I. Board Strategic Objective 1: Implementation of Proficiency-based Learning PreK-12

A. Identify Power Standards, Performance Indicators, Scoring Criteria, Assessments

- Revision of Power/Content Standards has been completed where needed
- Performance Indicators completed through 10th grade
- Scoring Criteria is being implemented and revised as needed
- Creation, implementation, and revision of assessments ongoing
- Student work has been analyzed by every teacher at FHS during a PLC, focused on the assessment, analysis of data, and identifying next steps.
- Creation of a communication plan
  - PBE parent guide created at FHS
  - Scheduled to create guide at elementary and middle school before the end of the year
  - Two parent meetings regarding PBE planned at FHS for incoming ninth grade parents
    - First meeting scheduled for January 23rd
  - Hired Brenner Associates to work with administration on making “report cards” more user friendly.
  - Scheduled 3 informational sessions with superintendent & assistant superintendent to discuss PBE and other topics

B. RTI Implementation/Revision K-12

- Focused on RTI – B (behavior)
- Building principals have met with the Director of Instructional Support to identify the components of effective positive support plans
- Template has been created to utilize when creating positive support plans
- Reviewed the process for writing and implementing positive support plans for students in RTI and Special Education
- Creating and analyzing plans before determining eligibility for special education
- Creation of entrance criteria for the Choices Programs
C. Implement Big Ideas Math Program 6-12

- Professional Development
  - Nate Garnett has been providing regularly scheduled sessions with teachers – ongoing
  - Jim deBerjeois, consultant worked with staff in August, November. Scheduled session in March.
- Reflecting on student data to monitor implementation
  - PLCs
  - Release Time at end of units
- Implement GaTE clustering model
  - Implemented at FMS, grade 6
- Assess effectiveness of clustering model
  - Reviewed at GaTE Advisory
  - Discussed during principal coaching sessions
  - Classroom visitations

D. Differentiation of Math Instruction K-5

- Conducted EM4 Needs Assessment Audit
  - Completed
- Determined next steps for increasing math achievement K-5
  - Chose outcomes based on audit
  - K-5 Math Committee created
- Implemented GaTE clustering model
  - MLS and DCS Grade 5
- Assess effectiveness of clustering model
  - Reviewed at GaTE Advisory

II. Board Strategic Objective 2:
Improved Teacher and Administrative Effectiveness

A. Create Plan for Administration to Calibrate

- Classroom visits during B-team meetings
- Debrief after visitations

B. Implement Assessments for Student Growth

- Assessments have been created
- Development of tracking system ongoing
- Evaluators review assessment results with educators
  - Planned for spring
C. Implement Educator Peer Observation
   • Ongoing

D. Creation of SMART Goals
   • Completed and can be reviewed at http://www.rsu5.org/Board

E. Revise Principal Evaluation Document
   • Revision is nearing completion

F. Pilot Evaluation Tool for Superintendent’s Evaluation
   • Subcommittee created
   • Evaluation tool created
   • First read of revised policy has been presented to Board

III. Board Strategic Objective 3:
     Creation of Long-term Strategic Plan (two year goal)

A. Outline Overall Process
   • Will be completed once facilitator is hired

B. Hire Consultant in Strategic Planning Process
   • In progress; plan to finalize after February meeting

C. Create Strategic Planning Committee
   • Team created and has met twice
   • Meets first Wednesday of every month
2017-2018 RSU5 Goals - Support Document

**RSU5 Goal**: Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

**Vision**: Our schools provide a safe, engaging environment that fosters a passion for lifelong learning.

**Strategic Objective 1**: Implementation of proficiency-based learning PreK-12.

<table>
<thead>
<tr>
<th>Action Strategies</th>
<th>Activities</th>
<th>Responsibility</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.Identify Power Standards, performance indicators, scoring criteria, assessments</td>
<td>1. Power Standards&lt;br&gt;a. Revise power standards where needed&lt;br&gt;2. Performance Indicators (grades 10-12)&lt;br&gt;a. Review/create performance indicators&lt;br&gt;b. Revise performance indicators where needed&lt;br&gt;3. Scoring Criteria (grades 10-12)&lt;br&gt;a. Review/create scoring criteria&lt;br&gt;b. Revise scoring criteria as needed&lt;br&gt;4. Assessments (K-12):&lt;br&gt;a. Design/revise and implement a wide range of rigorous assessments, including performance-based assessments, in all content areas at FHS&lt;br&gt;b. Analyze student work from assessments to gather data about students' levels of understanding at FHS&lt;br&gt;c. Use data from assessments to guide and differentiate instructional practices and reteaching at FHS&lt;br&gt;5. Create a communication plan</td>
<td>Principal FHS&lt;br&gt;Assistant Superintendent Superintendent Administrators</td>
<td>June 2018</td>
</tr>
</tbody>
</table>
# 2017-2018 RSU5 Goals - Support Document

| 2. Implementation/revision of RTI of K-12 | 1. Professional Development for teachers around strategies for RTI-Behavior  
2. Reflecting on student data to progress monitor and to inform instruction | Director of Instructional Support, Assistant Superintendent | May 2018 |
|-----------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------|---------|
| 3. Implementation of 6-12 math curriculum | 1. Professional development for initial implementation  
- PLCs  
- Consultants  
- Math Walk-through  
2. Reflecting on student data to monitor implementation  
3. Implement GaTE clustering model  
4. Assess effectiveness of clustering model | Assistant Superintendent, Building Administrators, Math Interventionist | April of 2018  
September 2017  
June 2018 |
2. Determine next steps for increasing math achievement K-5  
3. Implement GaTE clustering model  
2. November 2017  
3. September 2017  
4. June 2018 |
2017-2018 RSU5 Goals - Support Document

RSU5 Goal: Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

Vision: Our educators are mentors dedicated to providing our students with the knowledge and skills that will help them adapt to our changing world.

Strategic Objective 2: Improved teacher and administrator effectiveness.

<table>
<thead>
<tr>
<th>Action Strategies</th>
<th>Activities</th>
<th>Responsibility</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Create plan for administrators to calibrate together</td>
<td>1. Determine 3 specific dates and foci for calibration.</td>
<td>Assistant Superintendent</td>
<td>Fall of 2017</td>
</tr>
<tr>
<td>2. Implement assessments for student growth</td>
<td>1. Develop master timeline for Principals</td>
<td>1. Assistant Superintendent</td>
<td>1. Fall 2017</td>
</tr>
<tr>
<td></td>
<td>2. Collaborate with tech staff to develop tracking system</td>
<td>2. Director of Technology, Assistant Superintendent</td>
<td>2. November 2017</td>
</tr>
<tr>
<td></td>
<td>3. Evaluators review assessment results with educators</td>
<td>3. Director of Instructional Support, Principals</td>
<td>3. Spring 2018</td>
</tr>
<tr>
<td>3. Implement educator peer observation</td>
<td>1. Documentation of completion of peer observations</td>
<td>Administrators</td>
<td>April of 2018</td>
</tr>
<tr>
<td>4. Creation of SMART Goals</td>
<td>1. Each school utilize data when creating goals</td>
<td>Building Administrators</td>
<td>Fall of 2017</td>
</tr>
<tr>
<td></td>
<td>2. Data presented with presentation of goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Revise Principal Evaluation document</td>
<td>1. Review and revise the Principal Evaluation document with B-Team</td>
<td>Superintendent, Assistant Superintendent</td>
<td>December of 2017 for revision process.</td>
</tr>
<tr>
<td></td>
<td>2. Present revisions to PEPG for Committee approval</td>
<td>PEPG Committee</td>
<td>Spring 2018 for Board approval</td>
</tr>
<tr>
<td></td>
<td>3. Present final revision to the Board</td>
<td>B-Team</td>
<td></td>
</tr>
</tbody>
</table>
2017-2018 RSU5 Goals - Support Document

**RSU5 Goal:** Focus on Student Achievement Through Improved Student-Centered Teaching and Learning.

**Vision:** Our community supports the concept that each individual - be they student, educator, parent, or community member - bears responsibility to the success of our mission.

**Strategic Objective 3:** To create five year Strategic Plan

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Activities</th>
<th>Responsibility</th>
<th>Timeline</th>
</tr>
</thead>
</table>
| 1. Create Strategic Planning Committee | 1. Proposal of Team Makeup  
  2. Team Meets to Create Plan               | Superintendent  
  Asst. Superintendent  
  School Board                             | Fall of 2017  
  Fall of 2017                            |
| 2. Hire Consultant/Facilitator to assist superintendent in strategic planning process | 1. Contact MSMA for suggestions  
  2. Contact potential facilitators  
  3. Select facilitator                     | Board Members  
  Administrators  
  Board/Admin                              | September 2017  
  October 2017  
  October 2017                            |
| 3. Outline overall process              | 1. Draft Plan                                    | Asst. Superintendent  
  Superintendent                            | October 2017                            |
| 4. Gathering input from stakeholders    | 1. Conduct public forums  
  2. Utilize surveys to provide feedback      | Strategic Planning Committee         | Spring/ September 2018          |
| 5. Sub-committee creates draft plan for review and revisions | 1. Create draft plan  
  2. Present draft to administrative team  
  3. Committee decides on further action | Strategic Communications Subcommittee | Fall of 2018                    |
| 6. Strategic Planning Committee brings draft to Board for feedback/approval | 1. Board Presentation                      | Strategic Communications Subcommittee | January 2019        
  Ongoing                                    |
| 7. Communication of Strategic Plan      | 1. Create communication plan in Plan            | Strategic Communications Subcommittee | Spring 2019        |