



## Southern Berkshire Regional School District District Strategies for Continuous Improvement 2019-2020

### VISION

**As a vibrant center for the five towns and the greater community we serve, the Southern Berkshire Regional School District envisions a rigorous educational environment that prepares and inspires all students to be resilient, curious, and ethical global citizens who embrace the challenges of an ever-changing world through a commitment to our core values of opportunity, excellence, character, & community.**

Objectives	Initiatives	Progress Status/Due Date
1. Student need will drive decisions with respect to developing curriculum and instruction.	<p><b>1.1</b> Develop, common, well defined learning outcomes; with a focus on depth and critical thinking skills.</p> <p><b>1.2</b> Develop, review and maintain grade level, subject based curriculum maps that are vertically and horizontally aligned to instruction, assessment, and MA State Standards.</p> <p><b>1.3</b> Develop and implement differentiated, innovative, and student-centered instructional practices consistently throughout the district.</p> <p><b>1.4</b> Continue the 6 -8 middle school reconfiguration with respect to best practices, while making the most efficient use of existing resources for the opening of school year 2019-2020.</p>	<p>1.1 - In Progress</p> <p>1.2 - In Progress</p> <p>1.3 - Ongoing Progress through 2021</p> <p>1.4 - Reconfiguration Completed Refinement Continues through 2021</p>
2. Recognizing the profound influence of a positive school culture, SBRSD will strive towards creating an optimal climate where safety, security, and wellbeing are high priorities.	<p><b>2.1</b> Provide targeted interventions that meet individual needs and provide increased opportunities for inclusion.</p> <p><b>2.2</b> Provide the tools, infrastructure and systems necessary to support district initiatives and ensure positive, technology-enriched learning environments.</p> <p><b>2.3</b> Continually assess and improve the safety of current district facilities. Further, current safety procedures and protocols will be reviewed and updated to ensure that staff and students can work and learn in a secure environment.</p> <p><b>2.4</b> Provide our school community the skills to navigate their day from a social-emotional standpoint. This includes a formal social – emotional curriculum for all students at all grade levels. Further, we will train faculty and staff in the use of research based best practices for social-emotional programming in order to help adults connect with students and be able to address their behavioral and social-emotional needs.</p>	<p>2.1 – Ongoing Progress through 2021</p> <p>2.2 – In Progress</p> <p>2.3 – Ongoing Progress through 2021</p> <p>2.4 – SEL implementation programs are being implemented at both the elementary and secondary.</p>
3. Acknowledging the unique advantages and challenges of sustaining a small district, SBRSD will create a variety of pathways for our students to develop as resilient, curious, and ethical global citizens.	<p><b>3.1</b> Review and re-organize the current academic programming to formalize student pathways towards interest oriented education while maintaining fidelity to MA State Standards. The SBRSD will focus on enhancing capacity to implement best practices around personalized and blended learning; and design innovative high-tech options for students to meet with success in a college or career setting.</p> <p><b>3.2</b> Continue to build effective relationships with the community so that parents and community members are more knowledgeable about and engaged in efforts to achieve the district’s vision for an education that prepares every graduate for success in a rapidly changing globally independent world.</p>	<p>3.1 – Ongoing progress and implementation</p> <p>3.2 – Ongoing progress</p>

**Priority 1.1:** Develop common, well defined learning outcomes; with a focus on depth and critical thinking skills.

Action Steps	Evidence	Responsible Party	Due Date
<p>I. The Instructional Learning Team will review the learning outcomes the DESE has put out at each grade span.</p> <p>II. School level curriculum leaders will meet and plan for changes to pedagogy and curriculum alignment based on information garnered from Learning Walks</p> <p>III. Established Grade Level Teams and Professional Learning Community (PLC)</p>	<ul style="list-style-type: none"> <li>• Meeting Agendas</li> <li>• Learning Walks</li>   <li>• Meeting Agenda</li>   <li>• Recommendations to Administration on practice and pedagogy</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative Team</li>   <li>• Administrative Team</li>   <li>• Administrative Team</li> </ul>	Continued Progress Towards ILT
<p>IV. Administration will ensure that faculty have time and opportunity to meet as departments both vertically and horizontally in order to align maps, eliminate redundancies, and maximize efficiencies.</p>	<ul style="list-style-type: none"> <li>• Agendas</li> <li>• Meeting minutes</li> <li>• Completed and aligned curriculum maps for all levels of instruction.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	June 2020
<p>V. Data teams will cross reference performance on local and state assessments with curriculum maps to ensure alignment and recommend curricular changes.</p>	<ul style="list-style-type: none"> <li>• Data Team reports</li> <li>• Curriculum Maps/Rubicon Atlas</li> <li>• FASTBridge</li> <li>• Data Team recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• ILT/Data Team</li> <li>• Director of Curriculum</li> </ul>	June 2020

# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 1.2:** Develop, review, and maintain grade level, subject based curriculum maps that are vertically and horizontally aligned to instruction, assessment, and MA state standards

Action Steps	Evidence	Responsible Party	Due Date
<p>I. Professional development will be given in the use of a curriculum mapping tool.</p>	<ul style="list-style-type: none"> <li>• Completed and aligned curriculum maps for all levels of instruction.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	<p>Ongoing</p>
<p>II. Administration will ensure that faculty have time and opportunity to meet as departments both vertically and horizontally in order to align maps, eliminate redundancies, and maximize efficiencies.</p>	<ul style="list-style-type: none"> <li>• Agendas</li> <li>• Meeting minutes</li> <li>• Completed and aligned curriculum maps for all levels of instruction.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	<p>Partially Completed and Ongoing</p>
<p>III. Data teams will cross reference performance on local and state assessments with curriculum maps to ensure alignment and recommend curricular changes.</p>	<ul style="list-style-type: none"> <li>• Data Team reports</li> <li>• Data Team recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Data Team</li> <li>• Director of Curriculum</li> </ul>	<p>Partially Completed and Ongoing</p>

# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 1.3:** Develop and implement differentiated, innovative, rigorous, and student centered instructional practices consistently throughout the district.

Action Steps	Evidence	Responsible Party	Due Date
<p>The SBRSD Instructional Leadership Team will analyze local data and pedagogical practices, while also researching innovative instructional practices and opportunities.</p>	<ul style="list-style-type: none"> <li>• Compiled list of best practices for use as a resource for SBRSD Faculty.</li> <li>• Review and refine practice use through collaboration at faculty meetings and in grade level groups.</li> <li>• Collaboration meetings and Instructional Support Office Hours monthly-schedule/agendas</li> <li>• Elementary and Secondary Curriculum meetings held monthly..notes provided</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Leadership Team</li> <li>• Director of Curriculum</li> <li>• Director of Student Services</li> <li>• Principal(s)</li> <li>• Faculty</li> </ul>	<p>Ongoing review of instruction practice effectiveness.</p>
<p>The SBRSD Instructional Leadership Team will review relevant data and suggest research based, student centered instructional practices.</p>	<ul style="list-style-type: none"> <li>• Agendas from faculty meetings and instructional leadership groups.</li> <li>• List of effectively implemented practices.</li> <li>• Meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Leadership Team</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	<p>June, 2021 and Ongoing</p>
<p>FASTBridge roll out, data analyzed, instructional changes as a result, shared with teams.</p>	<ul style="list-style-type: none"> <li>• Meeting Minutes</li> </ul>	<ul style="list-style-type: none"> <li>• FASTBridge Leaders</li> </ul>	<p>Full roll out by June 2021</p>

# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 1.4** Continue the grades 6-8, middle school reconfiguration with respect to best practices, while making the most efficient use of existing resources for the opening of school year 2019-2020.

Action Steps	Evidence	Responsible Party	Due Date
I. The SBRSD will form a middle school task force (MSTF) that will study teaming configurations and recommend a team configuration for the middle school for SY 19-20	<ul style="list-style-type: none"> <li>Recommendation document to the SBRSD School Committee outlining team configurations and staffing ratios for the middle school</li> </ul>	<ul style="list-style-type: none"> <li>Middle School Task Force</li> <li>Director of Curriculum</li> </ul>	Completed: June 2019
II. The MSTF will review best practices in middle level education around special services and student supports. Review student IEPs and make programmatic changes to support students in the least restrictive environment, including behavioral programming, staff assignment, and needs analysis.	<ul style="list-style-type: none"> <li>Recommendation document to the SBRSD School Committee outlining best practices in middle level programming to address social/emotional/behavioral needs, special services, and student supports.</li> <li>Grade level special education staff members have been assigned. Data (referrals, behavioral discipline) being gathered on student behavioral and social/emotional referrals gathered on individual students.</li> <li>Staffing model proposal, based on gathered data.</li> </ul>	<ul style="list-style-type: none"> <li>MSTF</li> <li>Principal</li> <li>Director of Student Services</li> <li>Director of Curriculum and Development</li> <li>Superintendent</li> </ul>	June, 2019
III. The MSTF will review best practices in terms of middle school scheduling for incorporation into the SBRSD middle school.	<ul style="list-style-type: none"> <li>Recommendation document to the SBRSD School Committee outlining best practices in middle school scheduling.</li> </ul>	<ul style="list-style-type: none"> <li>Middle School Task Force</li> </ul>	June, 2019
IV. Middle school grade level teams will develop interdisciplinary units of study (including a reconfiguration of EXPO)	<ul style="list-style-type: none"> <li>Middle school meeting notes</li> <li>Curriculum mapping updates</li> </ul>	<ul style="list-style-type: none"> <li>Middle school staff</li> <li>Principal</li> <li>Director of Curriculum</li> </ul>	June 2020

## Southern Berkshire Regional School District District Improvement Plan: Priority Action Steps

**Priority 2.1:** Provide targeted interventions that meet individual needs and provide increased opportunities for inclusion.

Action Steps	Evidence	Responsible Party	Due Date
<p>I. Instructional Leadership Team will identify areas of need, through data analysis.</p> <p>II. Explore and Identify ways to foster more collaboration amongst faculty to plan and develop programming to bridge learning gaps.</p>	<ul style="list-style-type: none"> <li>• Team will identify area of need and draft a comprehensive plan for interventions.</li> <li>• Report on best practices and potential plan for opportunities to ameliorate identified gaps.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals, Directors</li> <li>• Instructional Leadership Team</li> <li>• Faculty members</li> <li>• RTI Teams/facilitators</li> <li>• Administrative Team</li> </ul>	<p>June 2019</p> <p>June 2020</p>
<p>III. Instructional Leadership Team will develop District-wide RTI initiative plan for provision of individualized interventions.</p>	<ul style="list-style-type: none"> <li>• Staff will be identified to provide interventions, schedule will be reviewed and changed, as needed, for intervention provision.</li> <li>• Creation of SST and reimagining of the RTI process</li> </ul>	<ul style="list-style-type: none"> <li>• Principals, Directors</li> <li>• Instructional Leadership Team</li> <li>• Faculty members</li> <li>• RTI Teams/facilitators</li> </ul>	<p>June, 2020</p>
<p>IV. Professional Development Plan, to ensure staff/administrator training in foundations of RTI process, including PBIS, intervention strategies, UDL, etc.</p> <p>V. Professional Development Plan to ensure best practices in inclusion pedagogy.</p>	<ul style="list-style-type: none"> <li>• Find trainings/trainers to support this action step</li> </ul>	<ul style="list-style-type: none"> <li>• Directors, Principals</li> </ul>	<p>Ongoing annually</p>

# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 2.2:** Develop common, well defined learning outcomes, with a focus on depth and critical thinking skills

Action Steps	Evidence	Responsible Party	Due Date
Develop and/or identify tools for student achievement	<ul style="list-style-type: none"> <li>• Basic word processing, spreadsheet, presentation tools, email, word prediction, text to speech and speed to text, student/parent portals internet research, data access, online videos, virtual field trips, mind-mapping.</li> <li>• Addition of 3 laptop carts, Learning Ally, Google Classroom (2020)</li> <li>• UME review of Digital Standards and implementation plans</li> <li>• Addition of technology instruction (keyboarding) plans in UME and Mt. Everett.</li> </ul>	<ul style="list-style-type: none"> <li>• Technology Coordinator</li> <li>• Principals</li> <li>• Faculty</li> <li>• Director of Curriculum</li> </ul>	Ongoing
Develop and/or identify tools for technology integration	<ul style="list-style-type: none"> <li>• PBL: Applying critical thinking with use of digital tools as necessary to solve real-world problems; communication skills both in person and online, team building, prototype creations, track and analyze data, collaborate with experts, communicate/contribute information to the web.</li> </ul>	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Instructional Learning Team</li> <li>• Faculty</li> </ul>	Ongoing
Individualized learning and assistive technologies	<ul style="list-style-type: none"> <li>• Tracking standards-based skills: math &amp; reading in particular, online</li> </ul>	<ul style="list-style-type: none"> <li>• Technology Coordinator</li> <li>• Director of Student Services</li> </ul>	Ongoing

	assessments, classroom response tools, online classes, blended learning, online textbooks with companion activities	<ul style="list-style-type: none"><li>• Principals</li><li>• ETL</li><li>• Instructional Learning Team</li><li>• Director of Curriculum</li></ul>	
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# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 2.3:** Continually assess and improve the safety of current district facilities. Further, current safety procedures and protocols will be reviewed and updated to ensure that staff and students can work and learn in a secure environment.

Action Steps	Evidence	Responsible Party	Due Date
<p>I. An annual building safety audit will be performed in conjunction with appropriate faculty and staff. Further, local safety officials will be a part of this annual review.</p> <p>II. Obtain an outside consultant to perform a Safety Audit of each Building</p>	<ul style="list-style-type: none"> <li>• Each building will have an updated safety audit and corresponding capital plan for building improvement. This plan will be informed by annual safety audit.</li> <li>• Outside safety consultant will provide a report with recommendations on the status of the safety of our facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• School Business Administrator</li> <li>• Director of Facilities</li> <li>• Superintendent</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	<p>Annually by end of June</p> <p>Annually by January of each school year</p>
<p>III. The SBRSD will review current safety protocols annually based on the safety audits and current best practices with respect to school safety.</p> <p>IV. Presentation on recommendation for a safety protocol to the school committee</p>	<ul style="list-style-type: none"> <li>• Updated SBRSD Safety Plan.</li> <li>• SRO and administrative report to school committee on findings of our research</li> </ul>	<ul style="list-style-type: none"> <li>• School Resource Officer</li> <li>• Principals</li> <li>• School Business Administrator</li> <li>• Director of Facilities</li> <li>• Superintendent</li> </ul>	<p>Annually in June</p> <p>Spring of 2020</p>
<p>V. Annually, prepare a budget recommendation and proposal that is informed by the safety audit to improve and maintain school safety in the SBRSD.</p>	<ul style="list-style-type: none"> <li>• Sub-committee meeting minutes</li> <li>• Proposed budget document</li> <li>• Long range capital plan</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• School Business Administrator</li> <li>• Director of Facilities</li> <li>• Superintendent</li> </ul>	<p>March, 2020</p>

## Southern Berkshire Regional School District District Improvement Plan: Priority Action Steps

**Priority 2.4:** Provide students the skills to navigate their day from a social-emotional standpoint. This includes a formal social – emotional curriculum at all grade levels. Further, we will train faculty and staff in the use of research based best practices for social-emotional programming in order to help adults connect with students and be able to address their behavioral and social-emotional needs

Action Steps	Evidence	Responsible Party	Due Date
The (RTI) SST Team will train in a “best practices” setting the best way to implement the PBIS model of social-emotional learning.	<ul style="list-style-type: none"> <li>District-wide trainings in SEL best practices.</li> </ul>	<ul style="list-style-type: none"> <li>Principals</li> <li>Director of Curriculum</li> <li>Superintendent</li> </ul>	Ongoing (June 2020)
Implementation of the FASTBridge tool to gauge students who are at risk from a social/emotional standpoint as well as academically.	<ul style="list-style-type: none"> <li>FASTBridge driven interventions.</li> <li>FASTBridge assessments given 3 times annually.</li> </ul>	<ul style="list-style-type: none"> <li>Principals</li> <li>Director of Curriculum</li> <li>Superintendent</li> </ul>	June, 2020
Data teams will cross reference performance on FASTBridge as well as other data points, to drive students towards intervention points.	<ul style="list-style-type: none"> <li>Data Team reports</li> <li>Tier I/II/III interventions</li> </ul>	<ul style="list-style-type: none"> <li>Principals</li> <li>Superintendent</li> <li>Director of Curriculum</li> </ul>	June 2020

# Southern Berkshire Regional School District

## District Improvement Plan: Priority Action Steps

**Priority 3.1:** Review and re-organize the current academic programming to formalize student pathways towards interest-oriented education while maintaining fidelity to MA State Standards. The SBRSD will focus on enhancing capacity to implement best practices around personalized and blended learning; and design innovative high-tech options for students to meet with success in a college or career setting.

Action Steps	Evidence	Responsible Party	Due Date
I. The SBRSD will take time and opportunity to review pathways or strand-based programs of study from across the state to glean best practices that can be incorporated into our program.	<ul style="list-style-type: none"> <li>• Site visits by the SBRSD to schools with pathway or strand based programs.</li> <li>• Document review of the program of studies from schools with pathway or strand based programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. Everett Guidance Dept</li> <li>• Mt. Everett Administration</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	In June of 2019 Mt. Everett completed the introduction of six pathways into the Program of Studies.
II. Ongoing refinement of the pathways program is underway.	<ul style="list-style-type: none"> <li>• Gauging student interest, looking at additional certification and credit opportunities, redesign of internship programming.</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. Everett Guidance Dept</li> <li>• Mt. Everett Administration</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	Ongoing
III. The SBRSD will review the current program of studies and revise to incorporate “pathways” or “strands” of course work that are centered around content based pursuits, e.g. humanities, sciences, performing and fine arts.	<ul style="list-style-type: none"> <li>• Revised program of studies that reflects personalized learning pathways.</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. Everett Guidance Dept</li> <li>• Mt. Everett Administration</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	June 2019
IV. Continued review and revision of Program of Studies.	<ul style="list-style-type: none"> <li>• Update document to reflect programmatic changes and additional requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. Everett Guidance Dept</li> <li>• Mt. Everett Administration</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	June 2020
V. Gauge student interest in the pathway experience and consideration of application for the DESE Innovation Grant.	<ul style="list-style-type: none"> <li>• Guidance department data (possible surveys)</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. Everett Guidance Dept</li> <li>• Mt. Everett Administration</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	

## Southern Berkshire Regional School District District Improvement Plan: Priority Action Steps

**Priority 3.2:** Continue to build effective relationships with the community so that parents and community members are more knowledgeable about and engaged in efforts to achieve the district’s vision for an education that prepares every graduate for success in a rapidly changing globally independent. (Things already happening include parent nights, parent events, PTO/PTA sponsored gatherings, school committee meetings, Superintendent’s news and notes, classroom websites, teacher updates...)

Action Steps	Evidence	Responsible Party	Due Date
<p>I. Create a Superintendent FAQ where parents and Community members can ask questions about district plans.</p> <p>II. Send home a tri-annual newsletter regarding happenings in the district, that contains information for all residents of the 5 towns.</p>	<ul style="list-style-type: none"> <li>• FAQ posted on SBRSD.org in response to questions from public comment and the “Ask The Superintendent” feature on the website.</li> <li>• 3 annual newsletters (2 by June of 2020)</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Central Office Staff</li>   <li>• Central Office Staff</li> <li>• Principals</li> </ul>	<p>Completed and ongoing</p> <p>June 2021</p>
<p>III. SBRSD schools will send out regular updates (via email) and monthly newsletters (also available on our website.) Parents will be invited to participate in School Council Meetings</p>	<ul style="list-style-type: none"> <li>• Superintendents News and Notes bi-monthly goes out to the entire school community.</li> <li>• Principals send out weekly updates on school happenings.</li> <li>• UME hosted several Principal/Parent Coffee hours in order to establish positive relationships.</li> <li>• Mt. Everett and UME have encouraged parents to attend School Council and SEPAC meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Administrative Assistants</li> <li>• Faculty (site based)</li> <li>• PTO officers will provide input</li> </ul>	<p>Completed and ongoing</p>

<p>IV. SBRSD will hire a website coordinator and/or social media consultant to work with district team to gather and share information/media about school news, events, and initiatives</p> <p>V. School and community input will be gathered and a new website design will be created incorporating that input.</p>	<ul style="list-style-type: none"> <li>• A Social Media Consultant and a Web Content Developer have been hired with the goal of promoting the work of SBRSD.</li> <li>• Redesigned website</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Administrative Team</li> <li>• New Position/Stipend</li>   <li>• Website Coordinator</li> <li>• Administrative Team</li> </ul>	<p>Completed</p> <p>June 2020</p>
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