



Southern Berkshire Regional School District  
Strategy for District Improvement  
2018 - 2021

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

1. Student need will drive decisions with respect to developing curriculum and instruction.

- 1.1** Develop common, well defined learning outcomes; with a focus on depth and critical thinking skills.
- 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.
- 1.3** Develop and implement differentiated, innovative, and student centered instructional practices consistently throughout the district.
- 1.4** 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.

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.

- 2.1** Provide targeted interventions that meet individual needs and provide increased opportunities for inclusion.
- 2.2** Provide the tools, infrastructure and systems necessary to support district initiatives and ensure positive, technology-enriched learning environments.
- 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.
- 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.

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.

- 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.
- 3.2** 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.

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

**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
The Instructional Learning Team will review the learning outcomes the DESE has put out at each grade span.	<ul style="list-style-type: none"> <li>• Meeting Agendas</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Director of Curriculum</li> <li>• Superintendent</li> </ul>	June, 2019
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.	<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
Data teams will cross reference performance on local and state assessments with curriculum maps to ensure alignment and recommend curricular changes.	<ul style="list-style-type: none"> <li>• Data Team reports</li> <li>• Curriculum Maps/Rubicon Atlas</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 re vertically and horizontally aligned to instruction, assessment, and MA state standards

Action Steps	Evidence	Responsible Party	Due Date
Professional development will be given in the use of a curriculum mapping tool.	<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>	June, 2019
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.	<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
Data teams will cross reference performance on local and state assessments with curriculum maps to ensure alignment and recommend curricular changes.	<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>	June 2020

## 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
The SBRSD Instructional Leadership Team will analyze local data and pedagogical practices, while also researching innovative instructional practices and opportunities.	<ul style="list-style-type: none"> <li>• Compiled list of best practices for use as a resource for SBRSD Faculty.</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Leadership Team</li> <li>• Director of Curriculum</li> <li>• Principal(s)</li> <li>• Faculty</li> </ul>	June, 2020
The SBRSD Instructional Leadership Team will review relevant data and suggest research based, student centered instructional practices.	<ul style="list-style-type: none"> <li>• Agendas</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>	June, 2020

Insert scheduling & POS with respect to maximizing resources/education efficiency Action Step (google form, how to share et cet)

## 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
<p>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</p>	<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>	<p>June 2019</p>
<p>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.</p>	<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>• Superintendent</li> </ul>	<p>June, 2019</p>

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

## 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>Instructional Leadership Team will identify areas of need, through data analysis.</p>	<ul style="list-style-type: none"> <li>Team will identify particular area of need and draft a comprehensive plan for interventions.</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, 2019</p>
<p>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> </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>Professional Development Plan, to ensure staff/administrator training in foundations of RtI process, including PBIS, intervention strategies, UDL, etc..</p>	<ul style="list-style-type: none"> <li>Find trainings/trainers to support this action step</li> </ul>	<p>* Directors, Principals</p>	<p>June 2019</p>

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

**Priority 2.1:** Develop common, well defined learning outcomes; with a focus on depth and critical thinking skills

Action Steps	Evidence	Responsible Party	Due Date
<ul style="list-style-type: none"> <li>• Tool for student achievement</li> </ul>	<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, mindmapping,</li> </ul>	<ul style="list-style-type: none"> <li>• Technology Coordinator</li> <li>• Principals</li> <li>• Faculty</li> <li>• Director of Curriculum</li> </ul>	<p>June, 2019</p>
<ul style="list-style-type: none"> <li>• Tools for technology integration</li> </ul>	<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/co</li> </ul>	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Instructional Learning Team</li> <li>• Faculty</li> </ul>	<p>June, 2019</p>



	<p>Contribute information to the web</p>		
<ul style="list-style-type: none"> <li>Individualized learning and assistive technologies</li> </ul>	<ul style="list-style-type: none"> <li>tracking standards-based skills: math &amp; reading in particular, online assessments, classroom response tools, online classes, blended learning, online textbooks with companion activities</li> </ul>	<ul style="list-style-type: none"> <li>Technology Coordinator</li> <li>Special Education Coordinator</li> <li>Principals</li> <li>Instructional Learning Team</li> <li>Director of Curriculum</li> </ul>	<p>June 2019</p>

## 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
<ul style="list-style-type: none"> <li>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.</li> </ul>	<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> </ul>	<ul style="list-style-type: none"> <li>Principals</li> <li>School Business Administrator</li> <li>Director of Facilities</li> <li>Superintendent</li> </ul>	June, 2019
<ul style="list-style-type: none"> <li>The SBRSD will review current safety protocols annually based on the safety audits and current best practices with respect to school safety.</li> </ul>	<ul style="list-style-type: none"> <li>Updated SBRSD Safety 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>	June, 2019
<ul style="list-style-type: none"> <li>Annually, prepare a budget recommendation and proposal that is informed by the safety audit to improve and maintain school safety in the SBRSD.</li> </ul>	<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>	March, 2019

## 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 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>	June, 2019
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 access in a college or career setting.

Action Steps			
<p>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.</p>	<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 programs 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>	<p style="text-align: center;">June 2019</p>
<p>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 &amp; Fine Arts.</p>	<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>	<p style="text-align: center;">June 2019</p>


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

**Priority 3.2:** 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>Create a Superintendent FAQ where parents and community members can ask questions about district plans.</p>		<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Central Office Staff</li> </ul>	<p>October 2018</p>
<p>The 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>• Principals</li> <li>• Administrative Assistants</li> <li>• Faculty (site based)</li> <li>• PTO officers will provide input</li> </ul>	<p>January, 2019</p>
<p>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>		<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Administrative Team</li> <li>• New Position/Stipend</li> </ul>	<p>December, 2018</p>