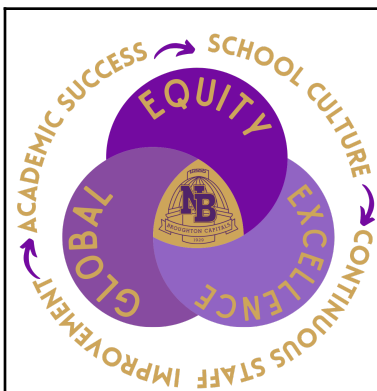


Needham B. Broughton Global Studies & Language Immersion Magnet High School

*An International Baccalaureate World School
and Magnet Schools of America Nationally Certified Demonstration School*



Our Vision: Through rigorous and innovative lessons that invite risk-taking and critical thinking, Broughton students will become global citizens who value diversity, collaborate effectively, and share their talents to improve the world.

Strategic Plan Goal Statement: Broughton High School will increase our graduation rate to 98% and exceed growth in all subgroups through engagement and collaboration.

Steps for 25-26

ACADEMIC SUCCESS: Curriculum Development Facilitator: Brent Sauls		
Goal #1: 100% of core subject areas will provide multi-tiered layers of support to meet the academic needs of all students.		
Target Date of Completion	Action Steps	Evaluation
February 2026	AS 1.2 Increase multi-tiered course offerings (departmentally) to align need and support for students who are struggling academically as well as to provide enrichment and acceleration for students who are already demonstrating academic success.	Identifying need of students based on end of year performance, Course offerings, master schedule

ACADEMIC SUCCESS: Intervention Facilitator: Crissy Calabrese		
Goal #2: Develop a successful intervention process that tracks student interventions consistently, utilizing a tracker that specifically targets academic achievement and growth for identified students.		
Target Date of Completion	Action Steps	Evaluation
August 2025	AS 2.1 Specifically, define the intervention processes.	Professional Development - Staff is made aware of the intervention process.

ACADEMIC SUCCESS: Data/Analytics Facilitator: Ann Longrie		
Goal #3: By June 2029, all Broughton instructional staff will receive training on relevant platforms to view and analyze student data, and all Broughton PLCs will create common assessment items, linked to standards and global competencies, to be used to analyze and interpret student progress and make instructional decisions.		
Target Date of Completion	Action Steps	Evaluation
June 2026	AS 3.4 Provide training to create and/or align PLC common assessments to identified learning outcomes and/or standards	PLC common assessments, PLC agendas and minutes

ACADEMIC SUCCESS: Instructional Practices
Facilitator: David Brooks

Goal #4: Ensure that all classes demonstrate engaging instructional practices that lead to the highest levels of student knowledge, skills, and achievement.

Target Date of Completion	Action Steps	Evaluation
October 2024 (start)	AS 4.3 Select a limited number of instructional strategies per year on which to provide professional development; rollout the full set of strategies over 4 years	Completion of documents to identify instructional practices and their rollout timeline over four years Integration of the strategies into annual PD plans
October 2024 (start)	AS 4.4 During the 4-year roll-out process, provide professional development on that year's focused instructional strategies, including demonstrations during "Observe Me" week and staff development role-playing/modeling.	Completion of documents to identify instructional practices and their rollout timeline over four years Integration of the strategies into annual PD plans
October 2024 (start)	AS 4.5 During the roll-out process, provide schoolwide student Advisory Class lessons on the instructional strategies and how to utilize them for personal growth/learning and share with families.	Advisory Class artifacts that demonstrate the integration of instructional strategies into schoolwide lessons
fall 2025 (start)	AS 4.6 Monitor implementation by utilizing the identified instructional strategies as a component of the teacher observation and learning walk process.	Learning Walk data Teacher observation data
spring 2025 (start)	AS 4.7 Evaluate implementation by garnering feedback from staff, families, and student work samples demonstrating the effects of the identified instructional strategies on student achievement and skills.	Staff surveys Staff feedback through evaluation procedures Student work samples Communication from families

CONTINUOUS STAFF IMPROVEMENT: Professional development Facilitator:		
Goal #1: Teachers and staff will attend in-house professional development (PD), focused on equity, excellence, and global contexts, in an effort to foster professional and personal growth and positively impact our students.		
Target Date of Completion	Action Steps	Evaluation
June 2026	CSI 1.3 Develop implementation procedures around the learning walk tool.	Implementation procedures for learning walks are developed and shared with staff

CONTINUOUS STAFF IMPROVEMENT: “Observe Me” Week		
Goal #2: Broughton faculty and staff will engage in informal classroom observation weeks in an effort to foster professional collaboration and pedagogical growth related to equity, excellence, and global contexts in order to positively impact our students.		
Target Date of Completion	Action Steps	Evaluation
Fall 2024 (start)	CSI 2.1 Organize and implement at least two annual “observe me” weeks, one during each semester of the 4-years of Broughton’s Strategic Plan.	Chart the number of classrooms open to observations and educators who attend observations at the culmination of the semi-annual “observe me” weeks.
Fall 2024 (start)	CSI 2.2 Establish reflection opportunities for “observe me” weeks through department and/or PLC meetings.	PLCs or department chairs will record reflection answers and members of the subcommittee will use responses to make future alterations.

SCHOOL CULTURE: Staff Culture
Facilitators: Betsy Graves, Omer, Hatch

Goal #1: To establish a comprehensive strategy for recruiting, hiring, and retaining a diverse team of teachers, fostering an inclusive educational environment that reflects the diversity of our student population and promotes equity and excellence in education.

Target Date of Completion	Action Steps	Evaluation
June 2026	SC 1.1 Determine the concerns, needs, challenges, and celebrations of beginning and new staff members and create action steps to address them.	Meeting minutes and documented action steps
May 2025 and ongoing	SC 1.2 Outreach to the Schools of Education at local universities to ensure that prospective teachers representing minority demographic groups are placed at Broughton for internships and student teaching experiences	Evidence of email communication, newsletters, and meetings with School of Education leadership
May 2025 and ongoing	SC 1.3 Outreach through diverse associations (National Panhellenic Council, LGBTQ+ Centers, and other affinity groups) on local university campuses and through their alumni associations to market Broughton as a place that wants their members/graduates to apply for positions	Evidence of email communication, newsletters, and meetings with School of Education leadership
April 2026	SC 1.4 Inclusion of magnet principles on job descriptions in the WCPSS application system; these principles include teaching diverse student populations in inclusive environments that may appeal to more diverse job candidates	Updated job descriptions evident in the WCPSS job application system

SCHOOL CULTURE: Staff Culture
Facilitators: Babs Nichols, Leah Greene, Jodie Kinkaid

Goal #2: Discern and implement the elements that are most likely to keep teachers at Broughton for their whole teaching career, while recognizing that they are valued, empowered, and respected.

Target Date of Completion	Action Steps	Evaluation
August/September 2025	SC 2.1 Organize and interpret the survey responses	Meeting notes
November 2025	SC 2.2 Disaggregate the data to discuss survey results and develop action steps, coordinating with staff involved to create positive action	Meeting notes
June 2026	SC 2.3 Determine the concerns, needs, challenges, and celebrations of teachers, and create action steps to address them.	Meeting minutes and documented action steps

SCHOOL CULTURE: Student Culture
Facilitators: Whiteside, Urso

Goal #3: To create and provide ALL students with a school environment that is welcoming and inviting while ensuring that ALL students in our school community feel safe, seen, heard, and valued as learners and individuals.

Target Date of Completion	Action Steps	Evaluation
June 2026	SC 3.1 Utilize, examine and implement a student survey (or utilize the WCPSS Student Engagement Survey) to gain student feedback about our school culture.	Survey example
	SC 3.2 Offer cultural competency strategies to support school-wide representation of diverse cultures and experiences.	Showcase Lesson Plans Club Presentations
	SC 3.3 Increase feedback and involvement from a wider representation of student families.	

SCHOOL CULTURE: Student Culture
Facilitators: Grondziowski, Pattisall- Williams

Goal #4: To implement meaningful student engagement through Caps Connection.

Target Date of Completion	Action Steps	Evaluation
	SC 4.1 Develop opportunities for student participation during Caps Connection, including clubs, organizations, and remediation.	Club membership Attendance in tutorials and study halls Creation of welcoming environments for all Broughton students (reword)
	SC 4.2 Implement strategies to welcome students	Solicit and utilize ideas from students and staff Publish an in-house list of strategies for staff to use