



		<p>trends.</p> <p>Run weekly unexcused tardy reports and implement progressive discipline.</p> <p>Weekly attendance meetings with SRBI team to review students in danger of becoming truant or chronically absent.</p>		
<p>Decrease the percentage of OHS students obtaining Ds and Fs at the end of semester 1, semester 2 and the End of the Year</p>	<p>On a quarterly basis - compare the percentage of OHS students on the D/F list to the 2021-2022 data. These comparisons will be done at the end of each marking period and final course averages</p>	<p>Weekly Academic SRBI meetings to review the D and F list. Progressive support to identified students (i.e. check-in with teacher and student, administrator assign structured study hall, referral to SRBI Team/staff)</p> <p>Teacher contact with families of students receiving D's and Fs.</p> <p>Timeliness of grade entry by teachers in PowerSchool. There should be minimal lag between assessment and grade entry.</p>	<p>Monitor throughout the 2022-2023 school year</p>	<p>Administrators Counselors Social Worker SRBI Team Teachers</p>
<p>Increase student performance on the PSAT and SAT</p>	<p>Students will improve PSAT and SAT scores by 10% over the 2021-2022 school year</p> <p>21-22 PSAT Data 10th ELA: 77% MATH: 42%</p>	<p>A focus of the 22-23 school year is on academics. staff meetings, instructional rounds.</p> <p>The improvement of other metrics will also lead to improved PSAT and SAT scores including:</p>	<p>2022-2023 school year</p>	<p>Administrators Counselors Social Worker SRBI Team Teachers</p>

	<p>9th          ELA: 63%          MATH: 42%</p> <p>21-22 SAT Data          ELA: 64.29%          Math 35%</p>	<p>Students recommended by OHS staff* will improve AP scores by 10% over the 2021-22 school year. *Mr. Hibbert will explain this.</p> <p>Aggregate % of students earning a 3 or higher on the AP scores in 21-22 was:65% (150/234)</p> <p>9th and 10th grade students will improve their iReady percentage “At Mastery” level by 5% from the fall to spring assessment.</p>		
--	--	---	--	--

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Actively engage as a member of the SRBI team as a means to support the individual needs of students and their families
- Review/Revise/Follow appropriate pacing guides to ensure that the demands of the curriculum are being met
- Integrate iReady instructional components into daily SRBI support classes

**District Goal Two:**

Through collaborative work with teachers and administrators, student will have access to high quality curriculum and resources that will improve instruction and student achievement as measured by the following metrics:

*District Metrics: (Delete measures not related to your school)*

1. Completed K-12 attributes of the graduate rubrics.
2. Completed recommendations for improving opportunities for career readiness.
3. Completed recommendations for courses and pathways.
4. Development of the new high school internship program.
5. Development of a new master schedule for OHS and OMS that maximizes instructional time for students and approved by the BOE Curriculum Committee and Finance Committees.
6. Implementation of an updated SRBI processes K-12 that utilizes PowerSchool for efficient data collection and analysis and process improvement that ensures appropriate access to SRBI services and timely movement in and out of respective tiered services.

***School Goals to Achieve District Goal Two:***

<b>School Goal(s)</b>	<b>Achievable Metrics</b>	<b>Action Items</b>	<b>Timeline</b>	<b>Person Responsible</b>
K-12 Attributes of a Graduate	Completion of the rubrics for the Attributes of a Graduate	1. Department Chairs work with departments to develop how the Attributes of the Graduate are assessed in their disciplines.  2. Schoolwide review and approval of all rubrics	Semester 1	Administrators Counselors Teachers
Improve opportunities for career readiness	Create recommendations to improve the opportunities for career readiness	Develop a Career Readiness Committee	2022-2023 School Year	Administrators Counselors Teachers
Annual review of courses and career pathways	Complete annual review of course offerings and their associated career pathways.	Department Chairs Review with faculty to review Program of Studies and make suggestions for clearer alignment, recommend relevant new courses, as necessary	Semester 1 - before course registration in February for the 2022-2023 school year	Administrators Counselors Teachers

		<p>School counselors review Program of Studies for alignment</p> <p>School counselors or department chairs survey students to see which types of electives they would be interested in adding</p> <p>Administration recommends needs to superintendent during the budget development process</p>		
Development of a high school internship program 9-12	Through committee work, develop recommendations for the implementation of a high school internship program.	A committee will be established to develop a school internship program - possibilities include using the internship as an alternative for the capstone project. Mr. Hibbert will explain the rationale.	2022-2023 school year	Administrators Counselors Schedule Committee Social Worker Teachers
Review the current OHS schedule, research alternatives and make recommendations to the BOE	A committee of stakeholders will survey stakeholders to prioritize the evaluation of the current OHS schedule vs. other options. After researching, the committee will make recommendations to the BOE and Finance Committees in January.	<p>A committee will be established to revise the OHS bell schedule.</p> <p>Committee will meet, analyze alternative bell schedules and develop a new - budget neutral schedule to meet the academic needs of the students</p>	Semester 1	Administrators Schedule Committee comprised of multiple internal and external stakeholders
Implement the revised SRBI process at OHS	Conduct regular SRBI team meetings to examine student performance and utilize PowerSchool for data and	Department chairs and staff will review and implement the assessment calendar.	2022-2023 school year	Administrators Department Chairs SRBI Team Teachers

	intervention tracking.	<p>Department Chairs and SRBI teachers will facilitate meetings with faculty. Data to be reviewed and SRBI referral forms filled out. Interventionist will submit referrals to the SRBI team that meets weekly</p> <p>SRBI team meets weekly to review referrals and to progress monitor students engaged in Tiered Interventions.</p>		
--	------------------------	--	--	--

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Create rubrics for the attributes of a graduate with grade level colleagues. Actively engage in professional learning pertaining to the attributes of a graduate and integrate into classroom instruction
- Utilize new SRBI manual, processes and forms to address specific needs of students (behaviorally, academically and social emotionally)

**District Goal Three:**

Through the implementation of a revised “system of feedback” and evaluation system, curriculum documentation and revisions, and system changes to organizational structures and processes to increase the accountability for instructional leadership and quality of instruction, the district will accomplish the following measures by June 30, 2023.

*District Metrics: (Delete measures not related to your school)*

1. All district and school staff will complete their evaluation cycle by the last day of school for the 2022-23 school year, except those 12 month staff with a cycle ending in July or August. Those staff members will have their evaluation cycle completed in July or August.
2. Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds.
3. Create and collect in a “Google Team Drive” all “Agendas of Learning” used at Faculty Meetings, Department Meetings, Administrative Meetings, Committee Meetings, and Team Meetings.

***School Goals to Achieve District Goal Three:***

<b>School Goal(s)</b>	<b>Achievable Metrics</b>	<b>Action Items</b>	<b>Timeline</b>	<b>Person Responsible</b>
Teacher and staff evaluations	Completion of all 10 month staff evaluations by the last day of school. Completion of all 12 month employee evaluations by the end of July.	Administrators will implement all evaluation systems with fidelity	By last day of school 2023	Administrators
Instructional Rounds	Teachers will complete two sets of Instructional Rounds with their colleagues during the course of the school year. Data will be reviewed and discussed with the faculty after each of the 3 Instructional Rounds.	Educate teachers on Instructional Rounds and schedule for the year.  Teachers will actively participate in the Instructional Rounds process as an observer/data collector and as a reflective practitioner.	2022-2023 school year	Administrators Teachers
Create and implement an OHS Google Drive	Create and utilize an OHS Google Drive compiling all “Agendas for Learning” in Faculty, Department,	Create and utilize an OHS Google Drive compiling all “Agendas for Learning” in Faculty, Department,	2022-2023 school year	Administrators Department Chairs Committee Facilitators

	Administrative and Committee Meetings	Administrative and Committee Meetings		
--	--	--	--	--

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Actively participate in instructional rounds including professional development and collaboration between colleagues.
- Creation and utilization of “Agendas of Learning” for all meetings throughout the school year
- Complete and follow all necessary observations and evaluations within the given timeframe following all appropriate processes and completion of required forms.



**District Goal Five:**

Through the use of efficient and strategic communication tools, internally and externally, the district will be known for providing a quality education for all students and for being a good steward of Oxford resources as measured by the following metrics by June 30, 2023.

*District Metrics: (Delete measures not related to your school)*

1. Development of a brochure about the Oxford Public Schools to be shared with local businesses, chamber of commerce, and town organizations.
2. Documentation of efforts to develop community partnerships.

***School Goals to Achieve District Goal Five:***

<b>School Goal(s)</b>	<b>Achievable Metrics</b>	<b>Action Items</b>	<b>Timeline</b>	<b>Person Responsible</b>
Development of community partnerships	Create a list of community resource available for potential internships, Capstone mentors and course enhancement.	Solicit a listing of student mentorships through the Capstone process  Utilize social and local media to develop a listing of community resources that interested in partnering with OHS  Town Government will aid through the economic development committee	2022-2023 school year.	Administrators  School to Career/College Readiness Counselor  (Student - Capstone Project? Independent study for someone interested in Graphic Design/Marketing, etc.)

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Create opportunities for students to engage with the school and/or Oxford communities
- Provide parents with opportunities to take part in their child’s education
- Provide communication to families on what is taking place in school/classroom
- Provide communication to families on what is taking place in school/classroom

**School Specific Goal:**

Goal - Build a positive school culture that is respectful and conducive to student cognitive and affective development.

*School Metrics:*

1. Student, Staff, and Parent fall and spring surveys
2. Student attendance rates compared to 2021-2022
3. Behavioral referrals to main office and SRBI behavioral referrals compared to 2021-22 data

***School Goals:***

<b>School Goal(s)</b>	<b>Achievable Metrics</b>	<b>Action Items</b>	<b>Timeline</b>	<b>Person Responsible</b>
School Culture and Climate	<p>Surveys of students, parents, and staff - positive response rates (agree or strongly agree with increase by 10%) Negative response rates (disagree or strongly disagree) will decrease by 10%</p> <p>Attendance rates will increase by 10% from the 2021-22 school year.</p> <p>Behavioral referrals will decline by 10% from the 2021-22 school year.</p>	<p>Revisit and Revise School Wide Staff Charter.</p> <p>Develop Student Charter</p> <p>Implement Mood Meter with fidelity through advisory time.</p> <p>Social Social Worker will provide mini-lessons in advisory.</p> <p>Increase communication with students, staff, and parents through weekly enews, administrator visibility in the building, at events, and in the community.</p> <p>Increase collegiality among staff and administrators through social events and activities.</p> <p>Analyze behavioral referrals and develop plans through SRBI to support students and decrease behaviors that lead to disciplinary referrals.</p>	2022-23 School Year	<p>Administrators</p> <p>Parents</p> <p>Staff</p> <p>Students</p>

		See Goal #1 for information on improving attendance.		

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Utilize RULER to promote a positive school culture and increase student metacognition of his/her emotional regulation / disregulation
- Participate in team building optional activities to increase connection with fellow staff members and administrators
- Communicate with students, administrators, and parents to develop positive relationships to support the “Learning Triad”.