

Orange East Supervisory Union

2021-2024 Redesign Plan

	Focus	Goal	Actions
Instruction and Social Emotional Well Being	<p>MTSS Multi-Tiered System of Supports</p> <p>A system for how we address student needs</p>	OESU will have a consistent, fully implemented MTSS system for academic and behavioral support across all schools.	<p>Continue to develop and implement a coordinated curriculum that embeds social/emotional and behavioral strategies with academic learning</p> <p>Provide support and training to ensure all schools have a consistent approach to behavior and social emotional learning</p> <p>Create an SU wide team focused on targeted instruction (specific strategies matched to student needs)</p> <p>Purchase Infinite Campus component to create effective behavioral data reports</p> <p>Develop a consistent schedule and protocol to support data-informed instruction; include professional development</p> <p>Provide universal assessments and progress monitoring tools to collect academic and social emotional data to inform instructional decisions (eg STAR, DESSA)</p>
	<p>Universal Design for Learning</p> <p>An instructional approach to meet all learners' needs; strategies for teachers to differentiate learning activities and assessment practices</p>	OESU will fully implement Universal Design for Learning	<p>Contract with Universal Design for Learning consultant to provide training and support over 3 years</p> <p>Contract with consultant (through VSA) to provide training and support for inclusive practices with a Universal Design for Learning framework</p>
	<p>Instructional Coaching and Mentoring</p> <p>Job-embedded professional development and support</p>	OESU will develop a model for instructional coaching and implement job-embedded professional development across the supervisory union.	<p>Hire a mentoring/instructional coaching coordinator to help facilitate both programs.</p> <p>Hire instructional coaches to provide job-embedded support to teachers with instruction and classroom management.</p>

		OESU will continue to support implementation of the Mentoring Matters Program.	
	<p>Proficiency Based Learning</p> <p>Proficiency-Based Learning is a key component of flexible and personalized pathways set forth in Act 77 and the State Board of Education’s Education Quality Standards. Vermont public schools must provide students with flexible and personalized pathways for progressing through grade levels and to graduation.</p>	OESU will implement a proficiency based learning and grading system.	Teacher leadership cabinet is working on a proposal to include action steps needed to be taken.
	<p>Equity and Inclusive Practices</p>	OESU will increase awareness and understanding of racial and equity injustices among staff and students.	<p>Hire an equity in education coordinator or specialist to help assess needs and design approach</p> <p>Participate in the Leadership for Inclusive Education Project to develop plans for systemic implementation of inclusive practices using Multi-Tiered System of Supports and Universal Design for Learning as evidence-based frameworks for this work.</p>
	<p>Staff Appreciation</p>	OESU will develop and implement an employee appreciation program.	<p>Form a study committee to develop recognition and increase opportunities for staff voice and choice in school and district decision making</p> <p>Purchase materials and program supports as determined</p>
	<p>Extended Learning</p>	OESU will develop and implement an year round Extended Learning program.	Hire an extended learning coordinator to help design and facilitate extended learning to create a program students want to enroll in.

			20% of American Rescue Plan grant (ESSER 3) is mandated towards learning loss.
Engagement and Truancy	Student Engagement	OESU will increase student attendance and successfully re-engage students in learning.	Design a summer learning program students want to enroll in Hire an engagement/truancy coordinator to assist with coordinator and development of strategies to re-engage students and decrease truancy
Logistical elements needed to support goals including but not limited to technology and office furniture needs for new staff, professional development, materials and supplies, will be incorporated into the ESSER-funded investment associated with the specific goal.			