

Note

As the new principal, for the 2017/18 MM School Improvement Plan (SIP), I just adopted the existing MM SIP goals and added activities that were either an extension of the former SIP and/or that seemed to align with recommendations from the MM Self-Study and Re-Imagination work.

Currently, I am working with the Department Deans to identify priorities and set the direction of the school to adopt into a new SIP.

Monument Mountain Regional High School Mission Statement

The Monument Mountain Regional High School community creates opportunities and challenges that ensure intellectual growth and empower all to become courageous learners, involved citizens, and individuals of integrity.

Monument Mountain Regional High School Student Performance Expectations

Academic

- Students will communicate effectively.
- Students will locate, analyze, evaluate, and use information effectively and with integrity.
- Students will make connections across disciplines and identify interrelations with life experiences. Students will demonstrate creative and analytical thinking.

Social

- Students will respect themselves and others.
- Students will make informed decisions regarding their health and well-being.
- Students will participate appropriately in school activities.

Civic

- Students will contribute positively to the school community.
- Students will contribute positively to the larger community.

Monument Mountain Regional High School is a community of learners. Our work is to ensure that:

- we provide powerful learning for all;
- create a vibrant, respectful learning environment;
- every student is known, challenged, supported and inspired;
- faculty support and challenge each other;
- faculty and staff are enthusiastic about their own work, their colleagues' work, and their students' work, and they are committed to their own professional development and expertise;
- ideas and new approaches are welcomed;
- innovation and experimentation are supported;
- the administration knows and communicates current knowledge regarding best educational practices and programs;
- we earn and maintain community support;
- we create a school that is safe, clean, and designed to enable us to realize our mission;
- produce outstanding graduates who are ready to contribute to their communities and world, and thrive in whatever arena they pursue;
- we foster courage and compassion, support creativity, and expect excellence.

BHRSD Improvement Plan Goals

Goal 1: Ensure an equitable and inclusive system that makes the advantages of education accessible to all.

We will monitor student data on attendance, performance and involvement to develop shifts in practice that meet the needs of high risk students while maintaining high quality instruction and learning for all students.

Goal 2: Foster the use of instructional materials and assessment strategies that focus on increasing student engagement and rigor through complex thinking and connections to the community's history, environment and culture.

We will increase the complexity of thinking—from simple recall and conceptual understanding to more challenging cognitive processes such as applying, analyzing, evaluating and creating across the curriculum. We will increase students' opportunities to apply learning to real-world situations, and understand the relevance of the school's curriculum to their needs and goals.

Goal 3: Implement strategies and programs that provide safe, positive, healthy and inclusive learning environments that address all students' needs.

We will improve learning for all students and close achievement gaps in our high needs subgroups with focused district wide professional development on Social Emotional Learning and Trauma responsive classrooms. All administrators, teachers and paraprofessionals will receive training and support to implement a responsive program including school-based interventions and classroom-based curricula.

**Monument Mountain SIP Goals
Curriculum, Instruction and Assessment**

Goal 1: All teachers implement a rigorous, standards-based curriculum through engaging, student-centered instruction and assessment practices.

Objective	DIP Alignment	Activities	Target Population	Responsibility	Measurable Outcomes
Articulated, aligned and documented curriculum	G 1	Departments will participate in PreK-12 District alignment Departments will align course-alikes to reflect common, measurable outcomes and collectively create common assessments <ul style="list-style-type: none"> ● Department meetings ● Department release time 	All Students	DOLT Administration Faculty	All course curricula is aligned and reflects rigorous district and state guidelines Course alike units of study will reflect identified standards of learning and have common assessments to accurately measure student performance
Instructional and assessment design that engages students in rigorous, standards-based, student-centered learning	G2	Faculty will expand competency in Understanding by Design and Universal Design for Learning principles in designing instruction and assessment through <ul style="list-style-type: none"> ● Peer observation 			Units of study are documented using UbD and reflect the 3 guidelines of UDL and providing students with multiple means of: <ul style="list-style-type: none"> ● Engagement

<p>Formative assessment and timely research-based interventions</p>	<p>G2 and G3</p>	<ul style="list-style-type: none"> ● Department collaboration ● Goal setting / supervision ● Teacher PD <p>Teachers will expand competency in the use of differentiated instruction, universal design for learning and the use of formative assessments to monitor student learning and provide timely research based interventions for learning through</p> <ul style="list-style-type: none"> ● Participation in District PD meetings ● Peer observation ● Department collaboration ● Collaboration w/ special education liaisons ● Goal setting / supervision ● Teacher PD 		<ul style="list-style-type: none"> ● Representation ● Action and Expression <p>Evidence of student growth and achievement especially among high needs student sub-groups</p>
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Culture and Connectedness

Goal 2: The Monument Mountain Regional High School culture fosters systems and structures that promotes a positive school climate and expands connections between and among teachers and staff; teachers, staff and students; student groups; the school and parents/families; and the school and community partners.

Objective	DIP Alignment	Activities	Target Population	Responsibility	Measurable Outcomes
A Community period that effectively promotes each student being known and supported in relation to their strengths, interests and needs	G3	Form a committee to <ul style="list-style-type: none"> Research other school's community / teacher advisory programs Create a proposal inclusive of short term and long term goals to improve the MM Community period 	Students	Administration Department Deans Committee	Evidence of increased student connectedness and success
A smooth 9th grade transition that prepares all 9th grade students for a successful high school experience	G3	Form a committee <ul style="list-style-type: none"> Research other school's 9th grade transitions and/or 9th grade team approach Create a proposal inclusive of short term and long term goals to improve transition to 9th grade 	9th grade students	Administration Department Deans Committee	Evidence of increased student connectedness and success in 9th grade
All courses lead to college and career readiness and are open to all students	G1 / G2	District PD and DD facilitation will provide faculty and Staff opportunities to: <ul style="list-style-type: none"> Examine beliefs and 		Administration Department Deans, all	Evidence of increased student access, connectedness, and achievement especially among

		<p>values related to student learning and achievement</p> <ul style="list-style-type: none"> Analyze student groupings patterns to shift teaching practice and ensure academic selection does not risk inequity Implement best instructional practice in differentiation and inclusion 		faculty / staff	high needs student sub-groups
Consistent and effective communication of student progress	G 3	Additional training in PowerTeacher Pro		District Administration	Increased student and family understanding of student performance
Community partnerships that enhance connections	G3	<p>Communicate existing partnerships to faculty and staff</p> <p>Promote greater, more diverse student participation within the existing partnerships</p> <p>Provide on-going opportunities for school-wide awareness and engagement of the work of community partnerships</p>		Administration Student Groups	Evidence of increased student access, connectedness, health and well being especially among high needs student sub-groups

Organization Design

Goal 3: To further develop a school shared governance structure responsible for shaping the school’s improvement plan, academic goals, advocating for and problem-solving for the concerns of faculty and staff, students, families and community partners, and improving communication between the administration and the faculty and staff.

Objective	DIP Alignment	Activities	Target Population	Responsibility	Measurable Outcomes
<p>Equity of voice</p> <p>Adequate time and resources for actualizing school improvement</p> <p>A clear, coherent focus for school improvement</p> <p>Build the collective capacity of the faculty / staff</p>	<p>G 1</p>	<p>Faculty and staff conduct a self-evaluation for student-centered learning use the Global Best Practices Self-evaluation Tool</p> <p>Review the results and build a 2-3 year school improvement plan</p> <p>Review the DD model and school meeting structure and make changes as needed</p> <p>Utilize the Department Dean model</p> <ul style="list-style-type: none"> ● To serve as conduits between the District and School ● To create structures and lead the work of the school improvement plan <p>Professional Learning Groups</p>		<p>All</p>	<p>A school improvement plan that reflects the voice of the faculty and staff</p> <p>A school improvement plan with clear objectives, activities, due dates...</p> <p>Increased ownership and faculty / staff satisfaction</p>

