

# Simsbury High School

## Strategic Plan 2023-2024

Simsbury Public Schools  
Simsbury, Connecticut

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

**Preparation - Passion - Personal Growth**

**Maggie Seidel**, Principal

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## Table of Contents

I. Introduction and Purpose of our School Strategic Plan	p. 3
II. Information about Simsbury High School	p. 4
III. Simsbury Public Schools Vision of the Graduate	p. 5
IV. Simsbury Public Schools Goals, 2019-2024	p. 6
V. Simsbury High School Priorities	p. 7
VI. Simsbury High School Strategic Plan	p. 8
• Goal 1: Student Growth and Success	p. 8
• Goal 2: Compassionate & Connected School Culture	p. 9
• Goal 3: Premier Workforce	p. 10



## Introduction and Purpose of our School Strategic Plan

Simsbury High School is deeply committed to the continuous improvement process, and this formal plan represents a roadmap that will enable us to move towards the achievement of our core values and beliefs. The students and staff members of Simsbury High School continue to distinguish themselves in the classroom, on the field, and in our community. Improvements to our facility, course offerings, and teaching practices have yielded significant growth in student achievement and can be attributed to a steadfast dedication to our core values and beliefs of preparation, passion, and personal growth. Our cycle of continuous improvement anchors our work by focusing our attention on key indicators of student achievement, professional growth, and the safety and social emotional well-being of all the members of our learning community. Given the tremendous success that Simsbury High School has experienced, we expect that this year's plan will provide the framework that will allow us to continue the proud tradition of excellence that makes Simsbury High School such a great place to learn and work. In the spring of 2019, the Administrative Council and the Board of Education undertook a process to build a short list of areas of focus as part of a [five-year plan](#). We develop the Simsbury High School goals from this strategic plan in the areas of: Student Growth and Success, Compassionate and Connected School Culture and Premier Workforce. These are ambitious goals that will not be easy to achieve, but will push our staff and students to grow and improve beyond our current high levels of performance. Our goal is to continue to maximize the growth of our students and staff members relative to these indicators.

Sincerely,

*Maggie Seidel, Principal*

*Go Trojans!*

## Information about Simsbury High School

Simsbury High School has the distinction of being one of the highest performing high schools in the country. The tireless pursuit of excellence continues to yield positive results in our classrooms and on the field. The accomplishments earned by our students can be attributed to the hard work of our faculty members, who benefit greatly from the support of our parents and community members. Collectively, we are able to promote the growth of the exceptional students that call our school home. The Core Values and Beliefs of Simsbury High School are based upon the tenets of the Vision of the Graduate as well as, defined by our mission statement: preparation, passion, and personal growth. These foundational documents explain the shared commitments that we have with our students and the greater community, while also serving as a compass guiding our educational planning and decision-making. The members of the Simsbury High School learning community are dedicated to preparing our students for success by first working to identify their passion and then fostering their personal growth through authentic learning experiences centered on the key skills of critical thinking, communication, collaboration, innovation, self-directed learning, and becoming a global citizen. It is this combination of support, challenge, and the shared pursuit of excellence that sets our school apart from others and makes it such an invigorating place for learning to occur. As you review the information contained within this document, you will see a record of accomplishments that serve as tangible markers of our success and notes that identify areas of focus for the future. This process of data collection and reflection sets the stage for our cycle of continuous improvement moving forward.

Thank you for taking the time to review this report. However, to fully appreciate the work that occurs at Simsbury High School, I would like to encourage you to visit our school. Once you have the opportunity to experience one of our musicals, hear the written word of our students, see their excitement as they work to solve problems creatively, and observe the sportsmanship displayed by our athletes, you will have a much better 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 the students, staff, and community members as their 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*



# SCHOOL PRIORITIES

## The stories our students started to share with us...

What would make school more engaging?

- More whole school activities
- More assemblies
- More interactive activities
- More active learning, less lectures
- More class discussions

## The stories our families started to share with us...

How can we improve student safety & belonging?

- More recognition of diverse backgrounds and cultures
- Support for all clubs, activities, and sports
- Improved bathroom environment
- Help all students to be "seen"

## The stories our staff started to share with us...

How could we improve staff belonging?

- More administrative check-ins & visibility
- More time to connect with each other
- Team building opportunities
- Support for new teachers
- Increased support for special education

<b>Goal 1: Student Growth and Success</b>
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.
<b>Strategic Action Steps</b>
<ul style="list-style-type: none"> <li>● Focus instruction on high leverage strategies to promote active learning</li> <li>● Develop a collective understanding of college and career readiness for 2024</li> <li>● Identify struggling learners and have teachers’ growth plan focus on building capacity to use data to track and improve these students’ capabilities</li> <li>● Build staff competency in the ongoing assessment of VOG attributes and increase reporting measures to families on VOG attributes twice a year</li> <li>● Develop teacher capacity on the format and skills within the new SAT and embed strategies into instruction for students</li> </ul>
<b>Performance Indicators (As measured by...)</b>
<ul style="list-style-type: none"> <li>● Vision of A Graduate - Capstone competency</li> <li>● SAT School Day - Grade 11</li> <li>● Next Generation Science Assessment (NGSS)- Grade 11 (Level 3 or better)</li> <li>● Advanced Placement results</li> <li>● Grade Point Average (GPA) - Grade 12</li> <li>● College enrollment and graduation</li> </ul>

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

<b>SAT School Day Expectations by June 2024</b>
<ul style="list-style-type: none"> <li>● 75% of students receiving 530 or better in math</li> <li>● 85% receiving 480 or better in critical reading and writing</li> <li>● 80% earning 1010 or better as a composite score.</li> </ul>
<b>Science Expectations by June 2024</b>
<ul style="list-style-type: none"> <li>● 90% will score at/above the proficiency standard (Level 3) on NGSS</li> </ul>
<b>Advance Placement (AP) Expectations</b>
<ul style="list-style-type: none"> <li>● 75% of seniors successfully completing at least one AP course before graduation</li> <li>● 85% AP students scoring 3 or higher on at least one exam</li> </ul>
<b>Graduation and Post Secondary Plan Percentages</b>
<ul style="list-style-type: none"> <li>● 100% of the Class of 2024 will meet graduation requirements and have an articulated post secondary plan</li> </ul>



<b>Goal 2: Compassionate &amp; Connected School Culture</b>
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.
<b>Strategic Action Steps</b>
<ul style="list-style-type: none"> <li>● Ensure all staff are provided experiences in the areas of cultural diversity and competency, safety and mental health needs</li> <li>● Continue to provide the SHS community and students with educational experiences around race and diversity</li> <li>● 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.)</li> <li>● Enact, evaluate and refine identified safety protocols consistently across the school.</li> <li>● Require all staff to develop a goal to enhance home-school communication</li> <li>● Re-establish norms for student behavior and expectations</li> <li>● Continue mindfulness practices and hospitality events</li> </ul>
<b>Performance Indicators (as measured by...)</b>
<ul style="list-style-type: none"> <li>● Vision of A Graduate rubrics</li> <li>● Stakeholder survey results</li> <li>● Attendance, intervention and discipline data</li> <li>● Safety and security survey</li> <li>● Capstone achievement</li> <li>● <i>Say Something</i> submissions</li> </ul>

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

<b>Climate Survey (Panorama or similar measure) by June 2024</b>
<p><b>Student Favorable Responses:</b></p> <ul style="list-style-type: none"> <li>● Positive climate &gt;60%</li> <li>● Safety &gt;70%</li> </ul> <p><b>Family Favorable Responses:</b></p> <ul style="list-style-type: none"> <li>● Positive climate &gt; 60%</li> <li>● Safety &gt; 70%</li> </ul>

<b>Goal 3: Premier Workforce</b>
<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>
<b>Strategic Action Steps</b>
<p><b>Premier Workforce</b></p> <ul style="list-style-type: none"> <li>● Achieve and preserve a culture of quality, equity, support and responsiveness for all SPS employees</li> <li>● Promote professional development opportunities for all employees that are meaningful and relevant in moving the school forward</li> <li>● Participate in PLCs/Professional Development/Peer Visits</li> <li>● Ensure teachers meet or exceed the Simsbury Public School’s teaching standards</li> <li>● Provide opportunities for educators to engage in collaborative analysis of student work/assessment results to refine instructional practices in order to increase student achievement</li> <li>● Provide opportunities for teachers to reflect on their teaching practices</li> <li>● Collaborate with Human Resources in recruiting teachers, surveying staff, and planning for professional development</li> </ul>
<b>Performance Indicators (as measured by...)</b>
<ul style="list-style-type: none"> <li>● Professional development feedback forms</li> <li>● Professional Learning Communities (PLC) survey data results (even school years)</li> <li>● Employee survey data</li> <li>● Employee retention data</li> </ul>

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

<b>Climate Survey (Panorama or similar measure) Results by June 2024</b>
<p><b>Staff &amp; Teachers Favorable Responses</b></p> <ul style="list-style-type: none"> <li>● Well-Being &gt; 70%</li> <li>● Belonging &gt; 70%</li> </ul>