

**Blue Mountain Union School**  
**SCHOOL WIDE PLAN 2011-2012**

Date: 5/25/2011

		Needs Identified to Improve Student Achievement			BUDGETING					
Category	Initiative	Goal #	MEASURABLE GOAL(s) / OBJECTIVES	DATA Used to Determine Need	School Wide Comp #	Strat #	STRATEGY ACTION STEPS	Cost	Funding Source	Timeline
Primary investment areas - Each initiative and strategy must be assigned to one primary category.	BMU and/or School initiatives within each category.		Indicate current performance state and desired performance target.	Indicate assessment and/or data source used	Refer to list of 10 Comp resource	Refer to Strategy Outline resource	Written description of strategy - include the who, what, where, why, when		Local Funds Titles CFP SWP Medicaid SS/HS IDEA-B MAC Other	
Assessments	1) Improve student academic performance throughout BMU through the ongoing analysis of data to inform instructional responses, determine professional development activities, and drive related improvements to the educational programs in each school through a comprehensive Local Assessment Plan.				1, 2, 3, 4, 5, 8, 9					
			100% of professional staff are introduced to Formative Assessment techniques and strategies.			1.A1	<b>Formative Assessment Training:</b> Completed throughout the year during the Teaching and Learning Team Time. Principal and staff representatives will lead discussion and T&L time.	\$0		2011-2012
						1.A2	<b>Teaching and Learning Teams</b> Weekly meetings to be held for teachers to follow up FA training and to continue and refine FA practices.	\$0		2011-2012
			100% of administrators and teachers are engaged in analysis of state and local data and use this data to drive instruction			1.B1	<b>Fountas &amp; Pinnell Benchmark Assess System:</b> Data to be reviewed by teachers and literacy specialists to determine appropriate text level for students.	\$0		3 times during 2011-2012 (Fall Winter Spring)
						1.B2	<b>POA Assessment:</b> Data to be reviewed by teachers and literacy specialists to determine appropriate literacy strategies for individual students	\$0		3 times during 2011-2012 (Fall Winter Spring)
						1.B2a	<b>NWEA Assessment:</b> Data to be reviewed by teachers and literacy/math specialists to determine appropriate literacy/math strategies for individual students.	\$0		3 times during 2011-2012 (Fall Winter Spring)
						1.B3	<b>NECAP Math Meetings:</b> Teachers in the Math vertical team will meet monthly to discuss NECAP math assessment data and to review strategies to increase student achievement.	\$0		Monthly during 2011-2012
						1.B4	<b>NECAP Science Meetings</b> Teachers in the Science vertical team will meet monthly to discuss NECAP science assessment data and to review strategies to increase student achievement.	\$0		Monthly during 2011-2012
						1.B5	<b>NECAP Literacy Meetings:</b> Teachers in the Literacy vertical team will meet monthly to discuss NECAP literacy assessment data and to review strategies to increase student achievement.	\$0		Monthly during 2011-2012

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Leadership/ Planning	<b>2) Increase leadership capacity throughout BMU by developing administrator and teacher knowledge and skills in the areas of educational leadership.</b>				1, 2, 3, 4, 5, 7, 8, 9, 10					
			100% of principals, administrators and teacher leaders attend at least one leadership development opportunity during 2011-2012 school year/summer.			2.A1	<b>Principal</b> to enroll and complete two courses in educational leadership in the CAGS program through Plymouth State University (Brian Rayburn)	\$3,400	Local Funds	2011-2012
						2.A2	<b>Amy Gale-Director of PLCA Travel</b> reimbursement between schools and for meetings.			
						2.A3	<b>Amy Gale-Director of PLCA-Membership Fees</b> for NCTM, NEKSDC, VTSAC, NSDA and similar organizations related to position.			
						2.A4	<b>Amy Gale-Director of PLCA Administrative Endorsement</b> courses (Curriculum & Instruction, School Finance, and related coursework). Registration fees, credits, materials.			
						2.A5	<b>Amy Gale-Director of PLCA</b> - purchase professional development supplies, materials and curriculum district wide.			
						2.A6	<b>Amy Gale-Director of PLCA</b> - purchase laptop for use in delivering professional learning to district staff.			
						2.A6a	<b>Purchase Equipment - Elmo and chart stand for use in delivering professional learning to all BMU district staff.</b>			
						2.A7a	<b>National Staff Development Council</b> , academy meeting in Washington D.C. for Amy Gale (Director of PLCA) -focus on transforming professional learning within the district to improve student achievement in content areas-Includes registration, travel costs, materials.			
						2.A2	<b>Director of Guidance</b> to enroll and complete two courses in educational leadership in the CAGS program through Plymouth State University (Kasey Potter)	\$3,400	Local Funds	2011-2012
						2.B1	<b>Professional Development Committee team to meet monthly and advise Principal on teacher</b> needs for training and professional development in order to accomplish goals of BMU action plans.	\$0		2011-2012
						2.D1	<b>VPA Leadership Academy</b> - BMU principal and assistant principal will attend to develop leadership capacity and improve administrative communication and planning. Registration fee, room, mileage, supplies (Brian Rayburn and Milt Doda)	\$1,500	Local Funds	2011-2012
						2.E1	<b>NESSC</b> - Principal and Superintendent to attend the New England Secondary Schools Consortium Conference that will focus on 21st Century Learning and Teaching.	\$600	Local	April 2011
						2.E2	<b>Northeast Kingdom School Development Center membership for BMU's partnership with NEKSDC.</b>	\$3,000	Local	2011-2012

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Literacy	3) Improve student Reading and Writing performance across member schools by increasing the knowledge and skills of all related teaching staff to deliver literacy instruction consistent with current best practices and aligned with the GEs.				1, 2, 3, 4, 5, 7, 8, 9, 10					
			75% of students score proficient or above in the <b>NECAP Reading Assessment for Grades 3-8, 11</b>			3.A1	<b>BMU School Wide Literacy Teacher Leader</b> 1.0FTE to serve BMU literacy initiatives. Focus on coaching teaching staff in literacy best practices, facilitating implementation of Literacy Team decisions into classroom practice, demonstration lessons in classrooms. Emphasis on helping teachers adjust instruction to meet the learning needs of students not meeting the standard in literacy. Salary and benefits (Allyson Coburn)	\$ 60,215	CFP SWP	2011-2012
			52% of students score proficient or above in the <b>NECAP Writing Assessment for grades 5, 8, and 11</b>			3.B1	<b>BMU Literacy Teacher Leader - Materials/Supplies to train literacy staff.</b>	\$1,000	Local Funds	2011-2012
						3.B2	<b>School-wide Literacy Vertical Team leader for monthly meetings</b> to coordinate school-wide literacy practices.	\$1,000	Local Funds	2011-2012
						3.B3	<b>Reading Recovery Teacher-</b> Provide a reading recovery teacher (Salary and benefits) Nancy Perkins 1.0FTE	\$62,327	CFP SWP	2011-2012
						3.B5	<b>Leveled Literacy Instruction Professional Development-</b> Send two teachers (Ashley Bean and Jennifer Dube) to the year long LLI training through LSC.	\$2,400	Local Funding	2011-2012
						3.B6	Technology Purchase to enhance literacy strategies for students who struggle with reading and writing and are in danger of failing. (4 IPADS, 4 IPODS, and accessories)	\$3,500	Medicaid	2011-2012
						3.B7 4.D1 5.C1	NOVANET Contracted Service- Used with students who are in need of credit recovery and are in jeopardy of failing or falling behind in the regular classroom. The program offers an enhanced/alternative instructional program for these students.	\$3,200	Medicaid	2011-2012
Math	4) Improve student Mathematic performance across member schools by increasing the knowledge and skills of all related teaching staff to deliver mathematics instruction consistent with current best practices and aligned with the GEs.				1, 2, 3, 4, 5, 6, 7, 8, 9, 10,					
			65% of students score proficient or above in the <b>NECAP Math Assessment.</b>			4.A1	<b>BMU Vertical Math Team Leader</b> - facilitate monthly meetings of school math teachers to develop common understandings and practices, ensure school wide consistency, discuss assessments, instructional implications, and establish protocols.	\$1,000	Local Funds	2011-2012

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						4.C1	<b>School Wide Math Teacher-</b> to provide supplemental and intervention math services for at-risk students in grades K-6 identified as needing more intensive instruction in numeracy and math functions. (Marcy Larrabee .60 Salry and benefits)	\$56,881	CFP SWP	2011-2012
						4.D1 3.B7 5.C1	NOVANET Contracted Service- Used with students who are in need of credit recovery and are in jeopardy of failing or falling behind in the regular classroom. The program offers an enhanced/alternative instructional program for these students.	\$3,200	Medicaid	2011-2012
Science	5) Improve student Science performance across member schools by increasing the knowledge and skills of all related teaching staff to deliver science instruction consistent with current best practices and aligned with the GEs.				1, 2, 3, 4, 5, 7, 8, 9					
			60% of students score proficient or above in the <b>NECAP Science Assessment.</b>			5.A1	<b>BMU Vertical Science Teacher Leader</b> Organize monthly meetings with teaching staff in science instruction best practices, facilitating implementation of inquiry into classroom practice. Emphasis on helping teachers adjust instruction to align with Science GEs and meet the learning needs of students not meeting the standard in Science.	\$1,000	Local Funds	2011-2012
						5.B1	<b>Purchase Supplies/materials to support science instruction</b>	\$10,000	Local Funds	2011-2012
						5.C1 3.B7 4.D1	NOVANET Contracted Service- Used with students who are in need of credit recovery and are in jeopardy of failing or falling behind in the regular classroom. The program offers an enhanced/alternative instructional program for these students.	\$3,200	Medicaid	2011-2012
Special Education	6) Improve achievement of identified students across member schools by increasing the knowledge and skills of all related teaching staff to deliver instruction and services consistent with current best practices and aligned with the GEs.						<b>see local budget for SPED salaries including teachers and para educators.</b>			
Positive Learning Environment	7) Improve student academic performance and social/emotional health across member schools by improving the learning environments of BMU.				6, 10					
						7.A1	<b>BMU Late Bus Program</b> Two days a week BMU will operate a late bus to allow for students to stay and get extra assistance on academics	\$ 8,000	Local Funds	2011-2012
			Implement a quality after school program that offers academic assistance.	NECAP, Local Data		7.B1	<b>Services for Homeless Students</b> set aside amount for the district. These funds will be supplemented with local money as needed.	\$1,000	CFP SWP	2011-2012

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						7.C1	<b>Mental Health Counselors</b> -School staff will refer children with behavioral issues to school based counselors and appropriate community services.	no cost to school		2011-2012
			Counseling services to children and families that meets their specific scheduling needs are implemented and supported.			7.C2	<b>School Psychologist</b> : Onsite counseling for students with emotional needs.	\$ 49,692	Local Funds, EPSDT, Medicaid	2011-2012
						7.D1	<b>PBIS</b> - Implement a program that enhances school climate and provides a system of positive behavioral supports.	\$ 16,000	Local Funds, BEST Grant	2010-2012
			A positive school climate exists throughout BMU and is supported in the community at large.			7.D2	<b>Anti Bullying and harassment</b> - Provide training for staff on investigating bullying and harassment. 2 participants will attend the conference in the fall offered by the state of Vermont. \$100 mileage, \$110 food, and \$125 x 2 =\$250 registration	\$ 1,460	Local Funds	2011-2012
						7.D3	<b>Olweus</b> - Provide training for students and staff on bullying and harassment using the Olweus Anti-Bullying program. Middle School Staff will be trained throughout the year. Students would be trained in class throughout the year and through special programs brought to the school to enhance the Olweus program.	\$ 1,000	Local Funds	2011-2012
						7.E1	<b>ATOD (Act 51)</b> Teachers are trained in prevention education.	\$ 1,000	Local Funds	2011-2012
			ATOD (Alcohol, Tobacco and Other Drugs) prevention			7.F1	<b>"Know Your Body" curriculum</b> - Teachers, guidance counselors and nurses are trained.	no cost to school		2011-2012
			Students and families make healthy choices about ATOD			7.G1	<b>Crisis Response</b> policies and plan are developed and implemented.	no cost to school		2011-2012
			Create a safe and healthy environment for students, staff and first responders.			7.G2	<b>CPI-"Crisis Prevention and Intervention" Training</b> for specific staff in correct action for the wellness and safety of students.	no cost to school		2011-2012
						7.G3	<b>School Drills</b> - Continue to train staff and students around lockdown, fire drill, and evacuation plans.	no cost to school		2011-2012
						7.H1	<b>PowerSchool Discipline Tracker software program</b> - A software system for reporting data on behavioral issues and referrals is implemented.	\$2,500	Local Funds	2011-2012
			Behavioral incidents related to students not feeling safe in school: bullying, fights, etc. are tracked and reported			7.H2	<b>School Climate Committee</b> as recommended by the wellness committee to make recommendations that would lead to a positive school climate.	no cost to school	Local	2011-2012
						7.I1	<b>BMU Wellness Committee</b> - support district initiatives by reviewing, planning, and implementing recommendations from the Wellness Committee.	no cost to school	Local	2011-2012
			Support the BMU professional development strands that focus on health and wellness			7.I2	<b>CPR and First Aid Training</b> for 5-8 staff members. Participants include Brian Rayburn, Mike Gordon, Lucas Barrett, Kasey Potter, Milt Doda, Wayne Smith, and Cathy Bisson	\$250	Local	2011-2012
						7.I3	<b>Employee Assistance Program</b> - school enrollment in the EAP. This program will enhance the mental health and well being of the staff.	no cost to school	Local	2011-2012

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Mentoring	8) Increase teacher and administrator retention and efficacy across member schools by providing support and guidance to newly hired professionals through a formal mentoring and induction process.			School Quality Standards	1, 3, 4, 5					
			100% of new (less than 3 years experience) classroom-based professional staff will receive a mentor for the first two years of employment at BMU school.			8.A1	<b>Mentoring Program for Educators</b> - district wide program utilizing the Danielson/Pathwise materials to mentor newly hired classroom teachers as a way to retain, develop, and improve new teacher efficacy. Mentor/mentee stipends, prof dev resource materials, mileage, supplies. \$500x2mentors=\$1000;	\$ 1,000	Local Funds	2011-2012
Technology Integration & Data Management	9) Increase student, teacher, staff, and administrator competency with technology and ability to embed appropriate technology use into all aspects of the educational program.				1, 2, 3, 4, 5, 8, 9					
						9.A1	<b>BMU Technology Steering Committee</b> to meet monthly to discuss school level technology needs of staff and students. Materials and meeting supplies.	no cost to school		2011-2012
			100% of all administration and staff participate in technology training.			9.A2	<b>Tech Mentoring Program Coordinator</b> to oversee trainings of 1:1 or small groups in software/basic computer/technology skills for all staff (office/classroom) to enhance and integrate tech competencies and skills across all areas in the district.	\$ 60,775	Local Funds	2011-2012
						9.A3	Provide keyboard and computer instruction for grades 5-8		Local	2011-2012
						9.A4	Provide internet safety and research training during the "special's class."		Local	2011-2012
						9.A5	Update the files for the acceptable use policy			2011-2012
						9.B1	<b>E-Mail</b> - Provide access and training to email for all staff and board members. Training will be provided to all new staff members before school begins as well as throughout year. Continued referresher sessions will be offered throughout year. Training will be provided by technology officer and building based technology support people.		Local	2011-2012
			Maintain communication between Supervisory Union, schools, parents, and community			9.B2 11.A2	<b>Notification System</b> - A parent & staff notification system (Alert Now) is in place to help inform parents & staff of emergencies, school events, etc. Schools will participate in increasing parent involvement through education and access to information. Security cost is \$2.25 per student per school.	\$ 1,200	Local Funds	2011-2012
						9.B3	<b>Web Site Support</b> - webpage and network resource training for staff (ie. wikis, blogs, social networking tools, software, etc)	\$ 200	Local	2011-2012

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Early Childhood Programs & Education	<b>10) Improve the social, emotional, and academic success of students schools by providing preschool programs and services that prepare students for and transition them into the Kindergarten program at BMU.</b>				1, 2, 3, 4, 5, 6, 7, 8, 9, 10,					
						10.A1	<b>Preschool Teacher</b> -Fund standards-based PreK for hi-risk 3-5 yrs. Prog focus on phonemic awareness, listening skills, smooth transition into Kindergarten. Salary & Benefits	\$ 40,543	Local Funds	2010-2012
Parent Involvement	<b>11) Improve student success in school by engaging parents of BMU in activities to support parent involvement in their children's education.</b>				1, 2, 6, 9, 10					
						11.A1	<b>Parent Involvement</b> Encourage parental engagement in school wide activities to support their children's education.	\$ 1,000	Local Funds	2011-2012
			<b>Blue Mountain Union School will have a 40% parental involvement in planned activities.</b>			11.A2 9.B2	<b>Notification System</b> - A parent & staff notification system (Alert Now) is in place to help inform parents & staff of emergencies, school events, etc. Schools will participate in increasing parent involvement through education and access to information. Security cost is \$2.25 per student per school.	\$ 1,200	Local Funds	2011-2012
			Community and Parent Involvement in action planning, budget, and school wide planning			11.B1	Hold three Open Door Meetings in the fall to address budget concerns	no cost to school		2011-2012
						11.B2	Communicate with parents about PBIS by providing materials, supplies, and postage to implementation	\$ 250	BEST Act 230	2011-2012
						11.B3	Hold community meetings to address school size and configuration	no cost to school		2011-2012
						11.B4	Provide internet safety training for parents to increase parent involvement	no cost to school		2011-2012
Teacher/Para Quality	<b>12) Improve student academic performance throughout BMU by ensuring all professional and support staff are highly qualified.</b>		100% of all professionals and paraeducators are HQT. <b>BMU will have 100% HQT</b>							
Board							Superintendent			
Approved:							Approved:			