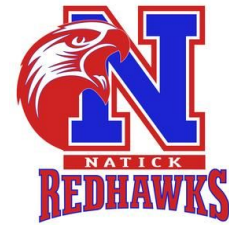


## School Improvement Plan - 2018-2019

**SCHOOL:** *Natick High School*

**PRINCIPAL:** *Brian Harrigan*



**District Goal:** Build relationships with students, students with each other, and staff with each other

- Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership.

### **School Goals**

- Ensure that every student has a trusted adult at NHS
- Continue to make NHS a safe space for all our students (School safety, Mentorship Program, Peer Advocates/ADL, New Student Orientation, Trusted Adult)
- Continue to improve the mental and physical health of our students (Game Changer, Hey NHS, School and Community Coach, Vaping education and enforcement)
- Continue to make NHS a supportive and collaborative school for teachers and staff

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<b>Our Reality:</b> The health and safety of our students are always our top priority and requires consistent attention  83% of our students have a Trusted Adult at NHS	<ul style="list-style-type: none"><li>• Provide school-based student services and counseling</li><li>• Promote a culture of respect and inclusion</li><li>• Support Peer Advocates, ADL and other clubs</li><li>• Support and Improve New Student Orientation</li></ul>	<ul style="list-style-type: none"><li>• Administration</li><li>• Leadership Team</li><li>• Faculty</li><li>• Athletic Director</li><li>• Nurses</li><li>• SRO</li><li>• Guidance</li><li>• Student Services</li><li>• NTY</li><li>• Hey NHS staff</li></ul>	Hey NHS screenings completed by May  Game Changer training in Health Classes	Student mental and physical health data  Hey NHS data  Game Changer curriculum

<p>8% self-report that they feel “uncomfortable” being themselves at NHS</p> <p><b>Goals:</b> Using the Metrowest Health Survey foster a 20% growth in the number of students who feel that they receive the support they need for mental and physical health</p> <p>Using the Trusted Adult survey foster a 20% growth in the number of students who have a Trusted Adult at NHS</p> <p>Using the a School Climate survey foster a 20% growth in the number of students who feel comfortable being themselves at NHS</p> <p>Using the Staff Engagement Survey foster a 20% growth in the number of staff who would recommend NHS</p>	<ul style="list-style-type: none"> <li>● Support NTY’s service and community activities</li> <li>● Provide drug counseling and prevention education</li> <li>● Support SOS curriculum and Hey NHS screenings</li> <li>● Support Game Changer classroom instruction</li> <li>● Partner with SRO and NPD to promote physical and emotional safety</li> <li>● Support the CDS Mentorship Program</li> <li>● Trusted Adult PD</li> <li>● Maximize the value of CDS for extra help and relationships</li> <li>● Expand clubs, activities and sports</li> <li>● Provide SEL PD for all staff</li> <li>● Support the Emergency Mobilization Team</li> <li>● Provide anti-vaping education for students and families</li> <li>● Partner with the Faculty Senate to promote staff engagement</li> </ul>	<ul style="list-style-type: none"> <li>● New Student Orientation Committee</li> <li>● Game Changers</li> <li>● Peer Advocates / ADL advisors</li> <li>● School and Community Coach</li> <li>● Trusted Adult Committee</li> <li>● CDS Mentorship Advisors</li> <li>● Principal’s Advisory Class</li> <li>● Faculty Senate</li> </ul>	<p>Mentorship CDS Program launched S1</p> <p>Student data to be shared in May</p>	<p>Trusted Adult data</p> <p>Metrowest Health Survey</p>
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**District Goal:** Use relationship knowledge to engage students and their passions

- Excel in academic achievement, and Profile of a Natick Graduate (POG) competencies for all groups and sub groups of students.
- Establish communication procedures and philosophy that build trust, transparency and engagement with our community.

**School Goals**

- Begin the process of helping all students achieve the goals articulated in the NHS Profile of a Graduate
- Redefine the Senior year to include project-based learning and capstone experience
- Dramatically improve the attendance of NHS students
- Expand offerings, add staff and use space more efficiently to accommodate student enrollment growth

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<p><b>Our Reality:</b> NHS graduates meet all of the requirements and high expectations of a rigorous, college-preparatory school</p> <p><b>Goal:</b> 100% of NHS graduates to have the knowledge, transferable skills and disposition to be prepared for college, career and life</p> <p>Redefine the Senior year to include project-based</p>	<ul style="list-style-type: none"><li>• Disseminate the POG expectations</li><li>• Draft a “Profile of a Graduate” rubric</li><li>• Identify gaps in NHS curricula and expectations</li><li>• Introduce new courses, activities and expectations for NHS students</li><li>• Define academic and logistical expectations for all student travel</li></ul>	<ul style="list-style-type: none"><li>• Administration</li><li>• Leadership Team</li><li>• Faculty</li><li>• School Council</li><li>• Student Leaders</li><li>• Redefining Senior Year Committee</li><li>• Principal’s Roundtable</li><li>• Principal’s Advisory Class</li></ul>	<p>Ongoing</p> <p>November proposal of new courses to align to POG</p> <p>February presentation of “Redefining Senior Year”</p>	<p>Profile of a Graduate rubric</p> <p>Assessment of NHS curricula and expectations</p> <p>New expectations and offerings</p> <p>Revised Senior Internship Program</p>

<p>learning and capstone experience</p> <p>Every student enrolled in the Senior Internship program completes an authentic project resulting from their internship experience</p> <p>Using daily and classroom attendance data, foster a 20% growth in student attendance</p>	<ul style="list-style-type: none"> <li>● Launch a committee to study and consider alternatives to the traditional Senior year</li> <li>● Redefine elements of the Senior year to align to POG</li> <li>● Consider capstone requirements</li> <li>● Begin the process of creating and offering English electives for Seniors</li> <li>● Assess and revise the Senior Internship Program to increase value</li> <li>● Senior Internship leaders redefine the expectations to include authentic projects</li> <li>● Assess the quality and relevance of student projects</li> <li>● Teach academic integrity, ethics and self-advocacy</li> <li>● Revise the student check-in and check-out process</li> <li>● Track student attendance carefully, enforcing priv rules consistently</li> </ul>			
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**District Goal:** Use assessment data to follow learners and make instructional decisions

- Excel in academic achievement, and Profile of a Natick Graduate (POG) competencies for all groups and sub groups of students.

**School Goals**

- Continue to support academic achievement of all students (RTI Workshops, Co-Teaching, ACES, Northstar, PACE, Compass, ACT Team, AP classes)
- Align written curriculum to the Profile of a NHS graduate
- Initiate discussions around grades, assessments and levels across disciplines

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<p><b>Our Reality:</b> NHS students achieve at very high levels. Some students do not master the essentials or reach their full potential, however.</p> <p><b>Goal:</b> 100% of our students to demonstrate proficiency in the power standards for each class</p>	<ul style="list-style-type: none"> <li>• Promote high expectations and rigor for all students</li> <li>• Define 8-12 power standards per class</li> <li>• Align common assessments to power standards</li> <li>• Support the launch of ACES</li> <li>• Support and assess the performance of RTI Workshops, Co-Teaching, ACES, Northstar, PACE and Compass</li> </ul>	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Leadership Team</li> <li>• Faculty</li> <li>• PLCs</li> <li>• Data Team</li> <li>• Workshop Teachers</li> <li>• Child Study Team</li> <li>• NEASC Committee</li> <li>• ACT Team</li> </ul>	<p>Ongoing</p> <p>Weekly Data Team meetings</p> <p>Enter/Exit students from workshops monthly</p> <p>June analysis of effectiveness</p>	<p>Improved academic achievement as measured by GPA, standardized tests and common assessments</p> <p>Growth of the number of students enrolled in Honors and AP classes</p> <p>Analysis of sub-group performance</p>

Align active written curriculum to the POG for all classes	<ul style="list-style-type: none"> <li>• Expand AP offerings and improve performance</li> <li>• Data Team and PLCs review data</li> <li>• PD for teachers</li> <li>• Proactively manage students who are under-performing</li> <li>• Initiate discussions around grades, assessments and levels across disciplines</li> <li>• Share the NEASC Collaborative Conference Report with families</li> <li>• Prepare for NEASC Accreditation visit in March 2020</li> </ul>			<p>Student performance on Power Standards</p> <p>Written curriculum aligned to POG for all classes</p>
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