



Franklin School Advancement Plan – January 2017

Goal # 1: FES students will become college, career and life ready through curriculum, instruction and assessment that emphasizes:

- **21st Century Skills**
- **Digital Literacy**
- **Personalization, relevancy and hands-on learning**

Desired Outcomes:

Outcomes - 21st Century Skill:

- Common understanding of 21st Century skills (Teachers, students, parents, community)
- Understanding of shifts needed in teaching and learning 21st Century skills (Teachers, students, parents, community)
- Viable and aligned Prek-8 standards based curriculum, implemented with fidelity
- Tools and resources to support teaching and learning 21st Century skills

Outcomes - Digital Literacy:

- Aligned, integrated and assessed digital literacy standards across the prek-8 curriculum
- Access to a variety of digital resources and tools
- Increased professional capacity to utilize digital literacy in instruction

Outcomes - Personalization, relevancy and Hands –On Learning:

- Identification and implementation of effective teaching strategies for student centered learning
- Increased student engagement and ownership in the learning process



Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
<p>Investigate, learn and share teaching strategies that address 21st Century skills</p> <p>Research, identify and implement protocols for student choice, collaboration and discourse</p>	<p>Teachers, administration</p> <p>Teachers, administration</p>	<p>.Presentation to staff Time (PD days, Faculty meetings, team meetings, release time) Resources on topics, tech Visits</p>	<p>August 2017</p> <p>Research and share September 2017 – December 2017</p> <p>Identify opportunities for choice AND Identify Protocols for student collaboration and discourse Jan. 2018- February 2018 Implement – March 2018</p>		<p>Identified effective teaching strategies for addressing 21st Century Skills of collaboration and discourse</p> <p>Chosen protocols for collaboration and discourse by team, implemented with feedback</p> <p>A set of common language and expectations for collaboration and discourse</p>	
<p>Research, explore, Identify a progression/continuum for collaboration and discourse expectations PreK-8</p>	<p>Teachers</p>	<p>Internet Other resources TBD</p>	<p>March 2018 – June 2018</p>		<p>Continuum of progression used to evaluate student progress toward student ownership of discourse and collaboration</p>	
<p>Research, create and implement a curriculum development plan</p>	<p>Principal/ Teachers</p>	<p>Curricular exemplars Curriculum experts EASTCONN consortium</p>	<p>April – October 2017</p>	<p>Establish committee by April 2017 Gather expert information and insight Summer 2017, Complete plan by 10/2017</p>	<p>LA and Math curriculum plan K-8</p>	



<p>Learn about and identify grade level standards for media (digital) literacy, and incorporate into students' learning experiences and assessments across subjects</p> <p>Research inquiry based learning Create and implement one inquiry-based research unit per year in each grade.</p>	<p>Teachers</p> <p>Teachers</p>	<p>Access to media tech standards Access to technology (students and staff) Time Identified process to complete</p> <p>Professional learning Time Unit resources</p>	<p>Summer 2017, 2017-2018</p> <p>2018 – 2019</p>			
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Goal # 2: FES teachers and students will engage in and implement in a cycle of continuous improvement to monitor and evaluate progress towards learning mastery.

Desired Outcomes:

Outcomes:

- Design and implementation of data tracking systems
- Data Driven decision making processes/protocols
- Understanding and implementation of effective feedback
- Implementation of student goal setting

Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
<p>Identify priority skills and assessments that measure 21st Century learning (Critical thinking, communication, collaboration, problem solving, creativity and character)</p> <p>Explore, identify and implement a formative assessment cycle and data review process with protocols to drive instruction</p>	<p>Administration/ Teachers</p> <p>Administration/ Teachers</p>	<p>Staff training/professional learning Curriculum Time, Data</p> <p>Professional learning Assessment Calendar Schedule Protocols Data Warehouse</p>	<p>2017-2018</p> <p>January – May 2018</p>	<p>Identified 21st century skills</p> <p>Identified protocols and data to be used in the data review process</p>	<p>Grade level expectations with identified continuums used for reflection and annual assessment</p> <p>Teams implementing protocols to review data and drive instruction with fidelity and success</p>	



Establish a process/guidelines for student goal setting, feedback, review of progress	Teachers 5-8 Teachers K-4	Professional learning, Resources on student goal setting and effective feedback Naviance Student Success Plans	Summer 2017 Summer 2018	Established guidelines and tools for student goal setting, feedback and review of progress	Student goal setting becomes routine across disciplines resulting in students taking ownership for learning	
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Goal # 3: FES will build the capacity of teachers to lead and advance 21st Century teaching and learning through high quality professional learning						
<u>Outcomes:</u>						
<ul style="list-style-type: none"> Structures for collegial sharing, collaboration, discourse, reflection and feedback are implemented and used effectively 						
Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
Identify, implement and monitor a structure for collegial teaming and professional learning	Administration/ PDEC Committee Teachers	Staff training/profes- sional learning, schedule, teaming protocols	(Learn and Identify) September – December 2017 (Implement/ Monitor)January 2018	Sharing and identification of a professional learning community model with identified protocols	Implementation of protocols that support collaborative teaming, reflection, feedback and continuous learning/improvement	
Identify data sources to inform professional learning needs	PDEC Committee/ Administration	Data Analysis Scheduled PDEC mtgs	March 2017-June 2017 (ongoing)	Analysis of data	Planned professional learning designs that align with advancing strategic plan goals and staff needs as gathered from data that advance student learning.	
Create and use professional learning surveys/feedback tools to inform, monitor and measure professional learning	PDEC Committee	Online survey tools Scheduled PDEC mtgs.	Annually	Analysis of data		
Support differentiated professional learning designs to support faculty in providing/receiving effective	PDEC Committee	Scheduled PDEC mtgs.	Annually	Creation of a glossary of various learning designs, shared with staff	Professional development calendar and professional learning plans	



instructional feedback to each other and their students		Professional days PD funding For Professional Learning resources			implemented with ongoing feedback	
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<p>Goal # 4: Community engagement with FES will be increased through open communication with parents and the community</p> <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> • Multiple venues that message the vision, mission and goals of FES • Parents and community members gain increased knowledge of FES • Increased parent and community participation in school activities 						
Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
<p>Explore roles and responsibilities of Franklin BOE members as they relate to communication i.e.: recording secretary, subgroups, etc.</p> <p>Research, explore, and identify effective school marketing strategies/resources including different social media tools for messaging</p>	<p>BOE Chair with FES BOE</p> <p>Superintendent and Communication subcommittee inclusive of BOE members</p>	<p>CABE Board Policy</p> <p>EASTCONN Marketing and/or Center for Educational Leadership support</p> <p>Other district strategies –ie: 3 Rivers Magnet,</p>	<p>February –June Summer retreat</p> <p>February-April 2017</p>	<p>Options for structuring roles and responsibilities of Board to support participation to contributing to focused communication</p> <p>Identified resources/strategies and tools to be used for messaging FES Vision, mission, goals and learning celebrations</p>	<p>Clearly defined roles and responsibilities of Board related to the strategic plan and communication</p> <p>Strategies and tools implemented with regular communication messages delivered.</p>	



<p>Create a communication plan to message the vision, mission, core values, goals and School Advancement Plan</p> <p>Create a communication plan to message celebrations of learning and events</p> <p>Implement and review plan</p>	<p>Superintendent and Communication subcommittee inclusive of BOE members BOE,</p> <p>Superintendent, Principal, teachers</p>	<p>Norwich Free Academy.</p> <p>EASTCONN support District website Technology access for stakeholders</p> <p>Technology access for stakeholders Communication plan</p>	<p>April – May 2017</p> <p>September – November 2017</p> <p>August 2017 17-18 school year</p>	<p>Quarterly review of plan using identified data to reflect on effectiveness</p>	<p>Identified and regular communication using the identified tool/strategies by Board, Superintendent, Principal and teachers</p>	
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Goal # 5: FES will become a center of excellence through the implementation of an innovative learning design						
<p><u>Outcomes:</u></p> <ul style="list-style-type: none"> • A unified philosophy and coherent delivery of instruction that matches core values • Focus for communication • Increased enrollment/support for education 						
Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
Identify a representative Group of stakeholders to form a committee to research, investigate, identify and present innovative school leaning design options to the BOE based on FES vision, mission and core values	BOE chair/Superintendent	Time Space Technology	February-March 2017		Committee comprised of 8-10 members including administration, teachers, BOE, parents, community members (student representation TBD)	
Explore, identify and hire a facilitator of the process	BOE chair/Superintendent	Funding List of potential facilitators	March 2017		Contracted Facilitator	
Create a work plan and timeline Implement plan	Facilitator in collaboration with BOE chair and Superintendent	Meeting space Research Data Visitations	April 2017 May 2017 – February 2018	Meeting agenda's/minutes	Presentation and written report provided to BOE to include: -Definition of a Center of Excellence -Center of Excellence options	



<p>Board review and action on plan</p>	<p>FES BOE</p>	<p>Presentation from committee and written report</p>	<p>February-March 2018</p>	<p>Board questions and review</p>	<ul style="list-style-type: none"> -Research supporting -Pro's and Con's -Cost analysis -Potential Partnerships -Staffing model -Resources/Materials/ Training required -Suggested timeline for implementation -Other TBD <p>Board action on a School of Excellence design and implementation plan</p>	
<p>Revision of SIP based on BOE action</p>	<p>Strategic Planning team. Administration, teachers</p>	<p>TBD</p>	<p>May-August 2018</p>		<p>Revised Strategic Plan</p>	
<p>Implementation of chosen School of Excellence/plan of action</p>	<p>Administration, staff</p>	<p>TBD Project management plan</p>	<p>Summer 2018 2018-2019</p>		<p>TBD based on plan</p>	



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Goal # 6: FES will maximize the use of the building through the development of collaborative partnerships						
<p><u>Outcomes:</u></p> <ul style="list-style-type: none"> • Increased collaborative opportunities with surrounding schools, businesses, and organizations • Expanded educational opportunities • Cost savings 						
Action Steps (Strategies/learning)	Person(s) Responsible	Resources Required	Timeline 30/60/90 days	Benchmarks/ Progress Monitoring	Indicators of Success (What does success look like?)	Communications Strategy
<p>Create a subgroup to identify an inquiry question and lead the work of this action step (ie: What recreational or learning innovations can expand the use of FES building? Can FES be a source of revenue?)</p> <p>Identify useable space, strengths, limitations, considerations</p>	<p>Superintendent and FES BOE Subcommittee</p>	<p>Sub group volunteers</p> <p>Meeting times</p> <p>School maps/info</p>	<p>Feb – March 2017</p>	<p>Identified working group and agreed upon inquiry question</p>	<p>Working subgroup with established meeting times</p> <p>Identified school space availability.</p>	
<p>Create, implement and analyze a student interest survey to identify student personal learning interests/hobbies</p>	<p>Superintendent and FES BOE Subcommittee</p>	<p>Survey monkey or other tech tool</p> <p>Time to give Survey Data</p>	<p>Create and implement April-May 2017</p> <p>Analyze June 2017</p>	<p>Created surveys</p> <p>Implemented surveys</p> <p>Analysis of surveys</p>	<p>Identified interests for use of space short term (2017-18)</p>	
<p>Create, implement and analyze a community interest/need survey to identify potential partnerships</p>	<p>Superintendent and FES BOE Subcommittee</p>	<p>Survey monkey or other tech tool</p> <p>Time to give Survey Data</p> <p>Town website</p>	<p>Create Summer 2017</p> <p>Implement and Analyze Sept.-Oct. 2017</p>	<p>Created surveys</p> <p>Implemented surveys</p> <p>Analysis of surveys</p>	<p>Identified interests for use of space short term (2017-18)</p>	



<p>Based on survey results and regional opportunities, explore potential partnerships including those with revenue potential such as local colleges, programs (EASTCONN), etc...</p> <p>Identify pro's, con's and alignment to FES Vision, mission, values and goals</p> <p>Create short/long term implementation plan for partnerships</p> <p>Implement plan</p>	<p>Superintendent and FES BOE Subcommittee</p>	<p>PTO and other organization support to push out</p> <p>List of Contacts of resources of people to explore with</p> <p>Potential funding sources</p> <p>Partner agreements</p>	<p>November – January 2018</p> <p>February 2018</p> <p>March-May 2018</p> <p>Summer/Fall 2018</p>	<p>List of potential partnerships and options to fully utilize the building space with cost impact</p>	<p>Short-term plan (17-18) of identified partners utilizing space and enhancing school vision, mission, goals. (To be reviewed for long range planning once a focus for the school of innovation is identified.)</p>	
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