

**EAST LONGMEADOW HIGH SCHOOL SMART GOALS
2015-16**

SMART GOAL #1: ELHS will work to remain above the state MCAS target for ELHS and improve MCAS achievement scores in the area of Math.

Action Steps:

1. Staff will begin to administer department common assessments three times per semester course and three times per full year course.
2. Data teams will review common assessment data to identify target areas and to guide future instruction.
3. Complete the development of curriculum unit guides for all content areas that are aligned to common core and state standards.
4. Continue to build scaffolding of skills in the content areas of ELA and Math between middle and high school.

Benchmarks:

Monitoring Dates/Timeline: September 2015- June 2016

1. Staff will utilize department meeting time to review and discuss student common assessment results and create action plans to address areas of improvement that are identified.
2. Staff will work collaboratively to complete curriculum guides in Atlas.
3. ELHS administration will work with ELPS Director of Curriculum and BPMS administrators to schedule time for secondary teachers to review and align the ELA and Math scope and sequence for grades 6-12.

Person/persons responsible for monitoring: Principal, Assistant Principals, Director of Curriculum, Staff

Begin Date: September 2015

Anticipated Completion Date: On- going

Actual Completion Date: On-going

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SMART GOAL #2: 100% of our instructional staff will collaborate to provide a solid core instructional block that consistently includes the effective, research- based instructional strategies related to objectives, activators, student engagement activities, mini lessons and wrap ups to support standards-based curriculum planning and our building learning expectations.

Action Steps:

1. Objectives and agendas will be posted in every classroom and will be communicated and implemented with students.
2. Objectives will be developed to support the ELHS learning expectations.
3. Professional Learning Communities will be utilized to research and implement best practices that support building SMART goals and learning expectations.
4. By July 2016, standards-based curriculum units will be developed and implemented that embeds best practices related to core instruction.
5. Department chairs and staff will participate in building learning walks to learn more about how the instructional block and learning expectations are implemented at ELHS. This information will be shared with full staff.
6. Professional development will be provided to support technology- based instruction, 21st century learning skills and the ELHS learning expectations.

Benchmarks:

Monitoring Dates/Timeline: September 2015 through June 2016

1. 100% of staff will select and participate in a Professional Learning Community with their peers to work on forwarding the elements of core instruction and building SMART goals. 100% of staff will give a presentation at the end of the year with their PLC colleagues to share their work.
2. Elements of Core Instruction and the ELHS learning expectations will be visible in 100% of classrooms.
3. Administrators will provide staff feedback on their progress on the elements of core instruction via evaluations through Teachpoint software.
4. 100% of students will receive regular feedback from teaching staff regarding their progress with the ELHS learning expectations via the learning expectations rubric and the report card.
5. Curriculum guides will be completed and shared in Atlas. These guides will contain best practices related to core instruction.

Person/persons responsible for monitoring: Principal, Assistant Principals, Director of Curriculum, Staff

Begin Date: September 2015

Anticipated Completion Date: On- going

Actual Completion Date: On-going

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SMART GOAL #3: All ELHS staff will foster a safe, positive, and respectful learning/working environment resulting in an increase in stakeholder (staff, parents, students) satisfaction.

Action Steps:

1. Staff will establish PLCs for the purpose of improving instruction in classrooms, building collegiality with their peers and to provide the autonomy for selecting relevant and meaningful professional development related to their course content.
2. Staff will review 2015 student exit survey results with Department Chairs, School Council, PAC and Full Staff.
3. Principal's Advisory Committee will continue to solicit feedback from staff and students of areas that need attention and/or improvement.
4. Staff will work to develop an Advisor/Advisee program that will help foster positive relationships with students.

Benchmarks:

Monitoring Dates/Timeline: September 2015- June 2016

1. 100% of staff will present their PLC work at the end of the year faculty meeting.
2. Principal Advisory Committee meeting minutes will reflect the work towards areas that need attention and/or improvement.
3. A pilot and draft of an Advisor/Advisee program will be completed and reviewed by all staff by the end of the 2015- 2016 school year.

Person/persons responsible for monitoring: Principal, Assistant Principals, Director of Curriculum, Staff

Begin Date: September 2015

Anticipated Completion Date: On- going

Actual Completion Date: On-going