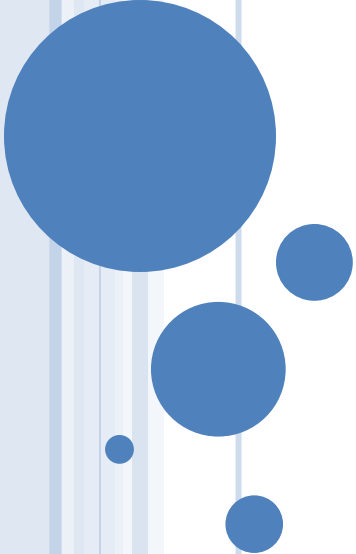




SCHOOL IMPROVEMENT PLAN

TMHS

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GOALS

2013-2014

PRINCIPAL GOALS 13-14

Professional Practice Goals

1. Parent/Student & School Communication:

In the 2013-2014 school year, I will increase the frequency of school communication and information efforts with staff and parents/students to at least 1x per week through a variety of communication methods.

2. Teacher Evaluation:

In the 2013-2014 school year I will learn to use the new MA Model Teacher Evaluation tool, and successfully evaluate all those on my case load.



PRINCIPAL GOAL

Professional Practice

1. Parent/Student & School Communication:

Actions: *Implemented and continued:*

- Daily morning email to staff
- Weekly PAC email/student bulletin
- Staff bulletin
- X2 bulk email & One Call Now announcements
- Updated TMHS website
 - Post all letters & presentations
 - Athletics-scores updated daily
 - Guidance-improved site w/course guides, club guides, & videos
 - District calendar updates



PRINCIPAL GOAL *(continued)*...

Professional Practice

1. Parent/Student & School Communication:

Actions: *Implemented and continued:*

- Monthly- parent/admin. chats
- Two (2) student chats
- Staff meetings
 - (DH bi-weekly & staff monthly)
- Monthly School Council & PAC
- Seven (7) - 8th grade parent, student, & teacher meetings
- Twitter
- *Senior Student Exit Survey* (attached)
- *Parent End of Year Survey* (attached)

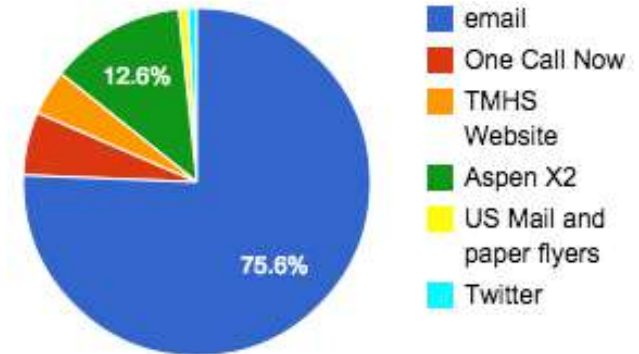


PRINCIPAL GOAL

Improved Communication Moving Forward:

- Consolidation of communication resources
 - Monday memo
 - TV studio student news (Oct.)
- Strategic use of school sign
- Principal Advisory Council
 - Student leadership meetings
- Continued parent support relating to the use Aspen/X2 and Naviance (Help videos to be posted to Guidance website)

Parent's Preferred Mode of Communication



Reflection:

- Continue to seek parent feedback for improved communication modes
- Continued collaboration with Wynn Middle School & Ryan School to promote TMHS



PRINCIPAL GOALS

Professional Practice

2. Teacher Evaluation:

Actions:

- Trained staff in new MA Model Educator Evaluation System
- Researched & implemented an efficient evaluation tool (TeachPoint)
- Trained Administrative Council & staff to use TeachPoint
- Met with each evaluatee to guide through Goals & Action Planning
- Included TeachPoint training at each staff meeting all year
- Collaborated with TTA to develop evaluation timeline
- Did daily/weekly staff observations and classroom walkthroughs
- TMHS administrative team successfully completed 83 evaluations

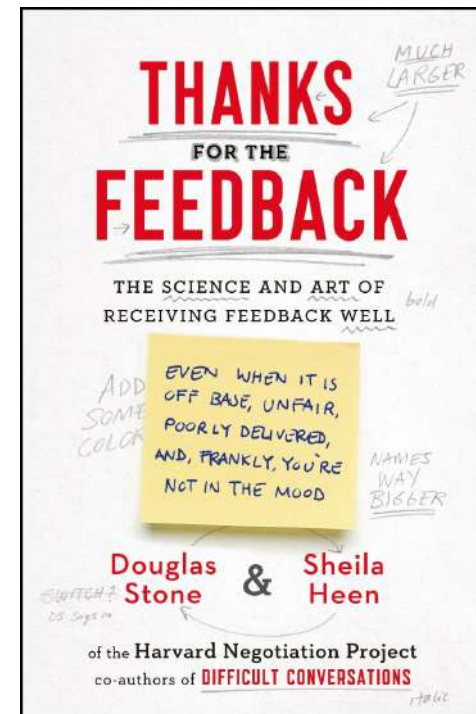


PRINCIPAL GOALS

Professional Practice

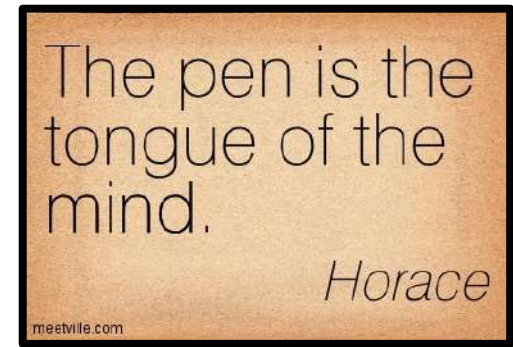
Improved Teacher Evaluation Moving Forward

- Continue to support staff in using new MA Model Ed. Eval. System
- Continue ongoing TeachPoint training
- Increase walkthrough and observation frequency
- Utilize more effective feedback approaches from “Thanks for the Feedback”



PRINCIPAL GOALS

Student Learning Goal



1. Improved Writing

In the 2013-2014 school year, student writing will be a required component for every course at TMHS to further improve student writing performance on standardized testing and for college/career readiness.

Actions:

- Reviewed 2009-2013 MCAS trends & MCAS MVAR writing data
 - Staff, Dept. Heads, MCAS Coordinator, & School Council
- Observed & collected evidence of student writing
- Collected course syllabi from every department for accountability
- Prioritized writing for all students as a school focused goal (even in P.E.!).
- Provided training and support for all staff to improve student writing:
 - in the *John Collins Writing Program*
 - in *Differentiated Instruction Strategies*
 - in *Keys to Literacy* for department chairs and content area teachers
 - utilizing *Teach Like a Champion* focused teaching and writing strategies



SCHOOL GOALS 13-14

1. UPDATE: 2014 ELA MCAS Writing Results

MCAS Writing	2011	2012	2013	2014	Difference
ALL Students	61%	59%	60%	64%	+4%
High Needs	89%	87%	89%	92%	+4%
Disabled	60%	59%	62%	68%	+6%
Low Income	71%	69%	68%	72%	+4%
Non-Disabled	77%	75%	75%	79%	+4%
Non-High Needs	78%	75%	76%	80%	+4%

Raised expectations, focused PD, and teacher support have shown increased writing results for all students.



PRINCIPAL GOALS

Student Learning Goal

Improved Writing Moving Forward:

- MCAS writing data results show **improvement** (97% Prof. & Adv., and Open Response & Writing Prompt averages are above State avg.)
- Continued Writing Expectations
- 14-15 Departmental DDMs will focus on writing.
- District-wide writing SARC will develop grade-level writing guides.
- TMHS will be a pilot site for the new SAT writing prompt.
 - All juniors will participate in the spring.



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SCHOOL GOALS

2013-2014

SCHOOL GOALS 13-14

1. Writing

During the 2013-2014 school year, all TMHS teachers will include a writing component in each course.

Staff Actions:

- Dept. Chairs communicated and prioritized goal
- Developed a schedule to collect writing samples from each department
- Reviewed student writing samples at Dept. meetings
- Developed shared writing responsibility grid with Dept. Chairs & lead teachers

Reflection:

- Writing was implemented in every course.
- Admin. accountability needs to improve.
- Develop common FCA's and writing prompts for grade level course-alikes
- Continue to prioritize writing school-wide



SCHOOL GOALS

2. Communication

During the 2013-2014 school year, TMHS staff will improve parent communication through the use of Twitter, Aspen X2, email, and phone calls. Improvement will be measured by a parent survey.

Staff Actions:

- 100% of staff posting all assignments on X2.
- Consistently post website updates related to sports, clubs, and school related events on TMHStweets.
- X2 bulk emails to parents

Reflection:

- Implement X2 Planner feature school-wide
- Survey results showed parent satisfaction



SCHOOL GOALS

3. Attendance

During the 2013-2014 school year, TMHS will improve student attendance by 5%.

Actions:

- Changed protocol regarding first block attendance
- Increased efficiency with morning entry and tardy process (utilizing Raptor scanner)
- Increased proximity at front entrance at morning arrival
- Implemented a New Start Attendance pilot for credit recovery

Reflection:

- Chronic student tardiness needs continued attention
- Attendance goals led to effective changes for New Start Attendance protocols

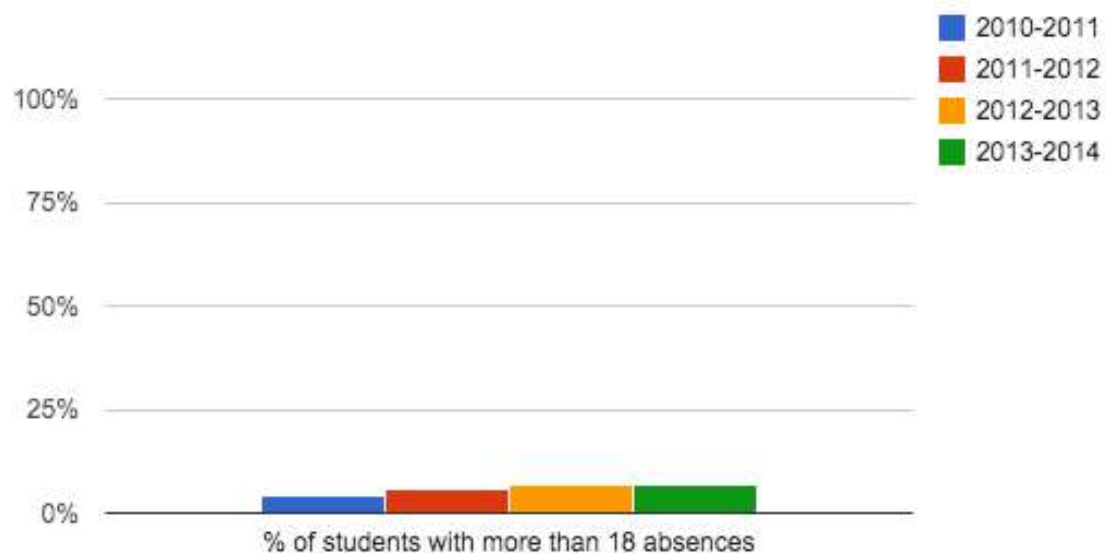


SCHOOL GOALS

3. Attendance Data:

	2010-2011	2011-2012	2012-2013	2013-2014
% of students with more than 18 absences	4%	6%	7%	7%
# of students with more than 18 absences	43	60	71	71
Average # of days absent	5.6	6.3	6.7	7.7

Current TMHS Students' Attendance Over Time



SCHOOL GOALS

Attendance Moving Forward

- Explore X2 capabilities for home/school communication regarding attendance at TMHS
 - Survey results showed parents rely on X2 for attendance
- Need full-time main office secretary to support families regarding attendance (currently 20 hours)
- 14-15 Administrative Student Learning Goal
 - Focus on at risk freshman based on 8th grade attendance data, trends, and patterns



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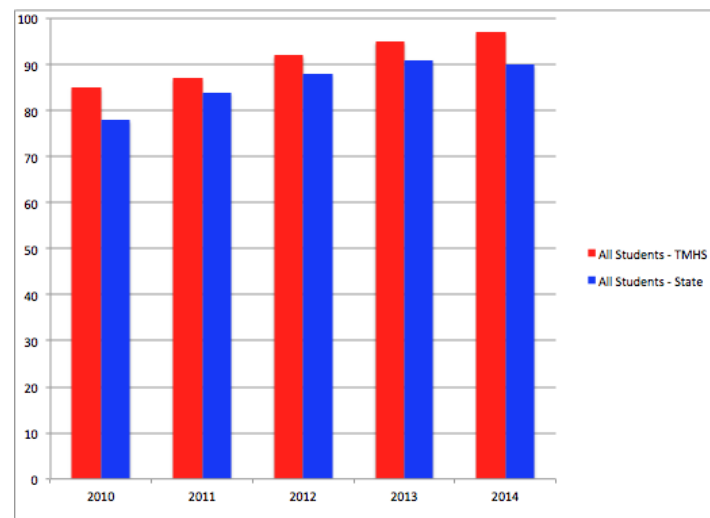
DATA

2013-2014

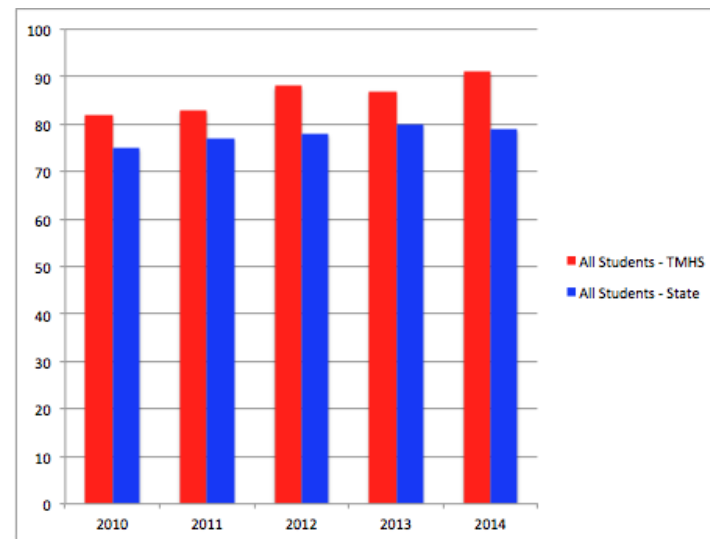
Encouraging Results

- Tewksbury Memorial High School is a **Level 1 School**
- Tewksbury Memorial High School continues to increase the number of students scoring at the Advanced and Proficient Levels in both Mathematics and ELA MCAS **Grade 10**
- Students in High Needs populations continue to show improvement over time.

ELA Gr. 10 - Percentage of Students Scoring Proficient or Above

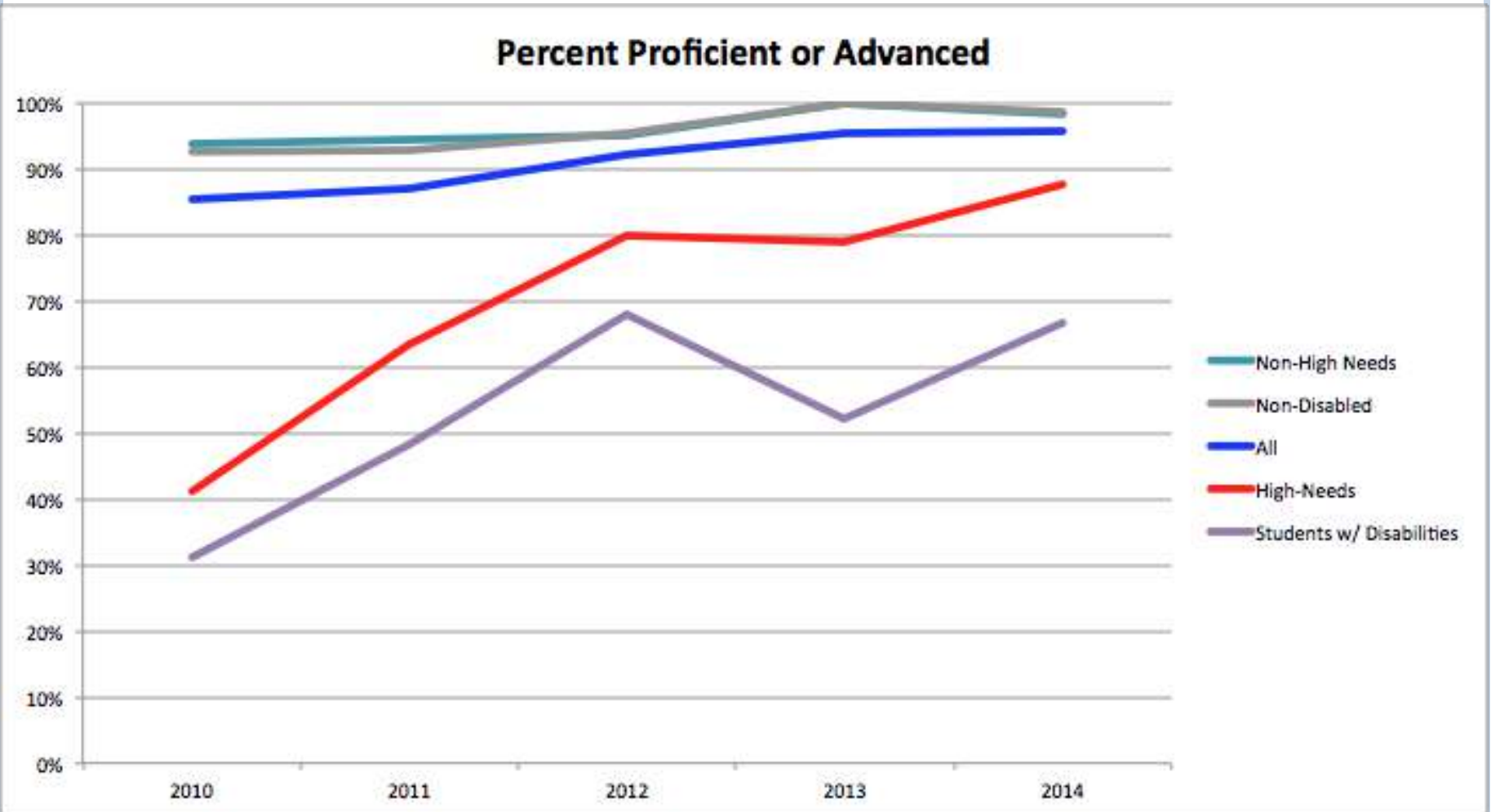


Math Gr. 10 - Percentage of Students Scoring Proficient or Above



ELA - GRADE 10

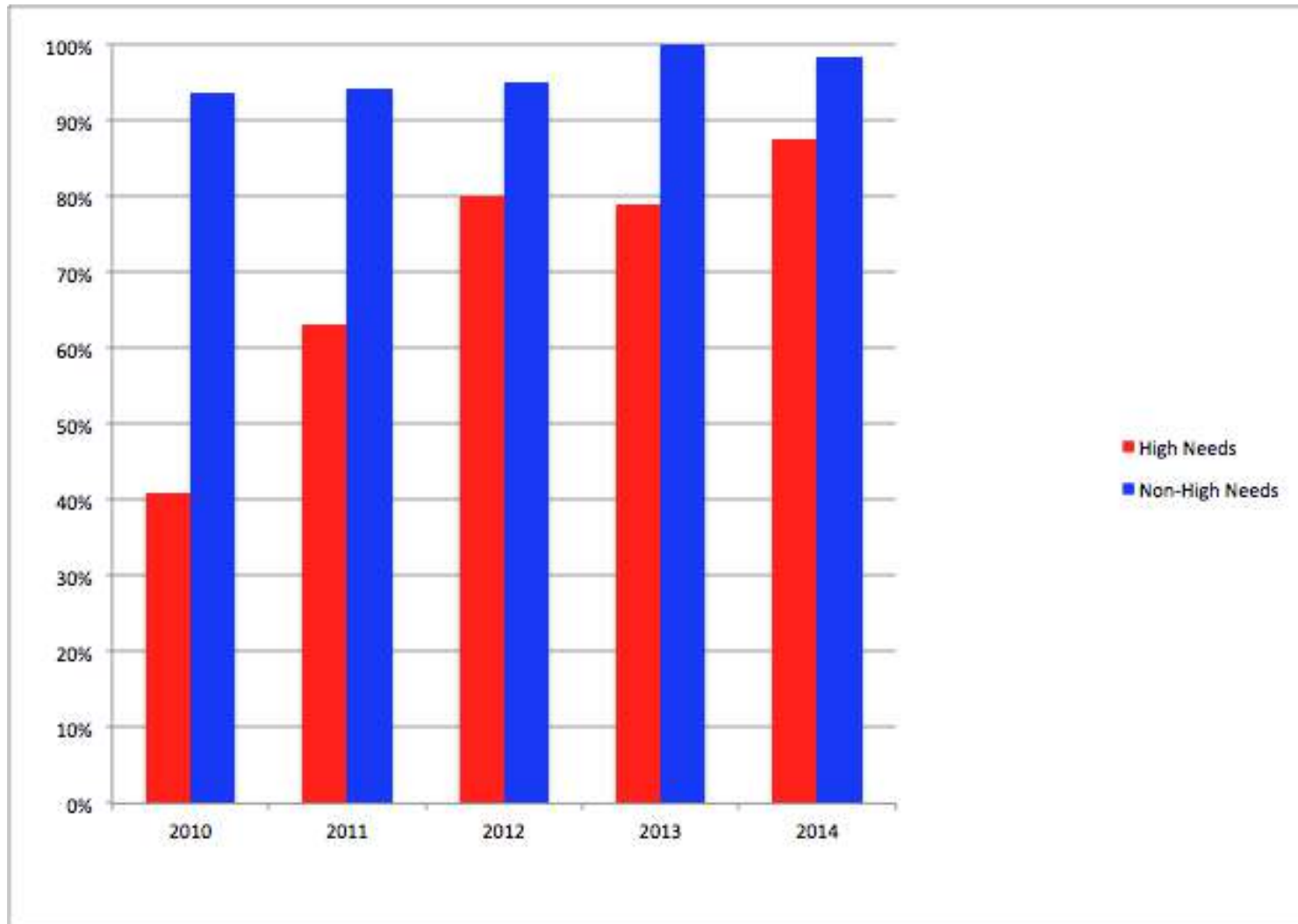
PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



ELA - GRADE 10

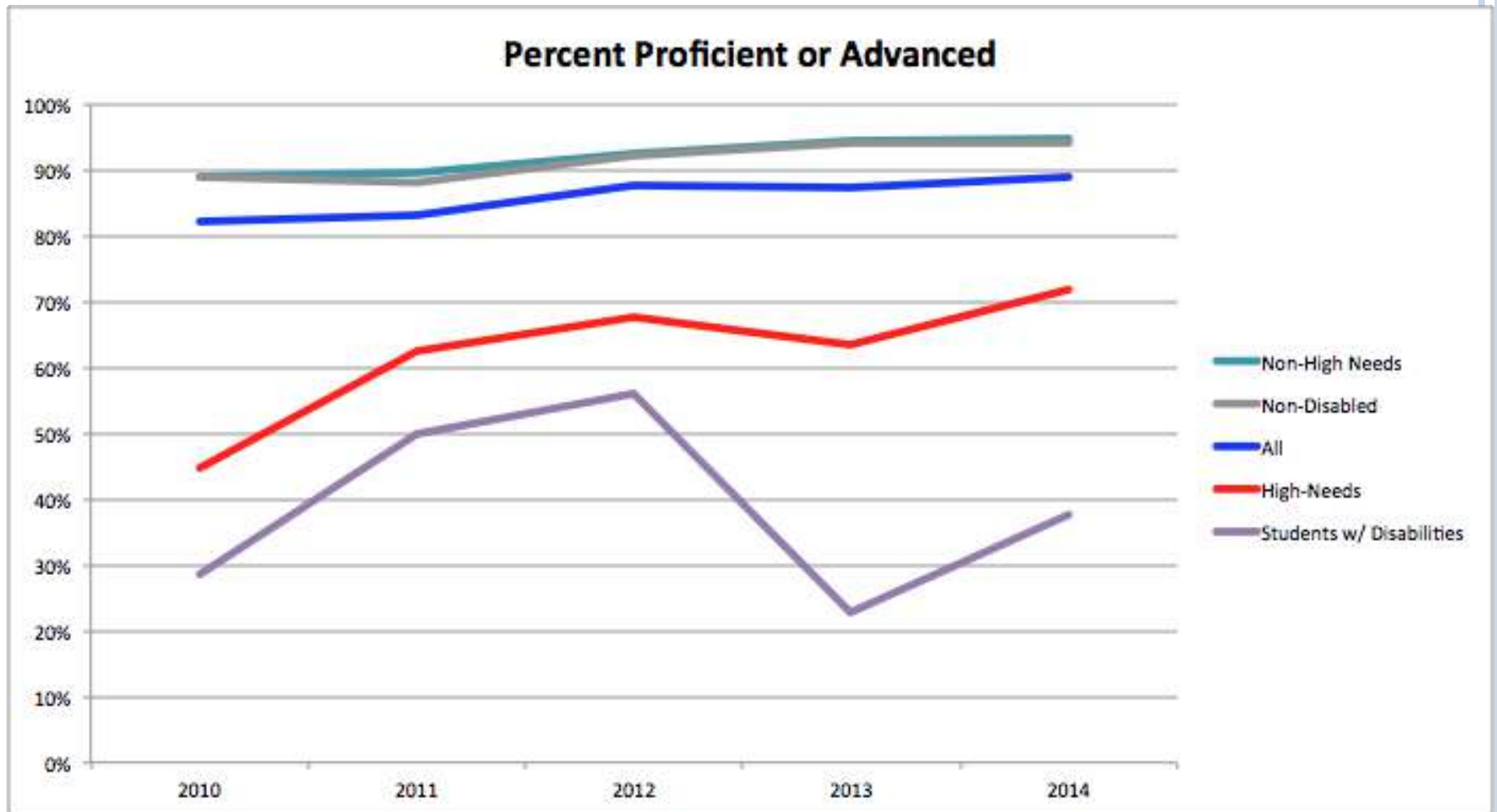
CLOSING THE ACHIEVEMENT GAP

PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



MATHEMATICS - GRADE 10

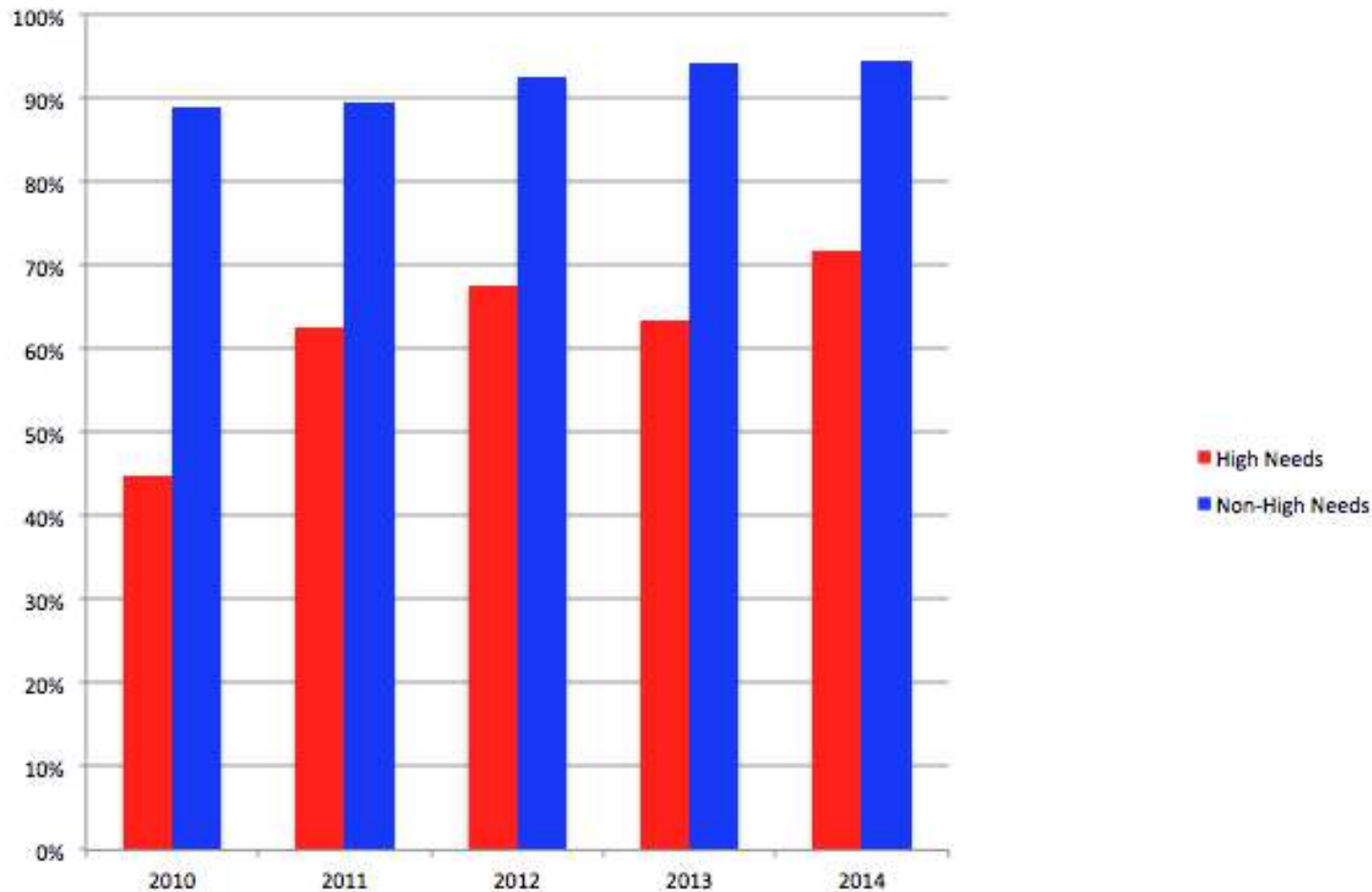
PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



MATHEMATICS - GRADE 10

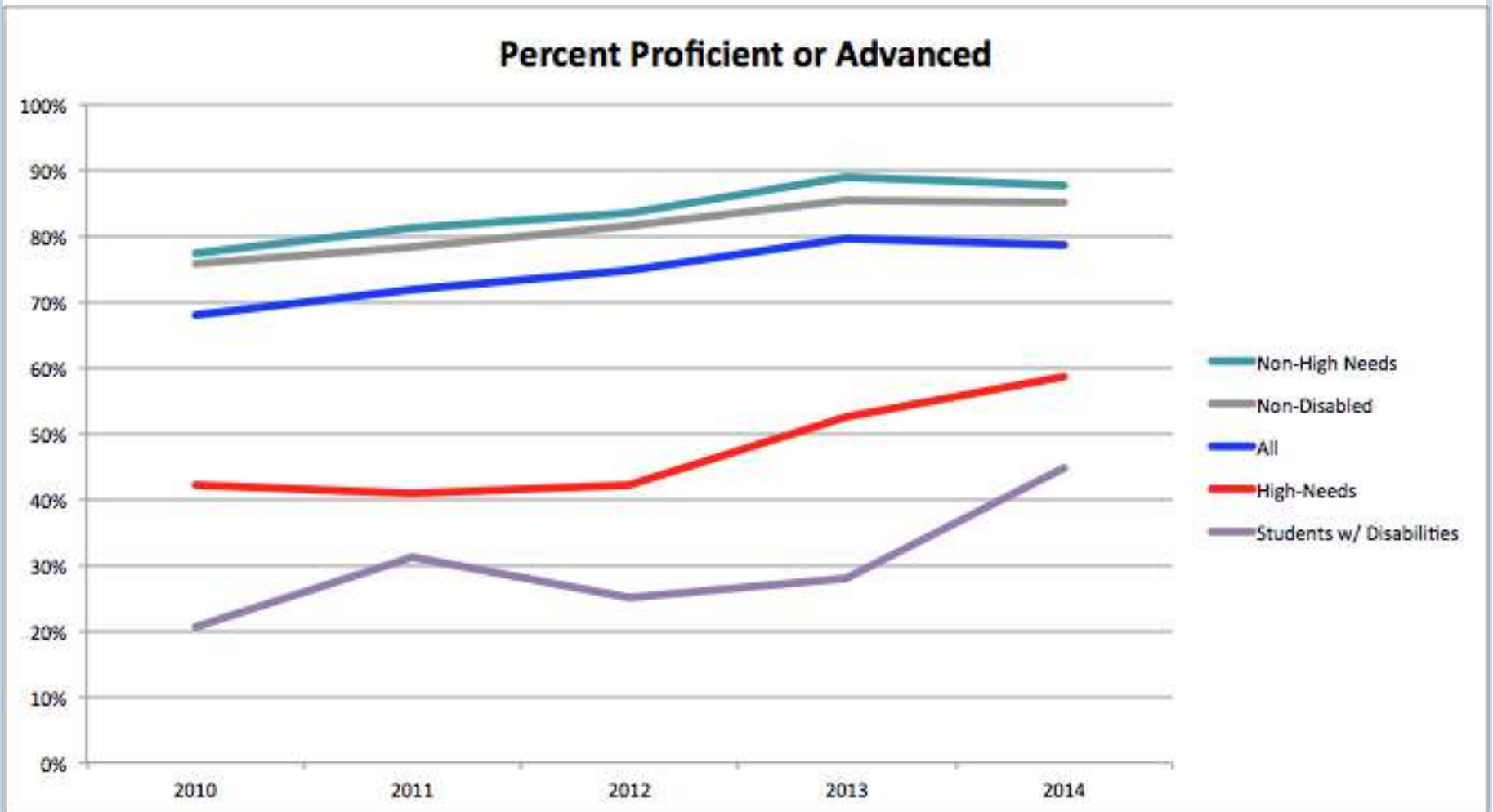
CLOSING THE ACHIEVEMENT GAP

PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



BIOLOGY - GRADE 9

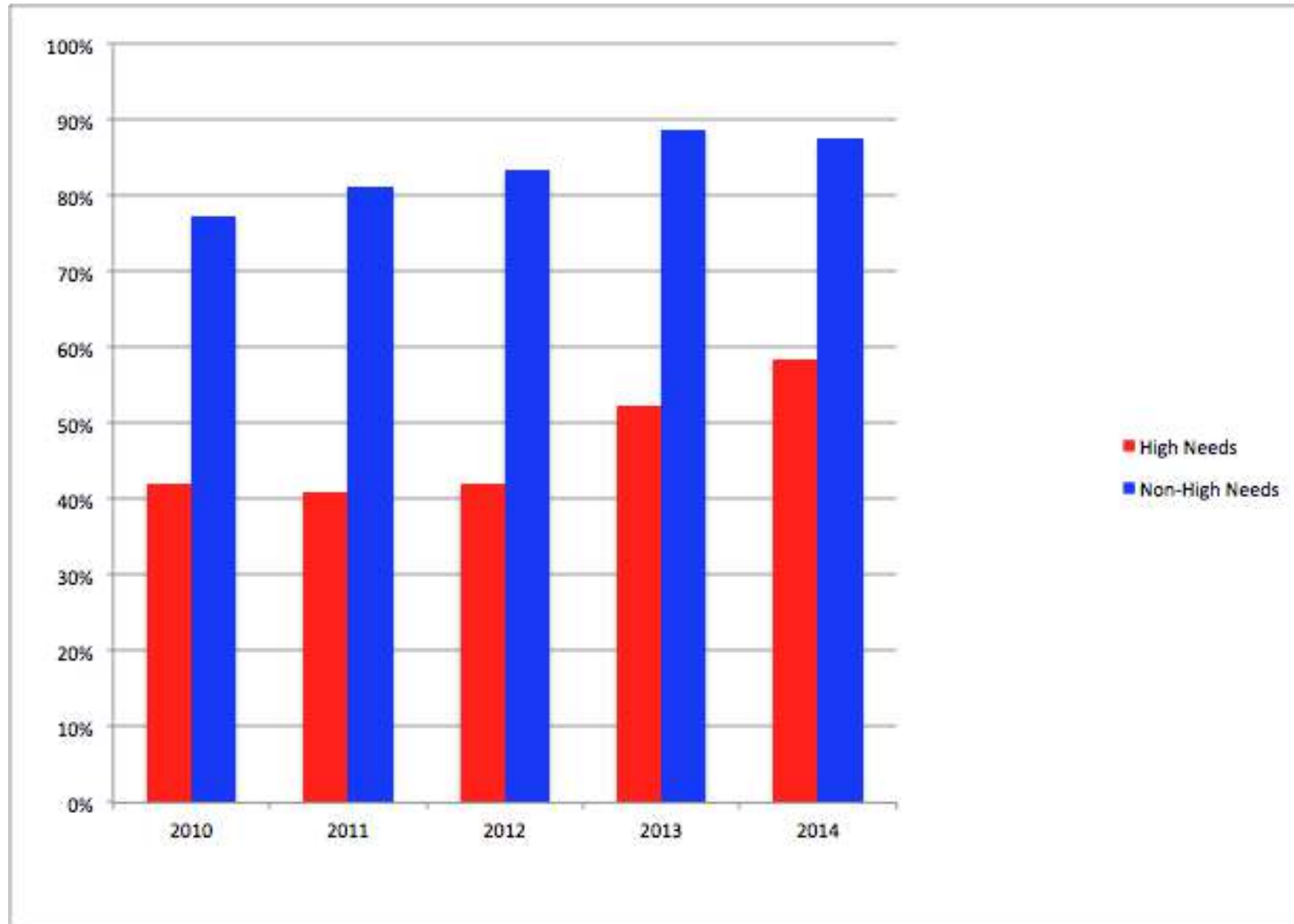
PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



BIOLOGY - GRADE 9

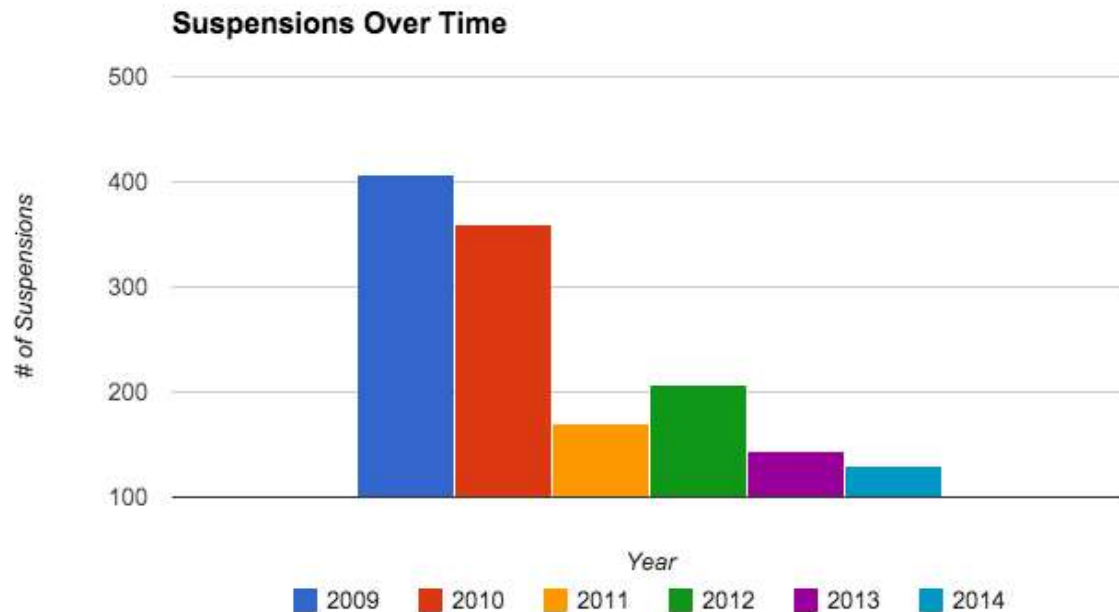
CLOSING THE ACHIEVEMENT GAP

PERCENTAGE OF STUDENTS IN ADVANCED/PROFICIENT CATEGORIES



DISCIPLINE DATA (ALL GRADES)

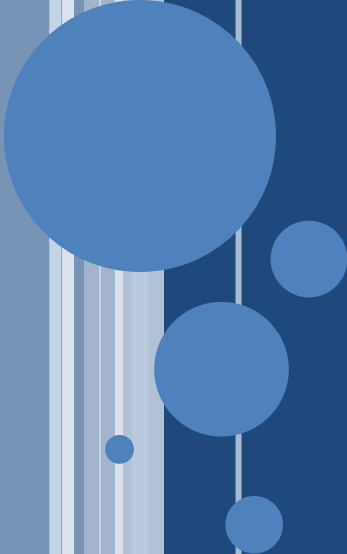
Year	2009	2010	2011	2012	2013	2014
# of Suspensions	407	360	171	207	144	129
Total Enrollment	1065	977	908	909	902	985
# of students suspended	138	147	93	102	81	65
% of students suspended	12.96%	15.05%	10.24%	11.22%	8.98%	6.60%
Students with more than 1 incident	79	75	34	39	29	27
% of repeat offenders (>1 incident)	7.42%	7.68%	3.74%	4.29%	3.22%	2.74%



DISCIPLINE MOVING FORWARD

- Adapt Student Handbook as needed
 - Progressive approach continued
- School-wide social worker to support students with behavioral needs
- Investigating restorative behavior practices to meet the requirements of MGL. 37h3/4
- Investigate more opportunities for positive behavior recognition





TMHS SCHOOL CULTURE

2013-2014

SCHOOL CULTURE

THE MAIN GOAL OF THE 13-14 SCHOOL COUNCIL

ACADEMIC EXPECTATIONS

- Raised academic expectations
 - All courses follow the CCSS College Preparation Standards
 - Implemented co-taught inclusion classes
 - Increased Honors courses
 - Honors Biology
 - Honors Chemistry
 - Honors Physics
 - Honors US History
 - Honors Senior ELA
 - Honors VHS credited on transcript
 - Increased AP offerings
 - AP Statistics
- Academic Excellence Awards
 - Cum Laude
 - Magna Cum Laude
 - Summa Cum Laude



SCHOOL CULTURE

THE MAIN GOAL OF THE 13-14 SCHOOL COUNCIL

IMPROVING THE FACILITY

- TMHS Athletic Complex is completed
- TMHS personalization
 - Banners
 - Rugs
- TV studio updates
- Complete all punch list items
- Improve facility use protocols

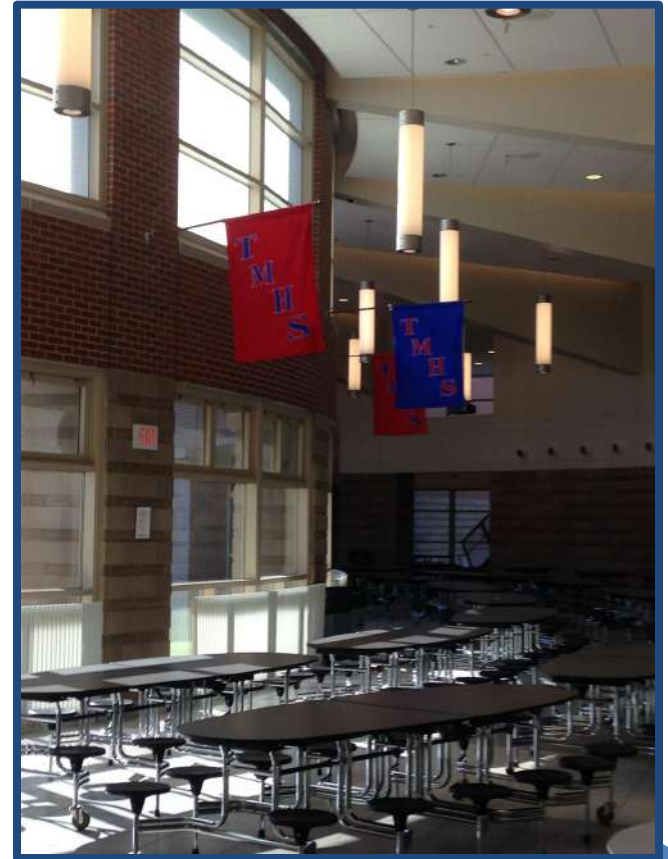


SCHOOL CULTURE

THE MAIN GOAL OF THE 13-14 SCHOOL COUNCIL

NEW SCHOOL SPIRIT

- Continued student driven school spirit days
- Student and Community driven NEW clubs
 - Chemistry Club
 - Science Fair Club
 - Programming Club
 - Art Club
 - Fashion Club (Dressing for Success)
 - Interact Club (Jr. Rotarians)
- Community Service Award
- Powderpuff game
(changing tradition)



SCHOOL CULTURE

New Traditions Moving Forward

- Principal's Recognized Student Award (voted on by entire faculty)
- Display more student artwork for public spaces
- Bulletin boards for student work throughout school
- TV Studio Student News Broadcasts
- Outside courtyard lunches



PRINCIPAL GOALS 14-15

Professional Practice Goals

1. In order to become better informed about the teaching and learning occurring at TMHS, by April 1st, 2015 I will observe each classroom teacher at least once for 5 to 15 minutes in length and provide feedback.
2. By June of 2015, I will have created a proposal for revision of the current TMHS block schedule to be presented to School Committee.

Student Learning Goal

During the 2014-15 school year teachers will develop and implement district determined measures to show student growth. Using district determined measures 9th grade teachers will implement interventions and best practices focused on writing for the students who scored warning or needs improvement on the 8th grade MCAS ELA and Math assessment and track their progress throughout the year.



SCHOOL GOALS 14-15

1. Supporting College Readiness

By the end of the 2014-2015 school year, students who are first generation college students(sophomores and juniors) will be identified, and a specific plan of reach out and college planning will be developed for each student and family. As a result, the number of students attending four year colleges will be higher than 68.9%

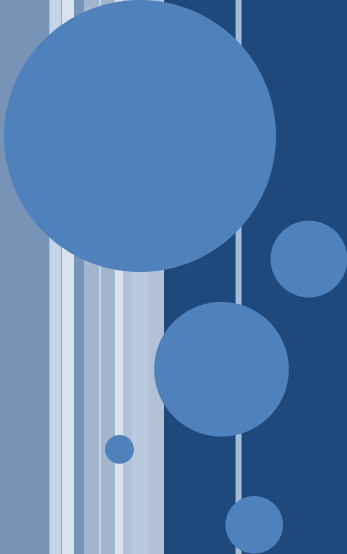
2. Formative Assessments Through Technology

To further support teacher implementation of formative assessment leveraging the current technology in the building.

3. RtI: Identification & Intervention

To increase the frequency of the Student Support Team to meet weekly to identify student's through an early intervention process for social, emotional, attendance and academic issues.





APPENDIX SUPPORTING DATA

2013-2014

Data to Support MCAS Slides

Number of Students by Year: All & Subgroups

	2010	2011	2012	2013	2014
ELA - Grade 10					
Students w/ Disabilities	29	27	25	23	24
High-Needs	39	48	40	52	65
All	244	205	201	229	248
Mathematics - Grade 10					
Students w/ Disabilities	28	26	25	22	24
High-Needs	38	49	40	52	64
All	246	202	202	229	249
Biology - Grade 9					
Students w/ Disabilities	34	29	28	25	23
High-Needs	64	49	50	63	89
All	236	209	238	250	289



Data to Support MCAS Slides

Number of Students by Year: All & Subgroups

	2010	2011	2012	2013	2014
ELA - Grade 10					
Students w/ Disabilities	29	27	25	23	24
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High-Needs	64	49	50	63	89
All	236	209	238	250	289



Data to Support Presentation:

- Senior Exit Survey
- Parent/Guardian Communication Survey



QUESTIONS?



