

Simsbury High School

Strategic Plan 2024-2025

Simsbury Public Schools
Simsbury, Connecticut



*Teaching students to meet the challenges of today
and tomorrow with confidence and integrity*

Preparation - Passion - Personal Growth

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Introduction and Purpose of our School Strategic Plan

Simsbury High School is committed to a continuous improvement process. This formal plan serves as a roadmap guiding us towards the achievement of our core values and beliefs. Our students and staff consistently excel both in the classroom, on the field, and within the community. Enhancements to our facilities, course offerings, and teaching practices have led to significant growth in student achievement, all driven by our unwavering dedication to preparation, passion, and personal growth. This cycle of improvement keeps our efforts aligned, focusing on key indicators such as student success, professional development, and the safety and well-being of all members of our learning community. Building on our tradition of excellence, we believe this year's plan will provide the framework to continue making Simsbury High School an outstanding place to learn and work. In spring 2019, the Administrative Council and the Board of Education developed key focus areas as part of a [five-year strategic plan](#). The school's goals, centered on Student Growth and Success, a Compassionate and Connected School Culture, and a Premier Workforce, are ambitious. They challenge our staff and students to push beyond current high levels of performance, as we continue to maximize growth in these critical areas.

Sincerely,

Maggie Seidel, Principal

Go Trojans!

Information about Simsbury High School

Simsbury High School holds the distinction of being one of the highest-performing high schools in the country. Our tireless pursuit of excellence continues to yield positive results both in the classroom and on the field. The accomplishments of our students are a testament to the hard work of our faculty, who benefit greatly from the support of parents and community members. Together, we foster the growth of the exceptional students who call our school home. The core values and beliefs of Simsbury High School are grounded in the Vision of the Graduate and defined by our mission: preparation, passion, and personal growth. These foundational documents outline our shared commitments with students and the community, serving as a compass for educational planning and decision-making. Our learning community is dedicated to preparing students for success by helping them identify their passions and fostering personal growth through authentic learning experiences focused on critical thinking, communication, collaboration, innovation, self-directed learning, and becoming global citizens. This combination of support, challenge, and shared pursuit of excellence sets our school apart and makes it an invigorating place for learning. As you review the information in this document, you'll see a record of accomplishments that serve as tangible markers of our success, along with notes identifying areas of focus for the future. This process of data collection and reflection sets the stage for our ongoing cycle of continuous improvement.

Thank you for taking the time to review this report. However, to truly appreciate the work that takes place at Simsbury High School, I encourage you to visit our campus. Once you experience one of our musicals, hear the written words of our students, see their excitement as they solve problems creatively, and witness the sportsmanship displayed by our athletes, you will gain a deeper understanding and appreciation of what makes this school so special. Simsbury High School is a place unlike any other, and I am honored to serve its students, staff, and community as principal.

Sincerely,

Maggie Seidel, Principal

Go Trojans!

Simsbury Public Schools ~ Vision of a Graduate



Critical Thinker

- Engage in problem solving, inquiry, and reflective thinking
- Develop compelling questions
- Analyze information to consider varied perspectives
- Evaluate information to reason and solve problems



Communicator

- Listen actively
- Lift conversations by asking and responding to questions
- Deliver clear, concise, accurate ideas through spoken and written language
- Demonstrate an awareness of audience by adjusting purposefully



Collaborator

- Perform a variety of roles and responsibilities
- Function interdependently and flexibly with others
- Seek and contribute feedback
- Embrace contradictions and divergent ideas to accomplish a common goal



Self-Directed Learner

- Take initiative and responsibility for learning and productivity
- Use "experts" and other resources to pursue goals
- Demonstrate resilience, optimism, and perseverance
- Accomplish tasks through self-advocacy, self-confidence, and a growth mindset



Innovator

- Empower creativity and develop skills
- Use a variety of techniques as part of a process to enhance outcomes
- View failure as an opportunity to learn, persevere, and show flexibility
- Challenge the status quo, push boundaries, and achieve growth



Global Citizen

- Exemplify empathy, compassion, and respect in interactions with others
- Consider diverse perspectives and cultures
- Act responsibly and ethically
- Recognize impact of actions and civic decisions

Simsbury Public Schools Strategic Plan Goals 2019-2024

Student Growth and Success: Simsbury Public Schools will engage all students in rigorous, dynamic, and relevant learning experiences, in alignment to the Simsbury Vision of the Graduate, in order to ensure student growth and achievement.

Compassionate and Connected School Culture: Simsbury Public Schools will engage our students and adults in an inclusive, responsive, and safe environment that fosters the development of empathetic, ethical, and resilient community members.

Premier Workforce: Simsbury Public Schools will hire, invest in, and retain passionate and exceptional staff who will contribute to a challenging, innovative, and collaborative culture defined by continuous improvement.

Sustainable and Strategic Investments: Simsbury Public Schools will identify and advocate for the needs of our school communities in innovative ways to support the success and growth of all students, ensure fiscal responsibility, and the long-term stability of the district.

***Board of Education
Adopted June 11, 2019***

*“If you go to work on your goals, your goals will go to work on you.
If you go to work on your plan, your plan will go to work on you.
Whatever good things we build end up building us.”*

~ Jim Rohn

Simsbury High School Priorities

2024- 2025

A Year to go for Gold



Goal 1: Student Growth and Success

<p>Simsbury Public Schools will engage all students in rigorous, dynamic, and relevant learning experiences, in alignment to the Simsbury Vision of the Graduate (VoG), in order to ensure student growth and achievement.</p>
<p>Strategic Action Steps</p>
<ul style="list-style-type: none"> ● Focus instruction on high leverage strategies to promote active learning ● Develop a collective understanding of college and career readiness for 2025 ● Identify struggling learners and develop targeted growth plans to address missed standards. ● Use data to monitor progress and track improvement for all students. ● Build staff capacity in the ongoing assessment of VOG attributes through the integration of the attributes outlined on the VOG Blueprint. ● Develop teacher capacity on the format and skills within the new SAT and embed strategies into instruction for students.
<p>Performance Indicators (As measured by...)</p>
<ul style="list-style-type: none"> ● Vision of A Graduate - Capstone competency ● SAT School Day - Grade 11 ● Next Generation Science Assessment (NGSS)- Grade 11 (Level 3 or better) ● Advanced Placement results ● Grade Point Average (GPA) - Grade 12 ● Post Secondary Option Enrollment (college, trade school, military, pre apprentice programs...etc) ● Graduation

SMART Goals: (Specific/Measurable/Aggressive yet Achievable/Relevant/Time-Bound)

<p>SAT School Day Expectations by June 2025</p>
<ul style="list-style-type: none"> ● 75% of students receiving 530 or better in math. ● 85% receiving 480 or better in english. ● 80% earning 1010 or better as a composite score.
<p>Science Expectations by June 2025</p>
<ul style="list-style-type: none"> ● 90% will score at/above the proficiency standard (Level 3) on NGSS
<p>Advance Placement (AP) Expectations by June 2025</p>
<ul style="list-style-type: none"> ● 75% of seniors successfully completing at least one AP course before graduation. ● 85% AP students scoring 3 or higher on at least one exam.
<p>Graduation and Post Secondary Plan Percentages by June 2025</p>

SAT School Day Expectations by June 2025
<ul style="list-style-type: none"> ● 75% of students receiving 530 or better in math. ● 85% receiving 480 or better in english. ● 80% earning 1010 or better as a composite score.
<ul style="list-style-type: none"> ● 100% of the Class of 2025 will meet graduation requirements and have an articulated post secondary plan.

Goal 2: Compassionate & Connected School Culture
<p>Simsbury Public Schools will engage our students and adults in an inclusive, responsive, and safe environment that fosters the development of empathetic, ethical, and resilient community members.</p>
Strategic Action Steps
<ul style="list-style-type: none"> ● Ensure all staff are provided experiences in the areas of cultural diversity and competency, safety, and mental health needs. ● Continue to provide the SHS community and students with educational experiences around race and diversity. ● Identify, create, and refine structures in order to increase a sense of belonging, value and contribution to a positive school community (SHS Connect, Trojan Code, etc.). ● Enact, evaluate, and refine identified safety protocols consistently across the school. ● Maintain norms for student behavior and expectations. ● Continue school spirit activities and hospitality events.
Performance Indicators (as measured by...)
<ul style="list-style-type: none"> ● Vision of A Graduate rubrics ● Stakeholder survey results ● Attendance, intervention and discipline data ● Safety and security survey ● Capstone achievement ● <i>Say Something</i> submissions

SMART Goals: (Specific/Measurable/Aggressive yet Achievable/Relevant/Time-Bound)

Climate Survey (Panorama or similar measure) by June 2025
<p>Student Favorable Responses:</p> <ul style="list-style-type: none"> ● Positive climate >60% ● Safety >70% <p>Family Favorable Responses:</p> <ul style="list-style-type: none"> ● Positive climate > 60% ● Safety > 70%

Goal 3: Premier Workforce
<p><i>Simsbury Public Schools will hire, invest in, and retain passionate and exceptional staff who will contribute to a challenging, innovative, and collaborative culture defined by continuous improvement.</i></p>
Strategic Action Steps
<p>Premier Workforce</p> <ul style="list-style-type: none"> ● Achieve and preserve a culture of quality, equity, support and responsiveness for all SPS employees. ● Promote professional development opportunities for all employees that are meaningful and relevant. ● Participate in PLCs/Professional Development/Peer Visits. ● Ensure teachers meet expectations on the SPS standards of practice for teaching and service delivery. ● Provide opportunities for educators to engage in collaborative analysis of student work and assessment results to refine instructional practices in order to increase student achievement. ● Provide opportunities for teachers to reflect on their teaching practices. ● Collaborate with Human Resources in recruiting teachers, surveying staff, and planning for professional development.
Performance Indicators (as measured by...)
<ul style="list-style-type: none"> ● Professional development feedback forms ● Professional Learning Communities (PLC) survey data results (even school years) ● Employee survey data ● Employee retention data

SMART Goals: (Specific/Measurable/Aggressive yet Achievable/Relevant/Time-Bound)

Climate Survey (Panorama or similar measure) Results by June 2025
Staff & Teachers Favorable Responses <ul style="list-style-type: none">• Well-Being > 70%• Belonging > 70%