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Action Plan: Academics and Rigor and 21st Century Skills 2018-19	Christie Michaud & Sandy Allaire

Measurable Goal:

Goal 1: The Timberlane Regional School District will engage PreK-12 students in personalized, competency based educational experiences to include 21st century knowledge and skills needed to be successful in school, work, and life.

Objective 1: Personalize learning opportunities for students in environments that are flexible and learner-centered.

#	Activity/ Strategy/ Steps Bold= 2018-19 activities	WHO will do WHAT	WHEN	Progress Notes
1.1	a) Advance the work of the district focused on providing students with career pathways, extended learning opportunities, vocational experiences, dual enrollment, and non-traditional courses.			
1.1	**b) Train educators and implement school-wide flexible approaches that personalize learning for students, including designing lessons that provide students with multiple ways to engage in and represent their learning.**			
1.1.	**c) Increase student use of technology to create, analyze, synthesize, and evaluate while learning.**			

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1.1	d) Increase support for students using systematic approaches and proven effective interventions in the areas of Social-Emotional Learning, Mathematics, and Literacy for learning with varying needs.			
1.1	e) Explore the development of a district funded full-day Kindergarten program.			

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Measurable Goal: Goal 1: The Timberlane Regional School District will engage PreK-12 students in personalized, competency based educational experiences to include 21st century knowledge and skills needed to be successful in school, work, and life. **Objective 2: Create PreK-12 STEAM opportunities that promote collaboration, problem solving, creativity, and the confidence needed for the 21st century learning and careers.**				
#	*Activity/ Strategy/ Steps* Bold= 2018-19 activities	*WHO will do WHAT*	*WHEN*	*Progress Notes*
1.2	a) Create STEAM labs and Makerspaces in schools for all students to participate in.			
1.2	**b) Engage students PreK-12 hands-on experiences with coding, computing, and other Computer Science standards as well as greater access to CS courses credit at the secondary level for students interested in in-depth study for career and college preparation.**			
1.2	**c) Train teachers in cross-disciplinary instructional practices necessary for facilitating classrooms where students create, think analytically and logically, integrate**			

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	technology literacy and fluency, and problem solve collaboratively with peers.			
1.2	**d) Provide classrooms with STEAM resources, materials, and project ideas.**			
1.2	e) Explore adding and implementing courses at TRHS that focus on vocational skills, trades, and career development.			

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Measurable Goal:

Goal 1: The Timberlane Regional School District will engage PreK-12 students in personalized, competency based educational experiences to include 21st century knowledge and skills needed to be successful in school, work, and life.

Objective 3:   Implement competency-based education, PreK-12, providing students with project based learning opportunities, performance based assessments, and accurate systems of reporting focused on increasing levels of rigor, achievement, and soft skills acquisition.

#	*Activity/ Strategy/ Steps* Bold= 2018-19 activities	*WHO will do WHAT*	*WHEN*	*Progress Notes*
1.3	**a) Train educators in project-based learning practices.**			
1.3	**b) Design performance based assessments and rubrics, and reduce the number of standardized assessments.**			
1.3	**c) Focus instruction on deeper understanding of topics and the application of learning to new tasks.**			
1.3	d) Build in greater accountability measures for students who do not meet competency standards, including competency recovery procedures.			

1.3	e) **Design and implement reporting tools for secondary schools that reflect a traditional grade and supplemental information on competency acquisition.**			
1.3	f) Collect data on preparedness for college, workplace, and career, and on success post college via survey for TRSD graduates 2 -6 years post-graduation.			
1.3	g) Re-evaluate the model and description of a "Timberlane Graduate" and use it to guide the vision district-wide and in the community.			
1.3	h) Identify performance benchmarks and exemplars so students can strive for mastery.			

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Measurable Goal:

Goal 2: The Timberlane Regional School District will attract, hire, develop, and retain professional educators and support staff who can effectively engage students in rigorous curriculum and 21st century learning.

Objective 1:   Develop and provide a systemic program of job-embedded, on-going, training that supports collaborative practices and educator empowerment.

#		Activity/ Strategy/ Steps Bold= 2018-19 activities	WHO will do WHAT	WHEN	Progress Notes
2.1	a)	**Develop a district-wide structure of Professional Development that allows teacher input into the New Teacher Induction and Mentoring program, ongoing PD offerings, needs assessments, and goal setting.**			
2.1	b)	Promote learning environments that allow educators to take risks, and explore and evaluate creative approaches which can be used to inform instruction.			
2.1	c)	Work together with TTA to incentivize educators and to develop collaborative professional learning communities (PLCs) that provide time for educators to work across content areas, to share integrated lessons and new practices, engage in data review cycles, and support the curriculum.			

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Measurable Goal: Goal 2: The Timberlane Regional School District will attract, hire, develop, and retain professional educators and support staff who can effectively engage students in rigorous curriculum and 21st century learning. **Objective 2: Develop common beliefs, understandings, and practices to inform the implementation of STEAM and competency based education.**				
#	*Activity/ Strategy/ Steps* Bold= 2018-19 activities	*WHO will do WHAT*	*WHEN*	*Progress Notes*
2.2	a) **Develop an action plan that articulates common beliefs and goals around personalized, competency based learning that will be shared district-wide and monitored for implementation and progress.**			
2.2	b) Develop an action plan that articulates common beliefs and goals around STEAM education that will be shared district-wide and monitored for implementation and progress.			
2.2	c) Train teachers in specific practices and approaches to personalize learning and effectively teach learners of varied abilities.			

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Measurable Goal:

Goal 2: The Timberlane Regional School District will attract, hire, develop, and retain professional educators and support staff who can effectively engage students in rigorous curriculum and 21st century learning.

Objective 3: Re-evaluate the mentoring programs for professional and support staff within their first years in the district, and revise the program as needed.

#	Activity/ Strategy/ Steps Bold= 2018-19 activities	WHO will do WHAT	WHEN	Progress Notes
2.3	a) Survey teachers to understand mentoring program strengths and opportunities for improvement			
2.3	b) Establish a mentoring and induction committee to analyze and propose changes to the current program.			

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Measurable Goal:

Goal 2: The Timberlane Regional School District will attract, hire, develop, and retain professional educators and support staff who can effectively engage students in rigorous curriculum and 21st century learning.

Objective 4:   Motivate and incentivize educators to be career educators in TRSD and life-long learners.

#	*Activity/ Strategy/ Steps* Bold= 2018-19 activities	*WHO will do WHAT*	*WHEN*	*Progress Notes*
2.4	a) **Encourage teachers to self-reflect, set goals, and engage in personalized and self-initiated professional learning.**			
2.4	b) **Encourage teachers to apply for SIM project funds via TTA contract to work on projects that are intrinsically motivating, to explore creative programs/activities, or find solutions to problems.**			