

Teaching and Learning

Goal: To Further Advance Rigorous and Relevant Teaching and Learning

Theme One: Expand the English Learner Program

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Train all teachers and administrators in WIDA standards	Fall 2018	WIDA Standards DESE Resources	Assistant Superintendent and EL Liaison	Ongoing	
Create ESL curriculum aligned to the WIDA standards	Summer 2018	WIDA Standards DESE Resources UBD Template Paid Summer Time	Assistant Superintendent, EL Liaison and EL Tutors	Fall 2020	<p>Nov. 2018 Update: AHS 50% complete K-8 have met twice.</p> <p>Nov 2019 Update: AHS-50% complete Grades 6-8 Complete Grades 3-5 50% Complete Grades K-2 Complete</p> <p>January 2020 Update: AHS-75% Complete Grades 6-8 Complete Grades 3-5 50% Complete Grades K-2 Complete</p>
Ensure appropriate licensure for all EL tutors/teachers	Summer 2018	DESE Guidelines Internship Supervisor	Assistant Superintendent and EL Tutors	Spring 2019	<p>Nov. 2018 Update: 3 out of 5 have obtained licensure: 1 completing practicum hours and attending MTEL prep.</p> <p>October 2019/January 2020 Update: 2 new staff completing internship hours and taking the ESL test</p>
Create an ELPAC	Fall 2018	MATSOL Resources	Assistant	Fall 2019	April 2019 Update:

(English Learner Parent Advisory Council)			Superintendent, EL Liaison, EL Tutors, and Strategic Plan Committee Members		Potentially have EL Tutors reach out to families to see if any parents would like to head the council. October 2019 Update: Since we do not have 100 students requiring the creation of an ELPAC, we are looking to make a more concerted effort to invite and support EL families at established events. COMPLETE
Investigate and purchase appropriate EL curriculum materials	Spring 2019	EL Curriculum Templates	Assistant Superintendent, EL Teachers and Tutors	June 2020	November 2019 Update- Spring of 2020 we will begin to review curriculum materials as the curriculum itself will be written
Create an online warehouse of resources for EL families	Spring 2019	MATSOL Resources Area Districts	Assistant Superintendent, EL Liaison, EL Tutors, and Strategic Plan Committee Members	Summer 2019	April 2019 Update: Potential Summer Work Proposal.
Create a peer to peer support for new students and families in grades K-8	January 2019	EL Roster	Assistant Superintendent, Guidance Counselors and EL Tutors	Ongoing	April 2019 Update: Set up meetings for guidance and EL staff. October 2019 Update: Beth will propose this to guidance and EL staff to coordinate January 2020 Update- Summer Work

Provide English lessons to non-English speaking parents	Spring 2020	Funding for Software Program, Space to conduct classes and Area Districts	Assistant Superintendent and EL Liaison	Ongoing	
Ensure the appropriate ratio of tutors to EL students to ensure monthly minute requirements are met	Fall 2018	EL Roster ACCESS Scores Funding for Personnel	Assistant Superintendent, EL Liaison, EL Tutors and Principals	Ongoing	<p>Nov. 2018 Update: Minutes have been met at this point but an additional EL tutor has been proposed for the FY 20 budget.</p> <p>October 2019 Update: Schedules have been reviewed and minutes are being met</p> <p>January 2020 Update: Schedules continue to be reviewed as new students arrive</p>
Provide ongoing professional development for staff to meet re-licensure requirements	Spring 2018	PD Opportunities Funding for stipends and/or coursework French River DESE Resources	Assistant Superintendent, EL Liaison, and Licensed EL Teachers	Ongoing	<p>April 2019 Update: March PD Day Offerings.</p> <p>January 2020 Update: EL teacher investigating options for refresher courses</p>

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Theme Two: Create a Cohesive Science/STEM Program District-wide

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Adoption and implementation of a science curriculum	Spring 2018	Elevate Science Funding	Assistant Superintendent and Science Curriculum	June 2019	<p>Nov. 2018 Update: Year 1 implementation of Elevate Science.</p>

grades K - 5			Committee		<p>October 2019 Update: Year 2 of Elevate Science</p> <p>January 2020 Update: Ongoing</p>
Provide ongoing science professional development	Fall 2018	Funding Professional Development Providers	Assistant Superintendent and Principals	Ongoing	<p>Nov. 2018 Update: 2 sessions for all staff, 1 additional session for coaches. Ongoing grade level work.</p> <p>October 2019 Update: Beth to meet with the science team for an update on needed PD.</p> <p>January 2020 Update: Curriculum teams continue to work to revise/add to/supplement to the program and document changes in the shared drive-Project Lead The Way is being implemented at SWIS, PAK and Bryn Mawr</p>
Establish bi-annual vertical alignment meetings within the science department	Winter 2019	NGSS	Assistant Superintendent and Principals	Ongoing	
Expand STEM program in grades PK - 5	Fall 2018	Funding STEM Resources	Assistant Superintendent, Principals and Teachers	Spring 2023	<p>Nov. 2018 Update: Project Lead The Way Grants written Participation in MA STEM week.</p>

					<p>Jan 2019 Update: SWIS, PAK and BM were awarded PLTW grants.</p> <p>October 2019 Update: PLTW is up and running at Bryn Mawr, Pak and SWIS</p> <p>January 2020 Update: Ongoing</p>
Align STEM program PK - 12 and allow time for vertical meetings	Fall 2021		Assistant Superintendent, Principals and Teachers	Ongoing	<p>Nov. 2018 Update: Vertical Meetings AMS & AHS.</p>

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Theme Three: Refine and Expand Co-Teaching and Inclusive Practices

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Create schedules conducive to co-teaching partnerships, inclusive of common planning time	Fall 2018	Building and Grade Level Schedules, IEPs Time	Principals	Ongoing	<p>Nov. 2018 Update: All buildings have created co-teaching schedules including common planning.</p> <p>April 2019 Update: All buildings are beginning to plan for the upcoming school year ensuring schedules include common planning.</p> <p>January 2020 Update: Rosemary & Beth have met with special educators regarding the continuum of</p>

					services. Training for administrators, team chairs and guidance will take place in March of 2020 with Donna Simone
Identify and train teachers as coaches to sustain the co-teaching initiative	Spring 2019	Trainer, Co-teachers Funding for coaches' stipends, Time	Assistant Superintendent, Director of Pupil Services and Principals	Ongoing	<p>April 2019 Update: Identify potential candidates and propose summer work.</p> <p>October 2019 Update: In collaboration with Rosemary Reidy, create a plan for the continued training and retraining of staff in co-teaching to further develop the skills of all staff, particularly new staff, in this practice.</p> <p>January 2020 Update: Planned for after the training in March 2020</p>
Train instructional assistants in the co-teaching philosophy and methodology	2019-2020 school year	Trainer, Co-teachers And Coaches	Assistant Superintendent, Director of Pupil Services and Principals	Ongoing	
Identify potential staff increases of special education teachers to enable the expansion of co-teaching and make a recommendation to the Superintendent	Fall 2018	Funding Enrollment Data Co-teaching Research Student Success Data	Assistant Superintendent, Director of Pupil Services and Principals	Ongoing	<p>Nov. 2018 Update: Caseloads do not warrant an increase in staff for FY 20.</p> <p>January 2020 Update: This will be included in the training to follow the March 2020 training.</p>

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Theme Four: Enhance Social-Emotional Learning Supports

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Research a social emotional universal screener	January 2019	DESE Resources Dr. Kusiak School Psychologists	Assistant Superintendent, Director of Pupil Services and SEL Committee	January 2020	<p>Nov. 2018 Update: SEL Committee to meet in late November and ongoing.</p> <p>January 2019 Update: Committee members attended the SELM4MA conference and began planning next steps.</p> <p>October 2019 Update: All students will be screened by January of 2020</p> <p>January 2020 Update: Screening is complete - preparing to share results with families of students in grades 3-5</p>
Evaluate & align current social-emotional curriculum. PK-12	Fall 2019	Current Curriculum SEL Standards SEL Data	Assistant Superintendent, Director of Pupil Services and SEL Committee	Spring 2020	<p>October 2019 Update: Use of the Pilot SEL program from DESE to support SEL for students in grades PreK-2</p>
Create a protocol (flow chart) to determine appropriate placements and supports	January 2020	Universal Screener Dr. Kusiak School Psychologists	Assistant Superintendent, Director of Pupil Services and SEL Committee	January 2021	<p>January 2020 Update: Work with Dr. Kusiak continues and the format for tracking continues to evolve. Dr. Kusiak will begin working at AHS through the Enterprise and</p>

					BRYT programs
Develop new relationships with outside agencies to help support our students	Fall 2020	Dr. Kusiak Current Partners Area Districts Collaborative Programs	Assistant Superintendent, Director of Pupil Services and SEL Committee	Ongoing	January 2020 Update: BRYT has been implemented at AMS & AHS
Investigate potential staffing needs	Fall 2019	Funding SEL Data	Assistant Superintendent, Director of Pupil Services and Principals	December 2019	April 2019 Update: Additional guidance counselor for SWIS for 2019-2020 District SEL positions for 2019-2020. October 2019 Update: 2 Social Workers have been added to the APS team January 2020 Update: Ongoing
Examine additional assessments and resources aimed at mental health and social emotional issues	Fall 2019	Dr. Kusiak, Funding, SEL Committee and School Psychologists	Assistant Superintendent and SEL Committee	Spring 2020	April 2019 Update: SEL Committee to meet in May 2019.

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Theme Five: Continue to Review Student Needs and Adjust Programming and Expectations, as Appropriate

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Create a process to evaluate the current	Spring 2019	Current Programming Program of Studies	Assistant Superintendent,	Annually in Spring	October 2019 Update: AHS reviewing Program of

programming and identify potential new programs and adjust as needed			Principals and Department Heads		Studies in each area January 2020 Update: Ongoing
Establish a homework subcommittee to explore research, examine policies and recommend guidelines	Spring 2018	Research Time and Volunteers	Assistant Superintendent and Homework Subcommittee	June 2018	June 2018: Completed
Explore computer science options K-12	Fall 2018	Area Districts DESE Resources	Assistant Superintendent and Director of Technology	Summer 2019	Nov. 2018 Update: Preliminary work has been done. January 2019 Update: Grants were received for Project Lead The Way and may offer some options. Continued work is needed.
Explore consumer science curriculum	Spring 2019	Area Districts DESE Resources	Assistant Superintendent, Principals and Department Heads	Fall 2019	October 2019 Update: Juniors and Seniors can take Personal Finance-Also collaboration with Bay State Savings Bank for personal finance information. Explore with AHS the options for more consumer science options.
Explore expansion of the preschool program	Fall 2018	Area Districts, DESE Resources and Space Funding	Assistant Superintendent, Director of Pupil Services and Principals	Ongoing	October 2019 Update: We have been able to accommodate all applicants and we have expanded Satellite until 6:00pm each day. January 2020 Update:

					Ongoing
Reexamine the topics and skills presented in Junior/Senior seminar for those students not going to college	2019-2020 school year	Community partners, Planning Time, Lesson planning structure and information and Military alumni	Assistant Superintendent, Principal and Assistant Principal, Job Coach, Guidance and Teachers	Summer 2019	

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Theme Six: Develop Programs Aimed at Increasing Staff and Students' Cultural Proficiency

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Create/ Find appropriate lessons and/or programs to help build cultural awareness and sensitivity	Winter 2019	DESE Resources and AVC	Assistant Superintendent, Principals, EL Liaison and EL Tutors	Ongoing	October 2019 Update: Principals will attend a 3 day workshop on cultural proficiency and how we can support staff January 2020 Update -Training is ongoing
Provide professional development for staff around cultural issues	Spring 2019	Committee Work and AVC	Assistant Superintendent and PD Providers	Ongoing	October 2019 Update: Principals will attend a 3 day workshop on cultural proficiency and how we can support staff January 2020 Update: Training is ongoing
Examine our materials and	Ongoing	DESE Resources and Area Districts	Assistant Superintendent and	Ongoing	

programs for signs of cultural bias			Sub-Committee		
Create a District-wide World Culture Day	Fall 2020	Outside Agencies and Funding	Assistant Superintendent and Sub-Committee	Spring 2021	

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Theme Seven: Align District-Wide Curriculum with the New Social Studies Standards

Action	Initiation Date	Resources	Person(s) Responsible	Anticipated Completion Date	Status Update
Create a social studies curriculum committee	Winter 2019	People Funding	Assistant Superintendent, Principals and Sub-Committee	Winter 2019	<p>January 2019 Update: An invitation to join the social studies curriculum committee ids being sent out in early February.</p> <p>April 2019 Update: Social Studies Committee has been formed and met March 2019.</p> <p>October 2019 Update: Beth to follow up with committee on progress and how this year has gone thus far</p> <p>January 2020 Update: Meeting held, curriculum map is working well and the teachers continue to make updates and revisions, as needed</p>

<p>Examine new Massachusetts State Social Studies Standards by grade level to identify strengths and weaknesses of our current programs</p>	<p>Winter 2019</p>	<p>Funding People Curriculum Standards Current Curriculum</p>	<p>Assistant Superintendent and Sub-Committee</p>	<p>Spring 2019</p>	<p>April 2019 Update: Social Studies Committee worked on this during their March meeting. A Google Doc will be shared.</p> <p>October 2019 Update: Complete</p>
<p>Identify resources and materials for new social studies curriculum</p>	<p>Spring 2019</p>	<p>Funding DESE Resources</p>	<p>Assistant Superintendent and Sub-Committee</p>	<p>Spring 2020</p>	<p>October 2019 Update: Much of this has been completed, but will be revisited at the next social studies committee meeting.</p> <p>January 2020 Update: Teachers indicate that they are currently well positioned with materials but will continue to analyze needs throughout this school year</p>