

## 2015-2016 Hopedale Jr-Sr High School Improvement Plan

### Indicator I: Curriculum, Planning and Assessment

**Description:** Ensure that all instructional staff design effective and rigorous standard based units of instruction consisting of well-structured lessons with measurable outcomes.

**Key Actions:**

- ❖ Implement the Curriculum Verification process to verify the mapped curriculum is the taught curriculum
- ❖ **Organize a Faculty Professional Learning Community (PLC) to strengthen literacy in the school**
  - Benchmarks
  - Set curriculum goals to improve current lessons that address curriculum and the curriculum and instruction and assessment NEASC recommendations
  - The Principal and the Curriculum Coordinators will review the Curriculum Verification Process
  - *Ongoing, the departments are meeting with their department members at least three times per year*
  - **November 19, 2015, a literacy based PLC focusing on reading informational text and grade level reading standards will be conducted by the faculty and facilitated by the English Department (one of three PLC meetings to be organized this school year )**

### Indicator I-B: Instruction

**Description:** Ensure that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students and are personalized to accommodate diverse learning styles, needs, interests and level of readiness.

**Key Actions:**

- ❖ **In the Curriculum Verification meetings, curriculum coordinators and teachers will discuss effective instructional strategies and practices that reflect the needs of our students**

Benchmarks:

- When available, educators will be offered the opportunity to attend professional development opportunities that address diverse learning strategies
- Assessing students individual needs will be ongoing topics of discussion during PLC monthly meetings
- *Continuing Peer observations by educators will be encouraged to address this topic*
- *Through the Curriculum Verification Process and through the help of the Special Education Department, workshops are designed that will address student needs*
- *Grade 7 teachers and high school administrators attended the ESL endorsement course to learn ELL strategies*
- *The Principal attended a workshop that explained strategies that addresses students suffering from anxiety and depression*
- ***Special Educator and Board Certified Behavior Analyst consultant, Jessica Minahan will present teaching strategies to the faculty on January 15th, 2016***
- ***Various reading strategies that pertain to our students, will be discussed in Faculty PLC in the 2015-16 school year***

## **Indicator I-C: Assessment**

**Description:** Ensures that all teachers use a variety of formal and informal methods and assessments to measure student learning, growth and understanding and make necessary adjustments to their practice when students are not learning.

**Key Actions:**

- ❖ **Methods of assessment, tests, quizzes etc. will be an ongoing topic of discussion by departments during their Professional Learning Community (PLC) meetings.**

Benchmarks:

- The Jr-Sr High School departments will review teacher's formal and informal methods of assessments once a month during their PLC and Curriculum Verification meetings
- Peer observations by teachers will be encouraged to address this topic
- *When available, educators will be encouraged to attend PD Assessment workshops*
- *Teachers continue to use the Rubicon Atlas to study assessments and work on creating different types of assessments*
- ***PLC groups and departments will compare and discuss various assessment types***

## **Indicator I-D: Evaluation**

**Description:** Provide effective and timely supervision and evaluation of all staff under the current contractual agreement for the 2012-2013 school years and prepare for the implementation of the new Educator Evaluation Model for the 2013-2014 school years.

### **Key Action:**

**The Principal will continue to attend workshops and gather information from the DESE and administrator groups to improve the evaluation process for the faculty**

### **Bench Marks:**

- *In an effort to improve and update the evaluation process, both the Principal and Assistant Principal will participate in an annual Hopedale Public School evaluation sub committee meeting with the Hopedale Educators Association. The meeting is scheduled for **Spring of 2016***
- *Continue discussions with the faculty about creating a Jr-Sr High School evaluation subcommittee, to examine good teaching strategies which could become common practice throughout the Jr-Sr High School*

## **Indicator I-E: Data Informed Decision Making**

**Description:** The school will use multiple sources of evidence related to student learning including: state, district and school assessment, results and growth data to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.

### **Key Actions:**

1. ***Educators will create and submit results of their District Determined Measures (DDM)***
2. ***As members of the Data Team the Curriculum Coordinators/Department Heads will assess results from DDM's and standardized tests results***

### **Benchmarks:**

- *Progress on educators DDM's will be discussed with the Curriculum Coordinators/Department Heads during their individual department member meetings*
- *Teachers are currently gathering data and inputting the data into spreadsheets*
- *In the process of completing and collecting the second year of DDM data from all educators*
- *PSAT, SAT and AP data will be presented to the Curriculum Coordinators in January 2016 by the Guidance Department*
- *MCAS and AP exam data results were discussed on Oct 9th full - PD day*
- *Curriculum Coordinators will present MCAS results to the faculty in December 2015*

## **Indicator II – A: Environmental**

**Description:** The school will develop and execute effective plans, procedures, routines and operational systems to address a full range of safety, health and emotional and social needs.

**Key Actions:**

**1. Structures and programs developed to prevent and address bullying and other behaviors that are disruptive to the safety of the Jr-Sr High school students**

**2. Develop Advisory Activities that identify and support the social and emotional needs of students, specifically designed to help students identify signs of at risk behaviors**

**Benchmarks:**

- Ongoing scheduled meetings of the Student Intervention Team (SIT) to discuss, evaluate and design appropriate interventions for at risk students
- August 2014 Advisory Activities will be created to support the needs of our students.
- Anti-Bullying activities will be implemented
- *Anti-Bullying Activities were conducted by Assistant Principal Johnson and through the Advisory Program*
- *Anti-Bullying Activities are being organized for the 2015-2016*
- *The Guidance Department and the PE Department are piloting the Break Free from Depression Curriculum*
- *Analyze the data from the 2014 Metro West Health Survey and create lessons and activities that address areas of concern*
  - ❑ *Unity Day (Anti Bullying) activities were planned and implemented by the Principals Advisory Council*
  - ❑ *Anti Bullying Activities including a discussion on Cyber Bullying were conducted by Mr Johnson, the Guidance Department and teachers*
  - ❑ *Break Free from Depression training for teachers was conducted and Break Free from Depression lessons will be presented to students in the November Advisory session*
  - ❑ *Metro West Health Survey Data was presented to entire Faculty and lesson plans were designed with Health teachers*
  - ❑ *Principal will attend the Administrators Role in Youth Suicide Prevention Workshop at the MSSAA on Nov 5, 2016*
  - ❑ *Mindfulness activities will be conducted during for students during advisory*
  - ❑ *Mindfulness activities and trainings are conducted at faculty meetings and PD day workshops*
  - ❑ *A faculty initiated and led PLC was created which focuses on promoting mindfulness activities for students and staff*
  - ❑ *Dr. Larry Berkowitz, MPA, Ed.D., is the Director and Co-founder of the Riverside Trauma Center to discuss signs of suicide prevention with the district on March 7th PD Day*