

Bristol-Plymouth Regional Technical School District/School Improvement Plan 2022-2023

CORE VALUES/BELIEFS

Belonging, Persistence, Teamwork, Excellence, Creativity, Honor

The mission of the Bristol-Plymouth Regional Technical School is to prepare students to become educated members of a skilled workforce. Through discipline and experience, Bristol-Plymouth students will develop their intellectual, civil, and creative capacities to their fullest. The aim of education at Bristol-Plymouth is the cultivation of citizens with life-long ties to their school and communities.

We, as a school community, believe that to accomplish our mission the education we provide must be a dynamic and continually evolving process. The school environment must be fluid in order to prepare students who are capable of becoming productive members of an ever changing society.

We also believe that improvement must be a continuous process. The improvement plan must be a document that is applicable to the function and climate of Bristol-Plymouth. It must be reviewed frequently, progress must be monitored on a regular basis and goals must be revised each year.

We further believe that the plan to guide us in improving and evolving must be a plan in which the entire community is invested. Representatives from all areas of the Bristol-Plymouth community have been involved in the development of our District/School Improvement Plan.

School/District Improvement Plan has been developed and approved by:

The School council: Student representatives: Jonathan Batista, Emma Thompson;


Faculty Members: Cheryl Carlsen, Scott Cowell, Sarah Butters, Jessica Holst; Parent

Representatives: Scott Faria, Jennifer Rego, Frank Martell; Community Representative:


Joseph Pacheco

The Bristol-Plymouth Faculty

The Bristol-Plymouth Administration


Joseph R Pacheco (Sep 12, 2022 14:11 EDT)

Joseph Pacheco
Co-Chair


Karen Guenette
Co-Chair

Date: Sept. 7, 2022

2022-23 Bristol-Plymouth Regional Technical School

District/School Improvement Plan

I. Student Achievement

Goal(s)	The district/school promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.		
Specific Objective(s)	Activities	Evaluation	Admin
Meet the median student growth rate for the roster of tenth grade students for improvement in MCAS English Language Arts, Math, and STE as designated by DESE.	Continue MCAS prep & remediation classes, increase student awareness of skills attainment	Assessment results (MCAS, Skills Plus) Track MCAS Remediation attendance	Jackie, Ken
Decrease number of students who fail a semester course.	Increase attendance at after school Homework Help, include in Principals Newsletter, add to progress reports and report cards, Student Services letters in terms 1 and 3, midterms for terms 2 and 4	Track and analyze student failure list for each term	Amy, Karen, Ken, Naomi
Increase school attendance	SST/Attendance Team meetings to discuss chronically absent students, review and send out notifications on a quarterly basis, add time in the summer for make up	Attendance team meeting minutes, directed studies letters and attendance data	Ken, Mark (Lynne), Naomi, Jackie
Standardize Course Weighting	Continue discussions to standardize course weighting across all curriculums	Minutes of PD/workshops on the topic	Jackie, Ken
Increase the number of students participating in SkillsUSA.	Communications from advisors to staff and students re competition preparations	2-year comparison	Jackie
Continue to improve the rigor of each of the Chapter 74 vocational technical programs	Continue to analyze and align technical programs to industry standards and MA Frameworks	Annual Program evaluation data	Jackie
	Share technical competency attainment through Skills Plus for all technical areas	Skills Plus data for all vocational-technical shops	Jackie
Develop the process of reviewing the results and structures of all high stakes assessments to modify and improve instructional practices in both academic and technical areas.	Create and implement a plan to increase cross-curricular collaboration among instructors to improve strategic instructional practices between departments & technical areas	Integration and/or Professional Development Committees agendas and minutes or supporting documentation	Karen
	Facilitate the process of educator analysis reviewing the results & structures of all high stakes assessments in academic areas	Data analysis outcomes, department meeting minutes	Ken

Expand learning time in the form of a longer school day or year to assist students who need further direct instruction. Develop a student enrichment academic summer program to match state standards.	Implement a 2-week summer enrichment and advanced program for ELA, Math, History & Science for students who meet an accelerated learning category	Accelerated Summer Curriculum, attendance	Ken, Amy
Improve on HR practices and job postings through the use of other advertising resources and candidate reference tracking resources.	Additional advertisement resources, electronic reference checks, blind application process	Advertisements, electronic references	Karen
Implement curriculum bias review tool.	Meeting to communicate process of curriculum bias review tool	Meeting minutes	Jackie, Ken
Increase reading screenings and support program.	Add additional reading classes in grades 9 and 10. Add specialized reading support in grades 9 and 10. Increase use of the STAR reading screener for grades 9-12 3x per year.	STAR screening data	Amy, Ken

II. School Safety/Discipline/Climate

Goal(s)	The district/school promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.		
Specific Objective(s)	Activities	Evaluation	Admin
Response to any allegation of bullying and harrassment	PD for staff, assembly for students on bullying and harrassment, analysis of allegations and findings	Findings	Karen, Mark
	Integrate the SRO into all aspects of school functions and committees and coordinate with other service agencies to provide wrap-around services	SRO annual report	Mark
Work towards becoming recognized as a No Place for Hate school	Continue to work with the World of Difference youth leaders, continue to work with ADL, expanding the number of youth leaders	Yearly tracking data and membership	Naomi, Ken
Expand upon the crisis plan specifically the Reunification Plan and drill procedures.	Tour reunification site, continue staff development on reunification plan and discuss and share drill procedures with faculty and staff	Faculty meeting, admin, and Crisis Committee meeting agendas	Mark, Karen
Support school nurses and the fuction of the nurses' office to run more effective and efficient	Ensure that, given the recent increase in demands of nursing care, appropriate measures are in place to ensure the safety of students	Nurse to student ratio meets needs	Lisa
	Explore ways to improve the handling of matters related to the Student Parent Handbook	Improve field trip and emergency form process	Lisa
	Improve school nurse technology and training to anticipate and meet individual student health needs and state mandates.	PD for nurses to comply with state mandates	Lisa
Promote adoption of Core Values.	Schedule presentation of Core Values to the freshman class	Documentation of the schedule for presenting to incoming freshmen class the BPTECH Core Values	Jackie

Reduce ISS and OSS by providing restorative justices practices and other student support measures for disciplinary actions	Create opportunities for 1-hour, 2-hour, 3-hour detentions and 4-hour Saturday School for discipline purposes, revise discipline procedures to include multi-level system, pilot behavior interventionist, iDecide program	Documentation of expansion on Restorative Justice opportunities and creative disciplinary measures	Mark
Develop a Multi-Tiered System of Support Implementation Plan.	Continue year 2 activities with Commonwealth Consultants	MTSS Multi-Year Plan	Karen, Amy
Develop the SEL Intervention Team	Create and implement a plan to improve student transition into the school environment after an extended absence, assign an SEL Intervention Team liason, weekly meetings, establishing exit and entry criteria for SEL services	SEL annual report (transition program, behavior interventions, etc.)	Melanie, Amy, Naomi

III. Community Parental Communication/Involvement

Goal(s)	The district/school promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the school and district.		
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Specific Objective(s)	Activities	Evaluation	Admin
Increase the capability and capacity for community outreach	Investigate new means of communciation through social media	Media coverage (number of followers on social media and sample posts) and documentation of press releases and public communications and presentations	Karen, Glenn
	Develop a plan to increase public information related to District policies & SC information & MSBA project	Website updates and building project outreach methods	Glenn
	Family supports include, but are not limited to: access to food, stable housing, medical care	McKinney-Vento Data	Melanie
Ensure that all families have access to culturally, linguistically, and developmentally appropriate supports, programs, and services that are available in school and through partnerships with external service providers.	Translate handbooks	Translated handbooks	Melanie
Improve communication with co-op employers in order to track student co-op placement	Develop and implement a system to track student co-op data (grades and hours)	Tracking data	Glenn
Increase community awareness of academics and technical programs for prospective students and families	Connect with a video vendor for new school promotional video	New promotional video, meeting agendas, contract	Glenn, Melanie
Increase enrollment for post-secondary programs	Provide community informational sessions for Post-Secondary Dental and the Practical Nurse Program as appropriate	2-3 year data analysis	Lisa
	Host a post-secondary job fair for Practical Nurse and health careers	Documentation to support a job fair	Lisa
	Continue to recruit instructors to ensure continuity of post-secondary programs	Job postings and outreach for publication	Karen?
Increase Advisory Board membership	Document increased membership (according to DESE regulations) and participation of Advisory Boards	Year to year data	Jackie, Amy
Increase the capability of the communication components with Aspen	Promote 100% faculty usage of Aspen gradebook and use of public setting with regular updates and Increase academic and vocational Aspen communication for parental viewing	Analyze percentage of faculty using gradebook and documented suggestions; Instructor goal setting and evidence for increased parental communication	Jackie, Amy, Ken, Glenn

Increase parent involvement in school-related activities	Expand grade specific guidance activities for parents/guardians, continue to utilize other means of engagement such as virtual meetings and webinars	Attendance Data	Naomi, Melanie, Amy, Ken
	Increase family informational meetings (SEPAC, English Learner Meetings, Title I Informational Session)	Promotional and presentation materials, agendas, sign in sheets	Amy

IV. Professional Development

Goal(s)	The district/school promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.		
Specific Objective(s)	Activities	Evaluation	Admin
Offer professional development sessions that provide a system of continued growth and learning experiences for faculty which will ultimately increase student achievement.	Establish a PD Committee that will establish 2022-23 PD offerings (such as courses provided by outside educational institutions, outside presenters, and peer sharing opportunities)	Annual Professional Development Plan created by the PD Committee, Staff participation, documentation, and PD outcomes	Karen
	Provide opportunities to present/share information gained from professional development with faculty will be provided	Professional development assessment results & faculty feedback	Karen
	Promote staff learning opportunities for diversity, equity, and inclusion (DEI)	Staff participation, documentation, and PD outcomes	Naomi, Ken
	Educators will be provided with ongoing, job-embedded professional development (aligned with the instructional vision and guide) to practice skillful use of the district's curricular materials and deepen their understanding and application of evidence-based tier 1 instruction (universally designed, data-informed, standards-aligned, and collaborative).	Staff participation, documentation, and PD outcomes	Karen
Advertise and promote MAVA/Fitchburg Oc Ed courses for vocational instructors	Explore additional options to increase opportunities for technical instructors to continue to pursue courses toward professional licensure	Annual list of participants and course offerings completed	Jackie
Continue extended mentoring program for new teachers	Align mentor/mentee monthly curriculum to Carol Pelletier's Mentoring in Action and The First Years Matter program	Attendance sheets, mentor/mentee logs, documented curriculum, surveys, and DESE annual report	Karen