

Blue Hills Regional Technical School Plan for Success 2020-2024 December 1, 2020

Mission			
<p>To continue Blue Hills history of academic achievement, technical training, and character development through a curriculum which emphasizes the integration of cutting-edge technical programs and challenging academic courses; enabling its students to become competent, caring and productive people in a diverse and changing world.</p>			
Vision			
<p>To be the premier secondary-level technical training and college-preparatory institution in the state of Massachusetts. In keeping with industry standards and emerging technologies, we aim to increase our leadership in the development of world-class Career and Technical graduates who are highly sought for both employment and higher education.</p>			
Core Values			
<p>Blue Hills is committed to:</p> <p>Community</p> <ul style="list-style-type: none"> • Creating an atmosphere of mutual respect through collaboration, inclusion, and relationships. <p>Opportunity</p> <ul style="list-style-type: none"> • Offering various diverse opportunities where ALL students can reach their full potential both in and out of the classroom. <p>Relevance</p> <ul style="list-style-type: none"> • Providing a relevant, high quality, cutting-edge, and innovative education that promotes individual growth for the future. <p>Employability</p> <ul style="list-style-type: none"> • Uniquely preparing our students for the many possible college and career pathways. 			
Theory of Action			
<p>If we ensure dynamic and equitable teaching and learning, foster a positive and supportive climate and culture, establish a proactive and responsive system of communication, and provide relevant and personalized professional development, then students at Blue Hills will become competent, caring, and productive people in a diverse and changing world.</p>			
Pillars of Success			
<i>Dynamic & Equitable Teaching & Learning</i>	<i>Positive & Supportive Climate & Culture</i>	Proactive & Responsive Communication	Relevant & Personalized Professional Development
Strategic Objectives			
1. Establish & implement a curriculum that fosters instructional practices that meet the social, emotional, academic, & vocational needs of all students.	2. Improve diversity among staff & faculty. 2a. Foster diversity & equity in all academic & vocational programs.	3. Establish a cohesive communication plan that addresses procedures to effectively engage all stakeholders in the school's success.	4. Ensure PD is relevant, current, & individualized.
Strategic Initiatives			
1.1 Ensure equitable time to address the social, emotional, academic, & vocational needs of students.	2.1 Ensure career pathways are discussed during exploratory.	3.1 Identify and categorize stakeholders with appropriate methods of communication.	4.1 Create a districtwide PD plan annually by September 1.

1.2 Create and revise formative/summative assessments to meet student needs, including social emotional learning and priority standards.	2.2 Promote outreach at community events and host events on campus.	3.2 Fund & streamline social media platforms, including the website	4.2 Create, disseminate, and analyze surveys for all staff to ensure effective & equitable PD.
1.3 Develop a learning plan to assist teachers & students in hybrid/remote instruction, to ensure SEL/AV needs are met.	2.3 Develop a plan to review curriculum materials so all students are represented.	3.3 Formalize & evaluate emergency communication plans and procedures.	4.3 Provide PD training to staff development of Individual PD plans.
1.4 Create opportunities for departments to create common assessments – Priority standards.	2.4 Revamp hiring & recruitment practices to promote a more diverse staff	3.4 Evaluate effectiveness of communication to various stakeholders.	4.4 Establish and implement a PD committee that reflects the composition of the staff & faculty
1.5 Create a plan for teachers that regularly analyzes data & examines student work.		3.5 Identify and implement proactive means of communication.	4.5 Secure funding for PD and teacher work time.

Outcomes

By June 30, 2024, the curriculum will reflect the current academic and vocational needs of Blue Hills students as measured by regular data analysis of student work.

By June 30, 2024, students at Blue Hills RTS will be involved in programs, opportunities, and experiences that match their interests, aptitudes, and social emotional needs.

By June 30, 2024, Blue Hills RTS will report statistically significant growth in equity and diversity as measured by data collected and how it reflects current trends in education and industry.

By June 30, 2024, equity at Blue Hills RTS will be evident by the implementation of innovative strategies to maintain efforts to hire qualified, racially, and linguistically diverse staff and teachers that are reflective of the student body.

By June 30, 2024, Blue Hills RTS will have a communication plan that is consistent, regularly reviewed and revised, and easily accessible to all stakeholders.

By June 30, 2024, Blue Hills RTS will have a communication plan that clearly defines roles and responsibilities for effective communication.

By June 30, 2024, Blue Hills RTS will have an established professional development committee that reviews data and writes an annual professional development plan.

By June 30, 2024, Blues Hills RTS will have a professional development plan that reflects staff needs and will be fully funded.