



Office of Superintendent

Ralph C. Mahar Regional School District
Petersham Center School
Orange Elementary Schools

A Strategic Plan for the Consolidation

The Consolidated Districts of Orange Elementary, Petersham Center and the Ralph C. Mahar Regional School are on the path to Outstanding Academic Achievement for All Students. The SY16-SY19 Strategic Plan is the road map that will guide us toward achieving the vision for all students to graduate ready for success in college and/or careers of their choice.

An official charge, of a superintendent of schools, is to develop a strategic plan, a roadmap, for continued improvement and growth of systems that support success for all students.

Strategic plans make an effort to clarify priorities and objectives (aligned to state goals and local needs), define strategies to achieve these objectives and align metrics that will indicate evidence of progress.

The strategic plan captures the priority of our work and serves as a guide and governor for future improvements. It is a rolling four-year plan that is a living body of work designed to adapt as the needs and conditions change in an ever-changing educational landscape.

Our Strategic Plan has been shaped by the realities of challenges we face and the boldness of our commitment to students to prepare them for success in a global society. It sets forth a clear direction and framework for change designed positively and rapidly to move the needle on academic success across our three school districts.

The planning effort was informed by valued input and insights from a wide range of staff, parents, students, businesses, government, higher education representatives, and the general community.

We are proud to present this plan as the collective work of the school district and the broader community. Considering a world that is rapidly changing, our Strategic Plan is anchored by an inspired vision and renewed mission that emphasize our responsibility to ensure every student in our diverse consolidated school district graduates ready for college and careers.

With an intense focus to empower all students with a great education that contributes to thriving communities, our Strategic Plan challenges us to raise the bar, set higher standards, invest in our schools, and develop a well-educated and better prepared workforce of tomorrow.

full plan available at: www.orange-elem.org www.rcmahar.org
www.petershamcenterschool.org

Our Theory of Action

We believe that if we work as a cohesive system focused on:

-Improving the instructional core as the key variable in improving student achievement

-continuously advancing rigorous instruction through a collaborative culture and continuous data analysis; and

-involving all stakeholders in supporting a literacy-focused curriculum across all core subjects and grade levels, then

Every student will graduate from high school ready for college success without remediation and for career success as a citizen in a global society.

Three Strategic Objectives

The Strategic Plan (or District Improvement Plan) is centered upon the belief of students as our priority and that all students can achieve high academic success. These objectives are all focused on the central task of improving core reading and math instruction for all students with a focus on students with disabilities and students with limited English proficiency. We believe the Strategic Objectives complement and reinforce one another to provide a powerful plan for improvement.

Aligned and Consistently Delivered & Continuously Improving Curriculum

Strong Instructional Leadership & Effective Instruction

Well-Matched School Supports & Interventions

with embedded assessment, technology integration and professional development



CONSOLIDATED DISTRICTS' of Orange, Petersham and R.C. Mahar Regional 2015 – 2020 STRATEGIC PLAN

Our Theory of Action Statement

We believe that if we work as a cohesive system focused on:

- improving the instructional core as the key variable in improving student achievement
- continuously advancing rigorous instruction through a collaborate culture and continuous data analysis, and
- involving all stakeholders in supporting a literacy-focused curriculum across all core subjects and grade levels, then

Every student will graduate from high school ready for college success without remediation and for career success as a citizen in a global society.

Goal: OUTSTANDING ACHIEVEMENT FOR ALL STUDENTS

<i>Aligned, Consistently Delivered & Continuously Improving Curriculum</i>	<i>Effective Instruction & Instructional Leadership</i>	<i>Well-Matched School Supports & Interventions</i>
Key Question: Is there a written and consistent plan for student instruction aligned to the state framework throughout the district?	Key Question: To what extent are instructional practices executed so that all students will have the opportunity to learn to the best of their ability?	Key Question: Does the district have responsive systems that support school need and improvement, especially as it relates to struggling schools and students?
Develop curriculum maps and pacing guides, identify priority standards and ensure vertical articulation, Pre K-12	Initiate professional development for elementary and secondary administrators, as well as department coordinators, on standards-based instruction, best instructional practices and observation calibration for the MA Framework for Educator Evaluation	Develop a multi-tiered framework or system of support (TSS) for working with students that uses evidence-based practices and progress monitoring to improve academic and behavioral outcomes
Inventory curricula resources and develop a renewal cycle	Secure funding in order to support purchase of various resources, textbooks and e-books	Create consensus and common beliefs on student learning and develop an infrastructure based on achievement data, to formalize Tier I, Tier II and Tier III interventions and supports
Develop and initiate standards based assessments and reporting systems	Initiate professional development for elementary teachers on Instructional Practices That Maximize Student Achievement (Ribas Associates), such as differentiation, working with students on IEPs, questioning practices, utilizing data, communicating with parents and classroom management	Refine and update all Student Study Team (SST) practices to reflect a multi-tiered framework of support
Identify, create and administer District Determined Measures that measure student growth and impact of the curriculum on student learning	Establish various site based data teams and a data warehousing will be established for teachers and administrators to view formative and summative assessment results to inform instructional decision-making	Implement all district benchmarking and record results in data warehouses for data team utilization
Analyze standardized testing and district measures to ensure focus on standards in curriculum maps support and enhance student learning and targeted outcomes	Provide professional development in the cultivation of a growth mindset as well as in areas of student engagement, motivation, social-emotional and behavioral challenges	Increase wraparound services available at each site and formalize/improve relationships with community partners

EMPHASIS ON LITERACY

WITH EMBEDDED ASSESSMENT, TECHNOLOGY INTEGRATION & MATCHED PROFESSIONAL DEVELOPMENT

