trainer	2012-2013	\$3000 for course and expenses
Staff will participate in training about the Danielson Framework for teaching.	SAU Administrators Principal Staff	On going	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Staff survey on needed professional development 			

March 8, 2012

Henniker Community School

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal: Develop a system of tracking professional development in all district-directed focus areas for all staff to ensure that staff are current on all areas of focus by October 2012.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
At the beginning of each school year create and distribute a survey for staff to complete that highlights professional development needs of all	Administrators	August 2012	No additional expense
Create system of collecting and tracking PD for all professional staff in order to plan future professional development opportunities	Administrators Technology Integration Specialist	October 2012	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Completed staff survey • Electronic system to track PD • Increased number of staff with current professional development in areas of focus for the school. 			

March 8, 2012

Center Woods Elementary School

Professional Development: Provide opportunities to staff for continuous professional growth (PD 1)			
Goal: By 2017 all teachers will have received professional development in data and assessment, current programs within the school which improve student learning, and current technology.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
<p>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.</p> <p>Follow up: Create a schedule for all teachers to be trained within 3 years.</p> <p>On Going: New teachers will be expected to attend training.</p>	Principal and Assistant Principal	<p>Year one: Assess who attended conferences and ensure 1/3 attend.</p> <p>Year two: 1/3 attends</p> <p>Year three: last 1/3 attends</p>	<p>Estimate 10 people a year at \$250.</p> <p>Year one: \$2500</p> <p>Year two: \$2500</p> <p>Year three: \$2500</p> <p>Ongoing \$1000 (for new staff and those who need a re-fresher)</p>
Continue to provide Professional Development in Science and Social Studies, Daily 5, Responsive Classroom, EDM, Houghton Mifflin, Language I, Foundations, and RTI	All Staff NOTE: We will share out at faculty meeting so we learn about the conferences/workshops from each other	On-going	\$7,500 a year
<p>Increase use of Promethean Boards through added software, materials and training.</p> <ul style="list-style-type: none"> • Flipcharts • Interactive responders • Supplemental activities (study island, brainpop, etc) 	Administrators Teachers	2017 (this will be on-going from 2012 but the above date correlates with the technology goals)	\$5,000

March 8, 2012

Center Woods Elementary School

<p>Provide professional development in best practices of PLC to support the RTI process, build a culture of collaboration and focus on results.</p> <ul style="list-style-type: none"> • The team leaders will review practices in data discussions and share with teams. • Building a sense of collaboration will be a goal for the team leaders. 	<p>Assistant Superintendent Principal Building level Curriculum Coordinators</p>	<p>June 2012</p>	<p>\$1,500 (stipend)</p>
<p>Provide professional development in using the core literacy curriculum numeracy programs with fidelity while addressing all curriculum standards.</p>	<p>Principal Team Leaders Curriculum Coordinators</p>	<p>June 2012</p>	<p>No additional expense</p>
<p>Evidence of Quality Implementation</p>	<p>Additional Information</p>		
<ul style="list-style-type: none"> • Teachers will use data and assessment information as part of their practice. • Teachers will utilize technology as part of their everyday instructional practice. • Collaborative discussions will be evident throughout the school. • All instruction will reflect an understanding of core curriculum that is aligned to curriculum standards. 	<ul style="list-style-type: none"> • 		

March 8, 2012

Weare Middle School

Professional Development: Provide opportunities to staff for continuous professional growth			
Goal A: Build a common understanding of effective teaching practices with teachers and support staff by 2015.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Design professional development aimed at professional growth of all staff in current research-based instructional strategies	Administrators	2012-2015	Training fees as needed
Orient and train all new staff in district initiatives, research- based instructional strategies and the use of assessment data to inform instruction	SAU Administrators Principal Asst. Principal	On Going	No additional expense
Provide trained mentors to support novice teachers in the areas of instructional practices, state standards, district curriculum expectations, and building procedures	Administrators Mentors	2011-2012 School Year On Going	No additional expense
Develop a train the trainer model to maintain and sustain district and building initiatives in the area of researched -based instructional practices.	Administrators Curriculum Coordinators Faculty	2012-2015 School Year	\$2,000 annually
Provide resources and support for individualized professional development for all staff.	SAU Administrators Principal Asst. Principal	2012-2015 School Year	No additional expense
Partner with New England College to facilitate collaboration between experienced faculty and aspiring teachers	Administrators Faculty Post-secondary Organizations	2011-2012 School Year On Going	No additional expense

March 8, 2012

Weare Middle School

Dedicate time for teacher collaboration around curriculum, assessment, and instruction	Administration Team Leaders Curriculum Coordinators Faculty	2012-2015 Monthly Curriculum Collaboration Days	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Staff presentations (Promethean Boards and HHRD, Performance Pathways, CPI, CPR, AED & First Aid certification, technology tools for instruction) provided by trained faculty and professional staff at scheduled professional development days. • PLC meeting minutes from vertical and grade level curriculum meetings presented to administration. • Professional development staff sign in sheets from all meeting held during the school year. 	<ul style="list-style-type: none"> • SAU 24 is creating the SAUniversity24 to provide staff with professional development opportunities that include the option of college course credit to participants. 		

March 8, 2012

Personnel

School Administrative Unit 24

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Establish a consistent hiring process across the SAU by June of 2012			
Action(s) Steps	Person(s) Responsible	Timeline	Proposed Expense
Refine forms and protocols for hiring professional staff to ensure consistency and facilitate communication	SAU Leadership Team Human Resource Specialist	2011-2012	No additional expense
Refine forms and protocols for hiring support personnel to ensure consistency and facilitate communication	SAU Leadership Team Human Resource Specialist	2012	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A universal implementation of the hiring process 	Research rubrics for support personnel evaluation		

March 8, 2012

School Administrative Unit 24

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Develop and implement a comprehensive system for evaluating staff aligned with effective teaching practices based on the Danielson Model for Supervision and Evaluation by June of 2013			
Action(s) Steps	Person(s) Responsible	Timeline	Proposed Expense
Determine evidence to be used in the evaluation process by examining the 4 Danielson domains and corresponding rubrics	SAU Leadership Team	September 2012	Consultant-\$2,000 (grant funded)
Align the forms and practices of each district to the Danielson Model for supervision and evaluation	SAU Administrators and Principals	January 2013	No additional expense
Develop a guide to articulate the supervision and evaluation process in SAU 24	SAU Administrators	August 2013	No additional expense
Use results from evaluations to inform professional development offerings as well as Individual Professional Development Plans (IPDPs)	SAU PD Committee Principals	June 2013 and ongoing	No additional expense
Refine forms and protocols for evaluating support personnel to ensure consistency and facilitate communication	SAU Administrators Principals Support Personnel Union Reps.	August 2012	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A SAU guide for supervision and evaluation • Teacher evaluations aligned with the Danielson Model with supporting evidence • Professional development offerings in SAU 24 that address recommendations embedded in evaluations • Effective support personnel process 	<ul style="list-style-type: none"> • Look for model guides from other school districts 		

March 8, 2012

School Administrative Unit 24

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Monitor the effectiveness of the mentor program across the SAU by January of 2013			
Action(s) Steps	Person(s) Responsible	Timeline	Proposed Expense
Conduct monthly mentor meetings to provide a consistent conduit for feedback	SAU Mentor Coordinator Asst. Superintendent for C+I	2012 and ongoing	No additional expense
Develop a process and documentation system to evaluate the effectiveness of mentors	SAU Mentor Coordinator Asst. Superintendent for C+I	January 2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • An evaluation instrument for evaluating mentors 	Evaluation will be based on feedback from mentees, mentor coordinator and principals		

March 8, 2012

School Administrative Unit 24

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Establish a SAU-wide structure for systematically reviewing and monitoring roles and responsibilities by June of 2014			
Action(s) Steps	Person(s) Responsible	Timeline	Proposed Expense
Administrative positions	Superintendent Human Resource Specialist School Board Members	2012-2013	No additional expense
Teaching positions	SAU Leadership Team Human Resource Specialist	2013-2015	No additional expense
Curriculum coordinator positions	Asst. Superintendent for C+I Principals	August 2012	No additional expense
Support personnel positions	SAU Leadership Team	2012-2014	No additional expense
Co-curricular positions	Principals Co-curricular Coordinators Superintendent	2013-2014	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Completion of revised and updated job descriptions for all positions in the SAU 	Research sample documents from other school districts		

March 8, 2012

John Stark Regional High School

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Administrators and coordinators will design appropriate processes and practices to ensure that all personnel hired at JSRHS are student focused, knowledgeable and current in their field and given structured, ongoing support.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Enhance ongoing mentorship program	Mentor Coordinator Administrators	2012-2013 On going	\$500 Stipends
Participate in the Three Day Orientation Program for new teachers	SAU Leadership Team Building Administrators Mentors	8/2011 and annually thereafter	No additional expense
Refine hiring documents as needed	Administrative Team Coordinators	6/2012	No additional expense
Ensure inclusive interview teams to involve multiple stakeholders	Administrative Team Curriculum Coordinators	6/2012	No additional expense
Survey new staff and mentors	Administrators Mentor Teachers	2012-2013	No additional expense
Participate in all aspects of the implantation of the SAU 24 Danielson Model	Principal Assistant Principal Curriculum Coordinators	9/2012 – 6/2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Revised documents for hiring • Evaluation documents based on the Danielson Model • Evaluation data to inform the success of the Mentor Program 	<ul style="list-style-type: none"> • 		

March 8, 2012

Henniker Community School

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: 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.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Train all teaching staff on the Danielson model	Administrators	2013-2014	\$2,000 for training
Building administrators to continue professional development on how to effectively and efficiently gather evidence for the evaluation process	SAU Administrators	Ongoing	\$2,000 for training
Refine forms and protocols for evaluating support personnel to ensure consistency and facilitate communication	SAU Administrators Principals Support Personnel Union Reps	August 2012	No additional expense
Use results from evaluations to inform professional development offerings as well as Individual Professional Development Plans	Principals SAU PD Committee	Ongoing	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Teacher evaluations aligned with the Danielson Model with supporting evidence (forms) • Professional development offerings in SAU 24 • Improved teacher instruction as observed by administrators 			

March 8, 2012

Center Woods Elementary School

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal: Develop and implement a comprehensive system for evaluating staff aligned with effective teaching practices based on the Danielson Model for Supervision and Evaluation.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
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.	SAU Leadership Team WEA Leadership	September 2012	No additional expense
Articulate the supervision and evaluation process to the staff	SAU Administrators Principal Assistant Principal	January 2013	No additional expense
Offer assistance in developing Individual Professional Development Plans following evaluations	PD Committee Principal	June 2013	No additional expense
Refine the para-educators evaluations	Principal Para-educators	August 2012	No additional expense
Continue to support monthly mentor meetings	Mentor Coordinator Building Administrators	August 2012	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A SAU guide to supervision and evaluation • Teacher evaluations aligned with the Danielson Model • Professional Development offerings 	<ul style="list-style-type: none"> • 		

March 8, 2012

Weare Middle School

Personnel: Recruit and retain professional, innovative, and dynamic staff dedicated to the success of all students			
Goal A: To develop and implement a systematic approach to hiring qualified teachers that will ensure academic success for all students during the 2012-2013 school year and beyond.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Organize a step by step process to determine qualified candidates for interviewing as prospective teachers.	Principal Assistant Principal	2012	No additional expense
Develop consistent, school-based interview questions to use with all prospective teaching candidates.	Principal Assistant Principal Team Coordinators Curriculum Coordinators	2012-2013	No additional expense
Develop consistent, job performance focused reference check questions.	Principal Assistant Principal	2012	No additional expense
Educate the public regarding the positive and engaging activities within the school through monthly school newsletters	Principal Assistant Principal WMS Staff	On Going	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Copy of procedure that shows process steps for posting, determining candidates, interview process, and hiring process. • Copies of questions used in interviews. • Copy of reference check form used. • Newsletters, website, parent teacher conferences and open houses. 			

March 8, 2012

Culture and Climate

School Administrative Unit 24

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21 st century education			
Goal: Develop high-functioning professional learning communities at each school by 2017			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Orient new teachers across the SAU in the PLC model prior to opening day of school	SAU Leadership Team	2011 and on-going	\$1,000 annually for books/supplies/food (operating budget and grant funded)
Ensure that all staff understand the tenets of PLCs: -What do we want students to know and be able to do? -How will we know that they know? -How will we respond if they don't know? -How will we respond if they already know?	SAU Leadership Team Teachers Support Personnel	2012-2013	Stipends for teachers @\$25.00/hr (grant funded)
Shift focus from teaching to learning	SAU Leadership Team Teachers Support Personnel	2012-2017	(see Professional Development section)
Promote decision-making in collaborative teams	SAU Leadership Team Teachers Support Personnel	2012-2017	Substitutes \$70.00/day
Focus on results	SAU Leadership Team Teachers Support Personnel	2012-2017	No additional expense

March 8, 2012

School Administrative Unit 24

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• Completion of new teacher orientation• Presentations at faculty across the SAU• Observable dialogues in all meetings that focus on student learning, not on what is taught• Shared decision-making reflects the needs of students• Observable use of data to drive decision-making	<ul style="list-style-type: none">•

John Stark Regional High School

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21 st century education			
Goal: Design rubrics to measure achievement in implementing the school's civic and social expectations			
Self Study Link:			
<ul style="list-style-type: none"> • Further develop the school's decision making practices to enhance the collaboration between and among all stake holders in the John Stark Regional High School community • Continue ongoing efforts designed to strengthen school pride 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Increase communication among all stake holders in the JSRHS community	Administrators Staff	2012-2017	No additional expense
Annually review data to ensure decreased occurrences of behaviors that are disruptive to the learning environment.	Administrators Teachers Student Support Center	2012-2017	No additional expense
Increase opportunities for positive student participation and student voice	Counseling Staff Teachers Student Council, Co-Curricular Advisors	2012-2017	No additional expense
Maintain student presence on the School Board and ensure student participation and recognition at these meetings	Principal	2012-2017	No additional expense
Maintain a strong student council to ensure student voice in all aspects of student voice	Student Council Advisors	2012-2017	No additional expense
Organize the pep rallies and other functions to enhance school spirit	Building Administration, Athletic Council, Leadership	2012-2017	No additional expense
Increase number of clubs to broaden student participation in co-curricular activities	Administrators Teachers Staff	2012-2017	No additional expense
Implement advisory program with ongoing professional support	Advisory Committee Building Administrators Teachers	2/1/12	\$4000 for Stipends \$1,000 for Materials and Misc. Costs
Ensure an effective student support center	Assistant Principal (11 th and 12 th), Building Administrators Student Support Facilitator	2012-2014	\$20,000 Paraprofessional to support this program

John Stark Regional High School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• School-wide rubrics to measure individual and school success in achieving the school's civic and social expectations• Positive data from School-wide rubrics that measure individual and school success in achieving the school's civic and social expectations	<ul style="list-style-type: none">• Core Values Statement• Two and five year targeted plans

Henniker Community School

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21 st century education			
Goal: To maintain a positive climate and culture for a safe and effective learning environment as measured by student behavior data.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Train all K-6 teachers in Responsive Classroom	Principal Assistant Principal	Ongoing	\$600 per participant per weeklong course for 3 – 5 staff members per year
Redesign 7 th and 8 th grade schedule	Principal Assistant Principal	Ongoing	No additional expense required
Continue to embed the FISH! Philosophy in the school culture	Principal Assistant Principal	Ongoing	\$100 for supplies
Bring back and continue AOK: assemblies and recognizing acts of kindness Weekly VIPs announced over loudspeaker for students	Principal Assistant Principal	Ongoing	No additional expense
Further develop Advisory at 7 th and 8 th grade with increased TAG time and implementation of a comprehensive curriculum	Principal Assistant Principal	By end of 2012-2013	\$2,000 for materials/curriculum
Develop and maintain Buddy Program between middle school and elementary school students/classes	Principal Assistant Principal	By end of 2012-2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Improved SSC data • Positive feedback from teachers and students • Certificates of attendance for professional development • Agenda/programs from AOK assemblies 			

March 8, 2012

Center Woods Elementary School

Culture and Climate: Promote an atmosphere that supports a forward-thinking, professional learning community to meet the needs of 21 st century education			
Goal: We will improve the climate of the school over the baseline collected in September 2012 by September 2013.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Create a survey measuring the climate of the school (this will serve as a baseline) Post survey- at the end of the year.	Principal	September 2012	No additional expense
Implement a Booster Club to improve moral by providing staff with a variety of activities	Principal Assistant principal Teachers	October 2012	No additional expense
Provide steps to a healthy living to the staff Ex: Staff versus student Volleyball Club	School Nurse Administrators Teachers	On-going	No additional expense
Celebrate staff who have spirit at monthly meetings	Principal Assistant Principal	2012-2013	No additional expense
Celebrate success at each faculty meeting	Principal Assistant Principal	2012-2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Faculty Meeting notes • Improvement in % of satisfied staff 	<ul style="list-style-type: none"> • 		

March 8, 2012

Facilities and Operations

School Administrative Unit 24

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal: Investigate the feasibility of sharing resources between and among the five schools.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Offer monthly meeting times for SAU wide building and grounds personnel to meet, discuss and share individual areas of expertise.	Business Administrator	2012-ongoing	No additional expense
Conduct monthly meetings to discuss and determine best practices and common procedures used throughout the district for buildings and grounds.	Business Administrator Building and Grounds Personnel	2012-ongoing	No additional expense
Provide training in best practices for maintaining facilities.	Business Administrator	2012-2015	\$1,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Increased cooperation and knowledge sharing throughout the district which will reduce budgetary expenditures and increase productivity. 	<ul style="list-style-type: none"> • 		

March 8, 2012

School Administrative Unit 24

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal: Implement green cleaning protocol and methodologies by 2017.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Provide training opportunities to buildings and grounds personnel in best practice for green cleaning methods.	Business Administrator	2012-2017	\$1,000
Purchase and test “green products” for quality, price and effectiveness and determine which product line meets the needs of the school community.	Business Administrator Maintenance Directors	2012-2017	\$2,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Schools will use green products to clean and disinfect classrooms and other areas of the schools. 	<ul style="list-style-type: none"> • 		

March 8, 2012

School Administrative Unit 24

Facilities and Operations: Search for ways to conduct business in the most efficient and effective manner			
Goal: Implement efficiencies in purchasing across the SAU by utilizing bidding consortiums whenever possible that will reduce overall budgetary costs.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Purchase general supplies by comparing cost and quality between common vendors, Seacoast Educational Services, and U.S. Communities.	Business Administrator School Administrators	2012-2015	\$.12 per student for SES
Explore and select lowest cost providers of utilities while maintaining high quality services.	Business Administrator Technology Director	2012-2017	No additional expense
Explore fuel consortiums vs. local supplier costs and select most cost effective vendor	Business Administrator	2012-2017	No additional expense
Obtain sub-contractor services through a local bid process as needed	Business Administrator	2012-2017	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Individual schools utilize and compare vendor prices which results in budgetary reductions when compared to similar consumptions and/or market prices. • Greater efficiencies are realized in operations across the SAU 	<ul style="list-style-type: none"> • 		

March 8, 2012

John Stark Regional High School

Facilities and Operations: Provide and maintain facilities that support healthy teaching and learning			
Goal: To ensure a clean facility that supports the achievement of the school's 21 st century learning expectations			
Self Study Link:			
<ul style="list-style-type: none"> • Explore options to enhance common areas within the school, including the gymnasium, cafeteria, stage and library, to support all school and community activities • Explore ways to revitalize the existing structure in order to create a space that will accommodate all students and support the performing arts • Enhance storage needs and confidential meetings areas for departments 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Ongoing meetings among administration, Board Chair, Athletic Director and Building and Grounds Director to ensure building maintenance	Athletic Director Board Chair Building Administrators Building and Grounds Director	Ongoing Monthly Meetings	No additional expense
Form a schedule for the follow up team on facilities in conjunction with NEAS&C recommendations	Principal Building and Grounds Director	Fall 2012	No additional expense
Regular walk-throughs and meetings to review the building's condition for health, safety and positive learning climate	Principal Building and Grounds Director	2012-2013 On going	No additional expense
Develop a plan for Equity II when lease expires in June 2014	Administrators Students Teachers	2012- 2013	No additional expense
Purchase, implement and utilize Promethean Boards	Technology Director Technology Committee Teachers	2012-2013	\$20,000
Implement and maintain network infrastructure, phones, cable and Wi-Fi capacity	Technology Director Technology Committee Administrators	2012-2015	\$20,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Enhanced building infrastructure • A finalized plan to meet the needs of Equity II students • Notes from facility and technology committee meetings • Effective utilization of Promethean Boards 	<ul style="list-style-type: none"> • 		

John Stark Regional High School

Facilities and Operations: Search for ways to conduct business in the most efficient and effective manner			
Goal: Develop a more inclusive budgetary process to focus on efficient and cost effective methods for conducting operations			
Self Study Link:			
<ul style="list-style-type: none"> • Further develop the school's decision making practices to enhance the collaboration between and among all stake holders in the John Stark Regional High School community • Continue ongoing efforts designed to strengthen school pride 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Design an enhanced process to include more stakeholders in our school budget	Principal	2012-2013	No additional expense
Implement the use of technology as a cost savings strategy, when feasible	Administrators Technology Committee Staff	2012-2017	No additional expense
Evidence of Quality Implementation		Additional Information	
<ul style="list-style-type: none"> • A more inclusive budget process that is understood by members of the staff and school community • A budget that reflects cost savings 		<ul style="list-style-type: none"> • 	

James Faulkner Elementary School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal 1: By 2013, JFES will provide affordable, consistent before and after school childcare with enrichment opportunities for our students			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Employ personnel to staff before-school and after-school programming	Principal	Summer 2011	User self-funded
Develop afterschool enrichment programs	Principal Staff	2011-2012	User self-funded
Expand afterschool enrichment programming	Principal Staff	2012-2013	User self-funded
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Brochures for before and after school programming • Participation data • Survey data regarding support for before and after school programming 	<ul style="list-style-type: none"> • 		

March 8, 2012

James Faulkner Elementary School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal 2: By 2014, a plan will be developed that addresses the question of adequate facility to ensure that the school has the necessary space, technology and resources to offer a high quality instructional program.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Identify with staff and community our current situation as it pertains to space, technology and resources including personnel and pre-school.	Principal School Board	2012-2013	No additional expense
Informational campaign regarding facility including adequate and inadequate instructional spaces.	Principal School Board	2013-2014	\$500 postage/printing
Survey parents and community regarding the need for community spaces.	Principal School Board	2013-2014	\$500
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Long range plan to address space needs is in evidence 	<ul style="list-style-type: none"> • 		

March 8, 2012

James Faulkner Elementary School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal 3: By September, 2013 JFES will offer students healthy, nutritious lunches and snacks at a reasonable cost			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Identify person/ business to prepare lunches	Principal School Board	2011-2012	No additional expense
Work with lunch provider to include garden produce	Principal Staff	2011-2012	No additional expense
Negotiate cost reduction based upon locally provided produce	Principal	2012-2013	No additional expense
Initiate a school- wide snack program of healthy snacks	Principal Staff	2012-2013	User funded
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Participation increases and per meal cost decreases • More food is eaten at each meal • Increased use of local foods, especially from school garden • 100% participation in snack program 	<ul style="list-style-type: none"> • Increased cost effectiveness • Healthier meals which impact learning 		

March 8, 2012

Henniker Community School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal: Prioritize building needs to complete projects from a high impact level to a low impact level in a fiscally responsible manner.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Continue to work with Building and Grounds Supervisor, Business Administrator and all contractors to facilitate the complete repair of the Cogswell entrance and roof/attic above that entrance	Building and Grounds Supervisor Principal Business Administrator	Completed by July 2013	Quotes needed
Maintain a long-range plan for facility needs	Building and Grounds Supervisor Principal Business Administrator	Ongoing	Undetermined at this time
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Finished Cogswell project • Maintaining a safe and clean building 			

March 8, 2012

Center Woods Elementary School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal: CWES will provide a safe and clean environment to support learning.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Install a vapor barrier in the upper hallway and replace tiles	Maintenance staff Administrators	2017	\$25,000 (estimate)
Remove and replace items which are not commercial grade as recommended by the fire department	Maintenance staff	Ongoing starting in 2013-2017	\$5,000 a year Totaling \$25,000
Clean the ventilation system and test air quality test to ensure safety	Administrators Maintenance staff/ outside contractors	2015	\$34,000
Bark mulch will be dispersed annually on the playground. We will actively seek community support	Maintenance staff Administrators Parents	Annually	\$5,000 a year
The safety committee will meet quarterly to discuss present needs within the building.	Administrators Safety Team	Quarterly each year	No additional expense
Re-wire the facility to support the technical needs within the building.	Administrators Tech Team	2016	\$35,000
Replace the roof	School Board SAU Administrators Maintenance Administrators	2016	\$450,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • New roof that doesn't leak • Technology will run as is intended (re-wiring) • Notes from the safety team • Commercial grade furniture in each class • Vapor barrier and tiles replaced (no more crack down the center of the hallway) 	<ul style="list-style-type: none"> • We continue to look at class numbers and the potential need for additional space within our school. Currently, offices are in closets and bathrooms were remodeled into offices. In addition, our library has been split into four different rooms which is not conducive to classes. (classes walking through one class to get to another) 		

March 8, 2012

Center Woods Elementary School

Facilities and Operations: Provide and maintain facilities that support teaching and learning (F O 2)			
Goal: By 2017, students will learn with the assistance of 21 st century technology as measured by the increased technology within the building.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Create a five year technology plan within the IT committee. The plan will align with the strategic plan and promote student learning.	Technology Committee	2012	No additional expense
Provide a promethean board in each classroom. (Note: See Professional Development regarding training)	School Board Administrators Integrated Technology Personnel	By 2017 By 2013 4 boards By 2014 4 boards By 2015 4 boards By 2016 4 boards By 2017 4 boards	\$ 11,000 \$ 11,000 \$ 11,000 \$ 11,000 \$ 11,000
Purchase three sets of hand held responders (We currently have one class set)	School Board Administrators Integrated Technology Personnel	2014	\$ 5,500
Purchase one class set of IPADS to be stored in the library.	School Board Administrators Integrated Technology Personnel	2015	\$ 10,000
Install five student use computers in each classroom (Virtual platform)	School Board Administrators Integrated Technology Personnel	By 2017 2013: 6 classes 2014: 6 classes 2015: 6 classes 2016: 6 classes 2017: 6 classes	\$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000
Formulate a committee to assess the technology needs within the building.	Administrators Integrated Technology Personnel	2013	\$3,500 stipend

March 8, 2012

Center Woods Elementary School

Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Tech plan • Promethian boards in each classroom • Student use stations • IPADs in library • Tech team formation and agenda notes 	<ul style="list-style-type: none"> • See Professional Development and Curriculum Instruction to see similar goals related to student learning. 		

March 8, 2012

Center Woods Elementary School

Facilities and Operations: Search for ways to conduct business in the most efficient and effective manner (F O 3)			
Goal: By 2016, all doors will be able to lock with ease and students will be able to safely perform during fire drills to exit the building within three minutes.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
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.	Maintenance staff	2011-2012	\$2,170
		2013-2014	\$3,100
		2014-2015	\$3,100
		2015-2016	\$4,030
Re-visit protocol for parents/visitors with the faculty and office staff.	Administrators	2011	No additional expense
Re-visit protocol for parents/visitors with the faculty and office staff.	Administrators	2011	No additional expense
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.	Administrators Teachers	2011-Ongoing	No additional expense
Provide funding to replace and repair rotted outside doors 2012-2013: replace doors and frames 2013-2014: replace doors and frames	School Board	2012- 2013	\$12,625
		2013-2014	\$12,625
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Every door will have a traditional lock and key which can lock from the inside. • Personnel will know emergency protocols 	<ul style="list-style-type: none"> • 		

March 8, 2012

Weare Middle School

Facilities and Operations: Provide and maintain facilities that support teaching and learning			
Goal: Continue to address preventive maintenance at Weare Middle School and ensure that the building is well maintained and in proper condition to provide a positive learning environment.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Perform preventive maintenance to RTUs such as belts, fans, and filters.	Director of Facilities Principal Outside vendor	2012-2015	\$22,500.00
Update the programming of control system on the boiler to provide more efficient operation of the units.	Director of Facilities Principal Outside vendor	2012-2015	\$5000.00
Refinish the floor of the gymnasium	Director of Facilities Principal Outside vendor	Summer of 2012	\$4000.00 for materials and labor
Upgrade the fire suppression system to eliminate condensation in cast iron piping and rusting	Director of Facilities Principal Outside vendor	2013-2015	\$10,000.00
Repair and maintain soffits, fascia and vinyl siding and install gutters in specific areas of the school.	Director of Facilities Principal Outside vendor	2013-2015	\$8000.00

March 8, 2012

Weare Middle School

Evidence of Quality Implementation	Additional Information
<ul style="list-style-type: none">• HVAC will have new intakes design and engineered to allow for better operation during winter months.• Boiler will show improved operation through decrease of propane use during the school year.• Gym Floor will be refinished during the summer of 2012.• Suppression system will have air dryers installed to eliminate condensation issues, throughout the school building.• Exterior maintenance will show repair and replacement of soffit, fascia and siding materials.	<ul style="list-style-type: none">• Each of the items listed are areas of on-going maintenance both preventive and improvement of overall performance.

March 8, 2012

Community Support and Involvement

School Administrative Unit 24

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal: Raise the awareness in the communities regarding the many positive initiatives across the SAU by 2016			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Establish a committee to connect with local community groups such as the Rotary Club, Lions Club, White Birch, senior citizens, recreational organizations, and town officials -Sponsor senior lunches in school cafeterias -Volunteer as speakers to community groups -Open computer labs for community use -Open SAUniversity 24 to community members	School Board Members SAU Administrators Building Administrators Teachers Support Personnel	2012-2013	Stipends for committee members \$3,000 (operating budget)
Continued support for the distribution of school newsletters and community informational brochures	School Board Members	2012-2014	See Brenda
Use technology as a vehicle for communication	Director of Technology IT Coordinators	2013-2015	No additional expense
Encourage and promote student involvement in community-based organizations	Building Administrators Teachers Community Involvement Com.	2014-2016	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • An effective, viable committee that increases partnerships between the schools and the community • Regularly distributed informational materials • Up to date school websites • Increased participation of students in community organizations 	<ul style="list-style-type: none"> • 		

March 8, 2012

John Stark Regional High School

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal: To actively engage parents and community members in the instructional and co-curricular activities at John Stark			
Self Study Link:			
<ul style="list-style-type: none"> Develop a more inclusive relationship between members of the community, students, teachers and administrators in the decision making process 			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Maintain a strong website presence to inform the community about school events	Technology Director Administrators Staff	2012-2013	No additional expense
Maintain regular school newsletter	Newsletter Director Administrators	2012-2013	\$10,000
Enhance the quality and frequency of school and community events	Administrators Teachers Staff Parent Leaders	2012-2013	No additional expense
Periodic meetings with community members to evaluate current and proposed practices	Principal	2012-2013	No additional expense
Engage the greater JS community in discussions for expanded learning opportunities for students and community	Administrators SAU Administrators	2012-2013	No additional expense
Provide opportunities to parents and community members for building visits and tours	Administrators Staff	2012-2013	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> Meeting agendas Up to date school website Increase attendance at school events Greater parental and community involvement in the school 	<ul style="list-style-type: none"> 		

March 8, 2012

James Faulkner Elementary School

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal 1: By June, 2014, JFES will have an informational campaign strategy so the community is informed about what happens at JFES and its graduates at KMS and KHS.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Develop website for JFES	Director of Technology Principal	September, 2011	No additional expense
Develop appropriate links to school website at SAU and to Town website	Director of Technology Principal	2012-2013	No additional expense
Establish a means of obtaining timely information about Stoddard students from KMS and KHS	Principal	2012-2013	No additional expense
Student outreach to community Local story gathering Partnership with Historical Society Celebrate Stoddard –next year??? Community Service/Learning Ex. Keep our lakes clean	Staff	2013-2014	\$500
Establish a volunteer program for citizens of Stoddard	Staff	2013-2014	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Awareness by community of successful KMS and KHS students • Successful passage of the budget • Increased usage of JFES website for information about student success and school events 	<ul style="list-style-type: none"> • 		

March 8, 2012

James Faulkner Elementary School

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal 2: By June 2015, a regular program of events that makes JFES a community resource will be designed and in place.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Explore the concept of a regular farmer's market at school for our produce and area farmers/CSAs	Principal Staff	2012-2013	\$100
Work with the PTO to identify community interests Quilting/ crafts skill sharing Math night/game night/ movie night Performances by musicians Guest speakers	Principal Staff	2012-2013	\$500 for speakers etc
Develop a monthly Senior luncheon	Principal Staff	2013-2014	\$500
Work with community resources to offer monthly movies in the community room for the town	Principal Staff	2013-2014	\$500
Collaborate with NEC and KSC to host at JFES a speaker series.	Principal Staff	2013-2014	\$500
Host cultural events that bring in musicians and are covered by entrance fees.	Principal Staff	2014-2015	\$1000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Yearly survey to community with focus on school as resource • Yearly program of events created by June for following year 	<ul style="list-style-type: none"> • 		

March 8, 2012

Henniker Community School

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal: Use effective communication tools to ensure that the community is aware of what is happening at our school.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Send biweekly newsletters to school families through AlertNow emails and hard copies home to one child in each family	Administrators	Biweekly August – June	No additional expense
Update the new and improved school website at least weekly	Administrators Technology Team	Weekly August - June	No additional expense
Increase newspaper coverage to highlight what is happening in our school: <ul style="list-style-type: none"> • Contact and invite local newspaper reporter to attend school events (timeline, as events occur) • Write press releases monthly to local papers; Messenger, Villager, Concord Monitor, Union Leader • Submit calendar of upcoming events to local newspapers. 	Administrators Public Information Person	<ul style="list-style-type: none"> - As events occur - Monthly beginning September 2012 - Monthly beginning January 2013 	No additional expense
Project pictures of students involved in school activities at evening events and meetings	Technology Team Public Information Person	August - June	No additional expense
Create a system for collecting information from teacher teams on a regular basis	Administrators Public Information Person	Summer 2012	No additional expense

March 8, 2012

Henniker Community School

Create a quarterly community newsletter mailed to all homes in Henniker	Public Information Person	2012-2013 school year	\$10,000 for printing and mailing
To establish a new role/position of a public information person	Administrators	To start during the 2012-2013 school year	\$5,000
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • A person in the role of communication person • Newsletters • Articles in papers • Quarterly newsletter mailed to all Henniker residents 			

March 8, 2012

Center Woods Elementary School

Community Support and Involvement: Promote positive relationships with the entire community to support education (CS I 1)			
Goal: Raise the awareness of the positive initiatives within the community.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Continue to add articles to the District Wide Newsletter	Teachers Administrators	On-going	\$4,000 (includes copying expenses)
Create a school year calendar of events published before the school year starts to include all necessary information Monthly activities will be published in the Goffstown News.	PTO Office staff Teachers	August-July 2012	No additional expense
Offer at least two academic evenings where community members are invited into the school. We will consider other evening events: <ul style="list-style-type: none"> • Principal Coffee • Memorial Day • Muffins for moms and Doughnuts for dads • Game nights • Veterans Day tributes 	Administrators Staff	On- going	\$2,500
Increase the number of parents who attend All School Meetings by sending home invitational information	Grade Level Teachers	Beginning in September, 2012	No additional expense
Use technology as a vehicle for communication	Integrated Technology Team	2012-2017	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • More parent participation (tracked by event) • Newsletters and mailings 	<ul style="list-style-type: none"> • 		

March 8, 2012

Center Woods Elementary School

Community Support and Involvement: Promote positive relationships with the entire community to support education. (CS I 2)			
Goal: By March 2013, work to educate the Weare community to the importance of obtaining an approved teachers' contract			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Continue to add articles to the District Wide Newsletter	Teachers Administrators	On-going	No additional expense
Create a timeline for public relations steps up to voting day.	Principal Teachers	September 2012	No additional expense
Reinforce the present reality of the salary schedule and the disparity between the towns through letters to the editor and public release of information	WEA School Board	On going	No additional expense
Continue to share the successes within the school on our website, at school board meetings, newsletters, and other media sources.	Administrators School Board Members Teachers	September 2012- and on-going	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Newsletters and mailings • Teacher contact will pass 	<ul style="list-style-type: none"> • 		

March 8, 2012

Weare Middle School

Community Support and Involvement: Promote positive relationships with the entire community to support education			
Goal: By March 2013, work to educate the Weare District community to the importance of obtaining an approved teacher's contract.			
Action(s) for Accomplishing Objectives	Person(s) Responsible	Timeline	Proposed Expense
Continue to submit articles to the District Wide Newsletter and the WMS School Newsletter.	Administrators Teachers	On-going	No additional expense
Reinforce the present reality of the salary schedule and the disparity between towns through letters to the editor and public release of information.	WEA School Board	On-going	No additional expense
Continue to share the successes within the school on our website, at school board meetings, newsletters, and other media sources.	Administrators School Board Teachers	September 2012 and on-going	No additional expense
Create a timeline for steps to improve public relations through the voting day.	Principals Teachers	September 2012	No additional expense
Evidence of Quality Implementation	Additional Information		
<ul style="list-style-type: none"> • Newsletters, emails and website information. 	<ul style="list-style-type: none"> • 		

March 8, 2012