

## **Conway School Board**

Strategic Plan Update-Overview

March 26, 2018

### **Focus Area 1: We will recruit, recognize and develop the most effective personnel**

- Multi-year contracts for all bargaining units
- Collecting data around personnel (years of service/educational attainment)
- Online job postings and application to increase efficiency; advertising via newspapers, online sites AND social media (@sau9nh on Twitter)
- Qualities of candidates must be in line with the vision, mission and values of the district while demonstrating a commitment to competency-based education practices
- Begun discussions with personnel committee regarding staff recognition for programs that have a positive influence on students; Publicizing great work on social media and website

### **Focus Area 2: We will strive to continuously improve each student's level of achievement and growth**

- Curriculum committees in literacy, math, science and social studies all now have K-12 membership; working to clearly identify competencies, align standards, create learning progressions, and then map units of study - working with a consultant to evaluate and assist this spring
- ELO development - policy created, grant-funded position to develop program, currently piloting different opportunities for students
- Professional development opportunities to impact classroom practice and student achievement
  - So far this year, administrators have facilitated five, after school Instructional Seminars on CBE components - As of March 26th, 2018, 92 people have attended at least one seminar; 3 more seminars coming this spring
  - QPA Training - Over 30 educators taking part in the 3 day training - working to create high quality, performance assessments that will impact instruction and achievement
  - Leadership Course in CBE through SNHU at KHS - 16 educators taking part
  - PACE - 2 educators from PTS attending Teacher Leader Training; 6 other PTS teachers taking part in task development with NH Department of Education (3 days each)
- Competency-Design Studio - teams from each SAU9 school participating this summer (3-day conference in Manchester) 49 Conway educators attending
- Examination of transiency data/attendance data in progress

**Focus Area 3: We will utilize appropriate technology to enhance student achievement and improve operational efficiency**

- Monthly technology meetings, representatives from all schools invited, working on goals of the 3-year technology plan
- Obsolescence plan established; chromebooks have improved life, access to tech for all students at school
- Network and bandwidth upgrades
- Updated job descriptions; reallocation of staffing in next year's budget based upon identified and changing needs
- Curriculum work has begun, still in development
- PD needs being evaluated; planning in progress to provide access to PD as needed and in ways that will impact classroom instruction

**Focus Area 4: We will promote a school community that enhances educational opportunities and increases involvement in our schools**

- Most school websites updated, continuing work to ensure updated information available
- Use of Twitter (@sau9nh) to communicate
- Move to School Messenger Communicate - phone calls AND email AND text AND it integrates with websites
- ELO program development - increasing collaboration between schools and businesses/opportunities for students

**Focus Area 5: We will provide the appropriate facilities and physical resources to support the current and future needs of the district**

- Ongoing collection of enrollment projections - staffing requests reflective (i.e. JFES staff reorganization)
- Warrant articles carefully prioritized to not create competition
- Continued efforts to reduce waste and conserve energy (electrical upgrades, changes in cafeterias)
- Potential partnership with Conway Recreation Department
- Focus on School Safety
  - Homeland Security evaluation
  - Meetings with Conway PD
  - School-based drills
  - Conference in Plymouth