

## Blue Hills Regional Technical School Plan for Success 2023-2026

<b>Mission</b>
<p style="text-align: center;">To continue Blue Hills' history of academic achievement, technical training, and character development through a curriculum which emphasizes the integration of cutting-edge technical programs and challenging academic courses; enabling its students to become competent, caring and productive people in a diverse and changing world.</p>
<b>Vision</b>
<p style="text-align: center;">To be the premier secondary-level technical training and college-preparatory institution in the state of Massachusetts. In keeping with industry standards and emerging technologies, we aim to increase our leadership in the development of world-class Career and Technical graduates who are highly sought for both employment and higher education.</p>
<b>Core Values</b>
<p><b>Blue Hills is committed to:</b></p> <p><b><u>C</u>ommunity</b></p> <ul style="list-style-type: none"> <li>● Creating an atmosphere of mutual respect through collaboration, inclusion, and relationships.</li> </ul> <p><b><u>O</u>ppportunity</b></p> <ul style="list-style-type: none"> <li>● Offering various diverse opportunities where ALL students can reach their full potential both in and out of the classroom.</li> </ul> <p><b><u>R</u>elevance</b></p> <ul style="list-style-type: none"> <li>● Providing a relevant, high quality, cutting-edge, and innovative education that promotes individual growth for the future.</li> </ul> <p><b><u>E</u>mployability</b></p> <ul style="list-style-type: none"> <li>● Uniquely preparing our students for the many possible college and career pathways.</li> </ul>
<b>Theory of Action</b>
<p><b>If</b> we ensure that teaching and learning is challenging and future focused, foster a positive and supportive climate and culture, encourage meaningful community engagement, and effectively recruit and retain caring and talented staff, <b>then</b> students at Blue Hills will become competent, caring, and productive people in a diverse and changing world.</p>

Pillars of Success			
Future Focused Teaching & Learning	Positive and Supportive Climate & Culture	Meaningful Community Engagement	Effective Recruitment and Retention of Staff
<b>Strategic Objectives</b>			
Provide all students a challenging college and career ready curriculum.	Foster an environment that promotes positive and respectful relationships in a safe and secure environment.	Develop new and nurture existing partnerships and connections with the Blue Hills community.	Build a caring, talented, and professional community to work and grow at Blue Hills.
<b>Strategic Initiatives</b>			
1.1 Ensure that all school curriculum undergoes a comprehensive review, which includes a school wide curriculum bias tool.	2.1 Develop and implement a “Vision of a Blue Hills Graduate”	3.1 Expand student opportunities to engage with industry professionals through an alumni pilot program.	4.1 Develop and implement strategies to attract, recruit and retain a diversified faculty and staff that is representative of the Blue Hills community.
1.2 Reactivate and prioritize the data team that reviews, analyzes, and informs using MCAS, Admissions, ACCESS, CTE, Special Education and other data to help decision-making.	2.2 Assess the effectiveness of the social emotional and mental health interventions currently being used in the district and write a comprehensive plan for SEL implementation.	3.2 Evaluate our post-secondary and after school offerings to the community.	4.2 Develop and implement a Vision of a Blue Hills employee.
1.3 Ensure that CTE programs provide relevant Industry Recognized Credentials.	2.3 Ensure there is a shared set of culturally responsive instructional strategies that are implemented and can be articulated by staff.	3.3 Maintain a positive social media presence and community awareness of what Blue Hills has to offer in the community.	4.3 Establish committees to review evaluation tools for teachers and clerical staff.
1.4 Evaluate current academic, vocational, and behavioral supports and make recommendations for improvement.	2.4 Increase the sense of safety and belonging in the school among all staff and students.		4.4 Ensure PD is timely, relevant and supports professional growth.
1.5 Assess the guidance curriculum to ensure it meets the diverse needs of students in each grade level.	2.5 Reconvene and empower the district DEIB task force team with a clear purpose and goals for their work.		

## Outcomes

By June 30, 2026

- BHR staff will regularly use a curriculum bias tool to ensure our curriculum and resources are reviewed for bias and instructional strategies are culturally reflective.
- The district will establish, grow, and maintain a culture of inquiry and data use that can inform decisions that impact teaching and learning to improve the achievement of all students
- Curriculum is updated and aligned with the state frameworks.
- Increase industry recognized credentials in two to four vocational programs.
- The BHR community will have access to and knowledge of a comprehensive set of supports and resources related to social emotional health, safety and belonging, and culturally responsive practices.
- There will be an established alumni organization that impacts current students through co-op placements, educational programming, and school activities.
- Blue Hills' postsecondary and adult education programs will align with community demands and workforce needs.
- BHR will have effective recruitment strategies for various roles available to all hiring managers, and jobs will be filled with qualified and diverse candidates.
- BHR will outline the Vision of a Blue Hills Graduate and the Vision of a Blue Hills Employee.
- BHR will have clear and effective evaluation tools for faculty and clerical staff.
- BHR will continue to offer relevant, effective professional development to all faculty.