

Sunapee School District Strategic Plan 2017-2022

The Strategic Plan is a framework through which the district supports our schools to ensure the academic success of each student. The goals set forth by the school board are articulated within the strategic plan and are recognized as the blueprint for transformation for academic and cultural growth.

Sunapee School District Mission

The Mission of the Sunapee School District is to prepare students to be life-long learners and contributing members of society by maintaining a challenging educational program in a safe environment.”

Sunapee Middle/High School

Sunapee Middle/High School is committed to preparing and encouraging all students to be positive, caring and contributing members of society by maintaining high academic, social, and civic expectations within a secure environment.

Sunapee Central Elementary School

The mission of the Sunapee Central Elementary School is to empower students to become lifelong learners and contributing members of society by providing intellectual, social and physical experiences

Stakeholders

Students, Teachers/Staff, Parents, Taxpayers, and Community

Sunapee Schools are places of learning where all members of the school community understand the commitment to our beliefs and expectations. Administration, Faculty, Staff, Parents and Community members embrace the belief that we are role models and will exhibit good behaviors as models for our students to follow. We are all responsible for creating a safe and secure school environment that promotes social and academic growth and develops an enthusiasm for learning for all.

Expectations of Excellence an environment of high expectations in which all people consistently strive to operate at optimal performance levels.

Respect caring for all people and valuing their unconditional worth.

Integrity/Ethical Behavior consistent actions based on the highest standards of credibility, honesty, and ethical behavior.

Collaboration working together to achieve common goals through open and honest communications.

Communication conveying thoughts and ideas through a variety of mediums that promote clarity and understanding.

SMHS Core Values and Beliefs Statement

Sunapee Middle-High School is committed to preparing students to be positive, caring, and contributing members of society by maintaining high academic, social, and civic expectations within a secure environment.

As a community of learners, we value:

- Tolerance, courtesy, and respect
- Rigor and challenge
- Connections between caring adults and students

As a community of learners, we believe:

- Students should have the opportunity to develop their individual interests and talents through comprehensive course and co-curricular offerings.
- Students should have opportunities to collaborate to become effective problem solvers, designers, and creators.

- Students learn best when instruction is engaging, relevant, and applicable to the real world.
- Students learn best when assessments are challenging and varied.
- Students achieve the greatest success when they take responsibility for their education.
- Technology is a useful tool in instruction and learning
- Communication between staff, students, and community is important to student success and growth.
- Students should make connections with the local community and appreciate that they are part of a broader global community.

Learning Expectations:

Academic Expectations

- Problem solve effectively
- Think critically
- Read effectively
- Write effectively
- Speak well
- Demonstrate knowledge and skills

Social and Civic Expectations

- Act with courtesy, respect, integrity, and compassion
- Demonstrate responsibility and initiative, both as an independent learner and as a team member
- Be helpful and contribute to the school and community

SCES Philosophy and Beliefs

The primary goal of Sunapee Central Elementary School is to empower students to become lifelong learners and contributing members of society. We recognize that children are individuals, learning in different ways and at different rates. Reasonable, yet challenging, goals for these differences are best met in a nurturing and safe environment where everyone is treated with respect and dignity.

School-Wide Principles

One responsibility of our school staff is to set and enforce guidelines consistent with the following five principles:

- I will take responsibility for my actions.
- I will speak in a respectful manner.

- I will keep my hands, feet and other objects to myself.
- I will stay in my assigned area.
- I will listen to the adult in charge as I would want him/her to listen to me.

Guidelines which support these five principles:

- Students must learn to respect the values and dignity of each individual.
- Students will be given opportunities to be leaders as well as followers.
- Students will be given choices to help develop decision-making skills.
- Students will be given opportunities to develop positive values.
- Students learn from their failures as well as their successes.
- Students will learn to recognize the natural consequences of their actions.
- Students will be responsible for following the specific rules of their individual classrooms.
- Students will listen when adults are speaking.
- Students will learn when talking is appropriate and when it is not.
- Students will move throughout the building and classrooms in a quiet, orderly manner.
- Students will learn to work independently and in groups of various sizes.
- Students will attend to tasks at hand.
- Students will handle all materials safely and with respect.
- Students are expected to finish all tasks to the best of their abilities

Strategic Planning Process:

The Sunapee School District voted in April 2016 to develop a strategic plan. The Board authorized the Superintendent to form a Strategic Planning Committee (SPC) working along with New England School Development Council (NESDEC) to help facilitate the process. The SPC was created in September 2016 and began the process to gain a sense of current practices, to identify positive attributes of the district, and to identify the challenges of the district.

NESDEC conducted four focus groups - Students, Teachers, Parents, and Community. There was a public forum held for each group and the result was a compiled list of strengths and challenges. Based on these results, the SPC identified the top 5 challenges and strengths. A survey was created/delivered in January 2017 to help obtain more feedback. A link was sent out to every current student, teacher, and parent in our school

community. The community survey was posted on the district website and advertised in the local paper. Paper copies were available to anyone who requested.

With the survey results the SPC had the task of developing 3-5 strategic planning goals which were presented and approved by the school board in March 2017.

Goals:

Goal 1: The Sunapee School District will provide a rigorous and diverse academic program that promotes high student achievement through an innovative curriculum that is evaluated and adapted to ensure optimum student growth.

Goal 2: The Sunapee School District will sustain and expand a welcoming culture focused on cooperation and collaboration, healthy competition, respect for individuality, open communication and support among the school and community, and a positive and inclusive social learning environment.

Goal 3: The Sunapee School District will expand authentic, flexible, innovative instruction and curriculum. We will provide opportunities that honor the strengths and address the challenges of all students to optimize their educational success.

Goal4: The Sunapee School District will provide academic and co-curricular schedules that balance the needs of students, teachers, and families

Goal 5: The Sunapee School District, in order to foster a culture of growth and to ensure best instructional practices for all students, will promote high quality, continuity, and effectiveness of faculty and staff through comprehensive recruitment, responsive staff development, and authentic evaluation

Strategic Planning Committee Members:

Amanda Barton, Teacher SMHS

Anna Miner, Parent

April Royce, School Board Rep

Corinne Levasseur, Teacher SMHS

Erin Terry, Parent

Heather Furlong, School Board Rep

Jackie Keegan, Teacher SCES

Joanne Skarin, Teacher SCES

Joan Chandler, Community member
Jollien Johnson, Community Member
Laurie Balch, Parent
Maria Fair, Parent
Jodi Bergen, Principal SCES
Sean Moynihan, Principal SMHS
Terra Geer, Director of Special Education SAU
Russell Holden, Superintendent SAU
John Kennedy, NESDEC

Goal 1: The Sunapee School District will provide a rigorous and diverse academic program that promotes high student achievement through an innovative curriculum that is evaluated and adapted to ensure optimum student growth.

Strategy 1.1 Curriculum
Strategy 1.2 Competency Based Learning
Strategy 1.3 Integrate STEAM

Action Plan	Person(s) Responsible	Major Action Steps	Timeline	Resources Needed	Results Expected/ Evidence of Success
1.1 Uphold the Curriculum Review Cycle	SAU/ Building Admin/Teachers	Curriculum Mapping Support Professional Development Develop and Review Building Level Curriculum Committees	Ongoing Ongoing	Support Atlas Program Meeting Time	Curriculum aligned with current standards and best practiced instruction
1.2a SMHS: Developing competencies for grades 6-8 and update and review 9-12 competencies by Grade/Subject at SMHS	Building Admin/Teachers/ Departments	Provide professional development Develop Competency Teams 6-8	9-12 Review 2017-2018 6-8 Competency Teams Developed 2017-2018	Budget Support PD	Completed Competencies for Review by Curriculum Committees

			6-8 Draft Fall of 2018		
			All competencies updated and reviewed 2019-2020		
1.2b Develop K-5 Competencies at SCES	SCES Principal SCES Competency Team SCES Curriculum Teams	SCES Team to Competency Design Studio	July 2017	Funding from Grant	Review of Competency Education to present at opening staff meeting Timeline of competency development
		Develop Competencies for Math	Sept 2017 - June 2018	PD Time Budget support for out-of-contract hours	Competencies developed in ELA and Math
		Develop Competencies for Science/SS/Arts	Summer 2018		Competencies developed in Science/SS/Arts
		Develop Competencies for ELA	Sept 2018 - June 2019		
		Create Rubrics for each course	Sept 2019 - June 2020		Rubrics created for all courses/ competencies

		Create Performance Tasks for each course	Sept 2020-June 2021		Performance Tasks created for all courses/competencies
1.3 a SMHS: Assess, and strengthen STEAM programs and increase integration into classes.	SAU/Building Admin/Teachers	- Professional Development -Committee work	Ongoing	Budget Support Professional Development	Course offerings reflect student interest in a variety of STEAM disciplines. Course offerings will be detailed in program of studies. Integration of STEAM curriculum Lesson plans reflect a variety of STEAM activities for students to access.
1.3b Integrate STEAM programs at SCES	Principal Classroom Teachers Art/Music Teachers	Develop whole-school and grade-level STEAM activities for students during Quarterly	Ongoing	Budget support for activity supplies Budget support for substitute staff	Lesson plans of STEAM activities Student Surveys or Exit Tickets

	Tech Integrator	Collaborative Meeting			
		Monthly STEAM lessons in classrooms K-5	Ongoing	Collaboration time between classroom teachers and UAs/tech integrator	Lesson Plans showing STEAM integration

Goal 2: The Sunapee School District will sustain and expand a welcoming culture focused on cooperation and collaboration, healthy competition, respect for individuality, open communication and support among the school and community, and a positive and inclusive social learning environment.

Strategies:

Strategy 2.1 Communication

Strategy 2.2 Student Recognition

Strategy 2.3 Inclusive Learning Environment

Strategy 2.4 Family Engagement

Action Plan	Person(s) Responsible	Major Action Steps	Timeline	Resources Needed	Results Expected/ Evidence of Success
2.1 Ongoing Communication	District Wide Staff, Administrators,	-Public Forums - Twitter -Web Site -Email/mail/phone	Ongoing	-Continued web site development and support -Professional development on	-Engage the school community -Deliver and share information in a timely manner – Facebook, Twitter, Newspaper, Updated Web site -Celebrate successes

	<p>PTO</p> <p>Parents</p>	<ul style="list-style-type: none"> - Training on social media -Developing our brand -Community outreach 		<p>appropriate use of social media</p> <ul style="list-style-type: none"> -Budget support -Field experts -Materials -Time for planning 	<ul style="list-style-type: none"> -Greater parent engagement -Greater early intervention to reduce need for future services
<p>2.2 SMHS: Expand and develop models that recognize student successes</p>	<p>Administration</p> <p>Guidance</p> <p>Faculty</p>	<p>-Collaborate with students and parents to review class ranking model and possibly replace with a revised system for student recognition.</p>	<p>Student focus groups created in 2017-2018 school year with possible 2018-2019 implementation.</p>		<p>Potential Revision of Class Ranking system and replacement with other student recognition system.</p> <p>Increase opportunities to recognize student achievement. Continue to provide recognition trips to honor roll students, budget money for recognition awards such as Sunapee school clothing.</p>

<p>2.2a Promote SCES School Spirit</p>	<p>Principal Staff PTO</p>	<p>Whole School Assemblies</p> <p>Student and Staff Citizenship Recognition</p> <p>Evening Events for Families</p>	<p>Ongoing</p>	<p>Time in Master Schedule</p> <p>Space for evening events: Sherbourne Gym</p> <p>PTO financial support for evening and special events</p>	<p>Regularly scheduled whole school assemblies</p> <ul style="list-style-type: none"> ● First Week of School ● Winter Holiday ● End of each Trimester ● Last Week of School <p>Staff and student recognition for academic and social excellence</p> <ul style="list-style-type: none"> ● Trimester Citizenship Awards ● 5th Grade Citizenship Award @ Graduation ● Staff Citizenship Awards ● Trimester Academic Recognition <p>Attendance at evening events/Parent Surveys</p> <ul style="list-style-type: none"> ● Sign-In Logs ● Survey Results
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<p>2.3a Promote and support collaboration amongst staff to address the identification and utilization of resources and supports- paras, AT, interventions, community initiatives, accommodations and modifications</p>	<p>Administrators All Teachers Para educators Related Service Staff</p>	<p>Identify and prioritize the student needs</p> <p>Identify the teams to address student needs</p> <p>Identify formats for collaboration</p> <p>Schedule times for staff members to meet as needed</p>	<p>On-going</p>	<p>Facilitator</p> <p>Time Schedule that supports the initiative</p>	<p>More effective use of our resources as indicated in SPED surveys.</p> <p>Explicit and targeted descriptions of supports in student IEP's</p> <p>Scheduled times for special education staff and general education staff to meet.</p>
<p>2.3b Continue to increase opportunities to make connections beyond core academic classrooms.</p>	<p>Principals, Teachers, PTO, guidance</p>	<p>Increase access to mentors for students throughout the district</p>	<p>2018-2019</p>	<p>Time for organization</p> <p>PD for mentoring/ coaching</p>	<p>Greater student engagement</p> <p>Greater teacher investment in individual student outcomes; Fewer student failures, increased student course survey results</p>

<p>2.3c Expand and develop responsive social emotional curriculum at all levels</p>	<p>Principals Teachers, Guidance, Special Education</p>	<p>--Enhance the advisory program SMHS</p> <p>- Review and enhance Courage to Care, Second Step, and Zones of Regulation Programs</p> <p>Include executive functioning curriculum to courses and include in course maps.</p> <p>Review our social emotional curriculum to ensure they are being delivered globally and with integrity.</p> <p>Review our supplemental programming.</p>	<p>2018-2019</p> <p>2018-2019</p> <p>2019-2020</p> <p>2020-2021</p>	<p>PD in the areas of executive function and social emotional development</p> <p>Materials</p> <p>District Social Worker/Mental Health Professional</p>	<p>Comprehensive K-12 social emotional curriculum</p> <ul style="list-style-type: none"> • Zones of Regulation Curriculum • Second Step Curriculum <p>Inclusion of soft skills in academic courses</p> <ul style="list-style-type: none"> • Executive Functioning skills instruction <p>Detailed list of district interventions that support social emotional development</p>
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<p>2.3d Review school wide approach to behavior for all Students</p>	<p>Teacher Principals</p>	<p>Collect and analyze data regarding student behaviors</p> <p>Develop and implement a consistent approach for students to access support</p> <p>Consistent implementation of BIPS</p> <p>School-Wide Manners Initiative (SCES)</p>	<p>2017-2018</p> <p>2018-2019</p> <p>2017-2018</p>	<p>Professional Development on BIP implementation</p> <p>Meeting time</p> <p>Planning time for committee</p> <p>Staff Meeting time for roll out</p>	<p>Analysis of Student Support Center Data (SCES) - consistency of breaks</p> <ul style="list-style-type: none"> ● Student-directed breaks ● Scheduled breaks ● Teacher-directed breaks <p>Decrease in student behavior</p> <ul style="list-style-type: none"> ● At SCES, analysis of SST Data will show a decrease in student office referrals <p>Improved access to supports for students in distress</p> <p>Analysis of data from SST showing increased utilization of resources for students in distress</p>
<p>2.3 e Develop mid/end year grade/subject feedback process for students/parents</p>	<p>SAU Building Admin Teachers</p>	<p>Create feedback tool Pilot group</p> <p>Create Sample Surveys for</p>	<p>January 2018 Draft of Classroom</p>	<p>Continued to support Panorama / Look at other areas of data collection.</p>	<p>Direct feedback for teachers</p> <p>Teacher professional growth</p> <p>Goal building</p>

		<p>faculty staff to choose from</p>	<p>Pilot Surveys</p> <p>Pilot Surveys in 2017-2018 School Year.</p> <p>Full implementations in 2018-2019 school year</p>		<p>Voice to parents and students</p>
<p>2.4 Parent Education Forums</p>	<p>SAU Building Admin Teachers Staff</p>	<p>Forums for new initiatives</p> <p>Forums for special education topics</p> <p>Principals Forums</p> <p>Superintendent Forums</p> <p>Title I Parent Forums</p>	<p>On going</p>	<p>-Budget support</p> <p>-Materials</p> <p>-Time for planning</p>	<p>Increased parent knowledge as reported by parents and in the special education parent involvement survey</p> <p>Increased parent involvement as reported by parents and in the special education parent involvement survey</p>

<p>2.4 Early Childhood Outreach</p>	<p>-SAU -Building Admin - Preschool Teacher</p>	<p>Explore and implement quarterly parent-child STEAM groups</p> <p>Explore PM programming</p> <p>Books to Babies</p>	<p>2017-2018</p> <p>2018-2019</p> <p>2019-2020</p>	<p>-Budget support -Field experts -Budget support -Materials -Time for planning</p>	<p>Early identification and of students</p> <p>Increased parent involvement as demonstrated in participation in early childhood activities offered.</p>
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<p>Goal 3: The Sunapee School District will expand authentic, flexible, innovative instruction and curriculum. We will provide opportunities that honor the strengths and address the challenges of all students to optimize their educational success.</p>					
<p>3.1 Response to Intervention</p> <p>3.2 Multiple Paths to Student Success</p>					
<p>Action Plan</p>	<p>Person(s) Responsible</p>	<p>Major Action Steps</p>	<p>Timeline</p>	<p>Resources Needed</p>	<p>Results Expected/ Evidence of Success</p>
<p>3.1 a Implement a strong, systematic practice for Multi-Tiered Systems of Support (MTSS) K-12</p>	<p>Principals, teachers, guidance, reading specialists, SPED</p>	<p>Ensure we have the appropriate universal screening at each grade level</p> <p>Develop 3-4 tiers of support and define who</p>	<p>By 2017-2018 on-going</p> <p>2018-2019</p>	<p>Universal screening tool</p> <p>Internal experts</p> <p>Time</p>	<p>Students identified and receive early intervention</p> <p>Struggling students will be identified and areas of need will be addressed leading to greater student's success.</p>

		<p>will provide instruction at each level</p>		Internal Experts	Curriculum
		<p>Implement universal screening at the 1st grade level</p>	2017-2018	Internal Experts	
		<p>PD for the development of MTSS</p>	2018-2019	Internal Experts Time	
		<p>Organize a committee at each building to oversee MTSS for that building</p>	2017-2018	Internal Experts	
		<p>Identify the protocol for collecting data regarding progress.</p> <p>-implement</p>			

		<p>-evaluate and refine</p> <p>-Set benchmarks for progress</p> <p>Review Student Support Team model and make adjustments based on student population</p>	2017-2018	<p>PD Time</p> <p>PD in analyzing student data</p>	<p>SST Process will be streamlined to reduce caseload while increasing time and resources for remaining students</p> <p>Increase teacher satisfaction with SST process</p> <p>Increased student achievement/decrease in Special Education referrals</p>
<p>3.1b (SCES) Develop and implement a user-friendly method of student data collection and analysis</p>	<p>Principal</p> <p>All Staff</p>	<p>Implement revised Personal Learning Plans for students to include detailed intervention data</p>	Fall 2017	<p>Access to Student Data</p>	<p>Improved response time to student deficiencies</p> <p>More focused interventions</p> <p>Increased student achievement/decrease in Special Education referrals</p> <p>Intervention data (progress monitoring) will show student</p>

					<p>progress within a 6-8 week time frame and/or an adjustment to the intervention (frequency, duration, intensity)</p> <p style="text-align: center;"><u>DATA</u></p>
<p>3.1c SMHS: Assess and improve collaboration within English and math skills courses as SMHS middle and high schools.</p>	<p>Administration Curriculum Teams Special Education</p>	<p>Identify the instructional components in the skills classes- core content, executive functioning, specialized components, etc.</p> <p>Provide format for review of the support curriculum.</p>	<p>Review skills curriculum Fall 2017</p> <p>Gather input through feedback forms and meetings Spring 2017-Spring 2018</p>	<p>Provide Professional Development Time</p> <p>Curriculum Coordinator</p>	<p>Completed skills curriculum</p> <p>Format for formal communication review among core teachers and providers of skills curriculum</p>

		<p>Provide formal meeting times for collaboration among classroom teachers and skills providers.</p>	<p>Revise Existing Skills curriculum</p> <p>Fall of 2019</p>		
<p>3.2a Investigate a leveled diploma system.</p>	<p>Principal Guidance Committee with Gen Ed, SPED, may be parent rep and student rep</p>	<ul style="list-style-type: none"> -Explore area school district approaches to leveled diploma system -Identify Pros and Cons -Craft a level system that meets the needs of our students -Address certificate of attendance -Generate policies that 	<p>2019-2020</p> <p>2019-2020</p>	<p>Time to explore options</p> <p>Collaboration</p> <p>Facilitator/ Point person</p>	

		support the tiered system			
3.2 b Multi-modal Approaches to Instruction (PBL, On-line, ELO)	Administration Staff	-UDL Training and Coaching -PBL Training -Explore and adopt on-line education program -Development of ELO's -Incorporation of outdoor education opportunities	2017- 2017- 2018- 2019-	PD time and funding UDL Coach Committees to explore online learning	-Greater student satisfaction -More meaningful experience and learning - Less students to alternative programs -Improved transition planning SCES: <ul style="list-style-type: none"> ● Use of online resources to assist with instruction indicated in Lesson Plans/Maps ● PBL indicated in Lesson Plans ● Student and Parent Surveys of instructional approaches

Goal 4: The Sunapee School District will provide academic and co-curricular schedules that balance the needs of students, teachers, and families.

- 4.1 Homework**
- 4.2 School Schedules**
- 4.3 Extracurricular Events**
- 4.4 Assessment Scheduling**

Action Plan	Person(s) Responsible	Major Action Steps	Timeline	Resources Needed	Results Expected/ Evidence of Success
4.1 Develop committee to Review/communicate homework policies. K-12	Principal Teachers	Establish homework practice	2018 2019	Meeting time Survey tool	<p>Communicated practice on homework, purpose, time, amounts K-12</p> <p>Increased student participation in After school activities</p> <p>SCES:</p> <ul style="list-style-type: none"> • After School Club Attendance • Homework Club Attendance

4.2 Research Start times and end times, length of school year	Principals Teachers	Research best practices, establish committee		Professional development	Proposal from committee to Superintendent/School Board
4.2a Research different scheduling options for SMHS	Principals Teachers	Research best practices, establish committee Develop flexible plan for instrument lessons	2018 2017-2018	Meeting time School visitation	Make changes based on committee's finding that support student learning at SMHS More students participating in band and chorus
4.3 SCES: Creative Scheduling of Extra-Curricular and Evening Activities	Principal, Teachers	Increase music teacher contract to allow for increased offerings Combined evening events	2018-2019 2018-2019	Budget support for increase in position	Additional instrument lesson offerings <ul style="list-style-type: none"> • Strings • Ukulele <p style="text-align: center;"><u>LISTING</u></p> Increased family and community attendance at evening events <ul style="list-style-type: none"> • Cardboard Challenge • Art Show

		<p>Gather feedback from principal's advisory and roundtable events</p> <p>Committees Review data and create action plan Fall of 2020</p>			<ul style="list-style-type: none"> ● Prize Speaking ● Band/Chorus Concerts ● Science Night <p style="text-align: center;"><u>DATA</u></p>
4.3a Summer programs	Principals, Special Education Director	Establish summer programs for all students	2019	Budget support meeting time	Meeting the needs of our students with summer programs
4.3b SMHS review extra curricula programs	Principal, teachers, athletic director	<p>Establish committee</p> <p>Survey Students/ parent</p>	2019	<p>Possible budget support</p> <p>Staffing</p>	Extra-curricular events that enrich and support students interests and academics

4.4 Assessment Scheduling	Superintendent , Principals, Teachers	Establish needed assessments for frequency, purpose and usefulness	2018	Meeting time	Establish schedule, assessment tools and communicate with school community, ensure data is used to drive instruction NWEA, SAT, Local Assessments
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Goal 5: The Sunapee School District, in order to foster a culture of growth and to ensure best instructional practices for all students, will promote high quality, continuity, and effectiveness of faculty and staff through comprehensive recruitment, responsive staff development, and authentic evaluation.

5.1 Recruitment

5.2 Mentoring

5.3 Professional Development

5.4 Evaluation

Action Plan	Person(s) Responsible	Major Action Steps	Timeline	Resources Needed	Results Expected/ Evidence of Success
5.1 Recruitment	SAU/Building Admin	Review hiring process	2019	Meeting/research best practices	Update process if needed after review

5.2 Mentoring	Administrators Mentors	Update staff handbooks	2017-2018		
		Design and implement orientation program	2018-2019	Stipends for Mentor staff	Updated staff handbooks
		Mentoring training for current staff	2018-2019	Meeting time for mentor and mentee	Formal mentoring process district wide
		Fully implement mentoring program	2019-2020		Improved new staff satisfaction, use survey as evidence
5.3 Professional Development	Administration PD Committee	Promote and Support personal professional development in innovative instructional strategies	2017-2018	PD in developing professional goals Coaching/ mentoring for new staff and those on improvement plans	Improved quality of 3-year and annual goals Increase in teacher professional development in innovative strategies Develop a system of more individualized PD, micro credentialing, improved

<p>5.4a Staff Evaluation</p>	<p>SAU/Building Admin</p>	<p>Revise and update staff performance appraisal process</p>	<p>2020</p>	<p>Research Best Practices, Meeting Time</p>	<p>Develop a system of evaluation for staff that looks at very specific qualities</p>
<p>5.4b Teacher Evaluation</p>	<p>SAU/Building Admin/STA</p>	<p>Work with STA to continue to revise and update teacher evaluation</p> <p>Provide opportunities to integrate peer evaluations into the schedule in order to improve teaching practices and promote collegial support into the evaluation process</p>	<p>2019-2020</p>	<p>Meeting with SAT to develop process</p>	<p>Develop a system of evaluation for certified faculty that looks at very specific qualities of teaching excellence.</p>

Emergency Management Preparedness

The Sunapee School District has been actively involved with both Homeland Security and our local police department to review and assess our emergency procedures, evaluation of our facilities for potential safety issues, conduct on site and table top drills and provided ongoing opportunities to practice our emergency plans.

We are committed to: (Continuing)

- Strengthen partnerships with local law enforcement agencies
- Strengthen district capacity to mitigate, prevent, prepare for, respond to and recover from crises and emergencies
- Update life/safety/ security equipment and standards for schools and facilities
- Enhance specific guidelines and standard operating procedures (SOP) for emergency situation.

Sunapee School District Technology Commitment

The Sunapee School District Technology Commitment is to create a technology rich teaching and learning environment that encourages collaboration, communication, innovation, and achieves academic and professional proficiency for all students and teachers respectively.

We believe students and teachers should be able to use technology to:

- Enhance teaching and learning to meet the learning needs and styles of all students
- Engage in learning anytime, anyplace
- Procure, research, organize, and share information
- Think critically and solve problems
- Innovate and create new ideas
- Express themselves effectively and creatively
- Collaborate with other students and teachers anywhere in the world

Through the expanded use of digital media, assistive technologies and universally designed instruction, diverse learners will have access to the curriculum, including those with learning, communication, and physical challenges

- Administrators, staff, and students will be provided with the appropriate tools, instruction and methodology to fully integrate technology in the education process
- Technology resources will be evaluated, assessed, and upgraded continually to ensure maximum opportunity for all learners to be competitive in a technological world
- Through technology all learners will have the opportunity to reach their full potential and lead productive lives as contributors to society.
- Technology is not the only tool, but it is a critical tool that needs to be used proficiently in order for students to graduate from Sunapee School District with the skills to succeed in college and in an increasingly competitive global workforce.

Sunapee School District Budget Commitment

- Develop a transparent budget that supports the strategic plan goals and share details with community stakeholder.
- To implement parameters for developing responsible budgets that support educational measures which advance student learning
- Develop a budget with the aim of maintaining the long-term financial stability of the School.
- Submit the annual budget to the Board in October, review the budget at subsequent Board meetings before the March town vote
- Closely monitor the School's compensation and employee benefit programs.

Sunapee School District Facility Commitment

- Maintenance and enhancement of School Facilities to support and enrich the School Programs for 21st century learning.
- Develop the Capital Improvement planning document that will guide the board of the issues needed to maintain and enhance the school building and grounds.
- To provide students, parents and teachers with facilities that are up to state and federal codes in safety, environmental issues, and ADA compliance.

