

Norwood Public Schools
Norwood, Massachusetts

Norwood High School

SCHOOL
IMPROVEMENT
PLAN

2016-2018

Year 1

Principal:

Jonathan Bourn

Mission Statement:

Norwood High School is a partnership of students, parents/guardians, staff, and community. Our mission is to provide opportunities in a safe and supportive environment for all students to pursue excellence in the four A's: Academics, Arts, Athletics, and Activities. Assessed by rigorous academic, social, and civic expectations, students learn to think independently and contribute responsibly as respectful members of a diverse, global society.

SCHOOL DATA

Demographics

Enrollment by Gender

	2013-2014	2014-2015	2015-2016
Male	580	530	516
Female	533	507	513
Total	1113	1037	1029

Enrollment by Race/Ethnicity %

Race	2013-2014	2014-2015	2015-2016
African American	9.6	10.9	11.4
Asian	2.9	4.6	4.6
Hispanic	4.4	4.4	6.2
Native American	0.2	0.2	0.2
White	82.1	79	76.6

Selected Populations %

	2013-2014	2014-2015	2015-2016
First Language not English	11.1	12.7	9.4
Limited English Proficient	2	1.9	1.8
Low-income	23.8	31.1	18.8
Retentions	1.1	2	1.5
Special Education (total)	15.1	15.5	14.9

Average Class Size

	2013-2014	2014-2015	2015-2016
All Grades	13.7	13.8	13.8
	Mobility Rate % Stability		
	2013-2014	2014-2015	2015-2016
All Grades (Aggregate)	95.1	95.9	96.2
Limited English Proficient	77.3	68.4	82.8
Special Education	86.7	92.6	90.7
Low Income	90.8	93.9	93.5

MCAS/PARCC

MCAS/PARCC Test of Spring 2015									
Grade and Subject	Advanced		Proficient		Needs Improvement		Warning/ Failing		Students Included
	School	State	School	State	School	State	School	State	
Grade 10 ELA	47	49	44	42	6	6	3	3	202
Grade 10 Math	48	53	32	25	11	13	9	8	202
Grade 9/10 Science and Technology	29	27	50	44	15	23	5	5	N/A

MCAS/PARCC Test of Spring 2016									
Grade and Subject	Advanced		Proficient		Needs Improvement		Warning/ Failing		Students Included
	School	State	School	State	School	State	School	State	
Grade 10 ELA	49	47	44	45	6	6	1	3	218
Grade 10 Math	62	54	22	24	10	15	5	8	220
Grade 9/10 Science and Technology	33	29	51	44	11	21	5	5	212

Cumulative Progress and Performance Indices

		2014	2015	2016
School Accountability Level		1	2	2
Accountability Target (75 PPI)	All Students	76	59	69
Accountability Target (75 PPI)	High Needs Students	77	72	73
English Language Arts (CPI)	All Students	98.4	95.4	97.4
	High Needs	96.2	87.2	91.9
Math (CPI)	All Students	92.2	89.3	92.3
	High Needs	84.0	74.1	79.6
Science (CPI)	All Students	91.0	91.3	91.9
	High Needs	82.4	79.4	79.2

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PROGRESS REPORT
OF THE
2014-2016 SCHOOL IMPROVEMENT PLAN
Year 2

PROGRESS REPORT: Please give a status report on each objective that was identified in your 2013-2014 School Improvement Plan. If the objective has been accomplished, please indicate when and how it has benefited the school. If the objective has not been accomplished, please explain why and when you anticipate the objective will be completed.

2015-2016 OBJECTIVE	STATUS & EVIDENCE
To work on specific department initiatives	<ul style="list-style-type: none"> • The English department administered SAT-type pre and post critical reading assessments to all 9-12 students, with the post data showing 34% department-wide student improvement on the assessment. • Social Studies department implemented the writing DDM and analyzed student data to improve student writing • The math department annually reviews and analyzes test scores and student responses. Strengths are solving equations and basic geometry, with statistics and number sense being areas for improvement, especially for sub group categories of high needs, African American/Black, Economically Disadvantaged, and Students with Disabilities. • The guidance department has focused on college and career exploration for all students, including a vocational career fair, college mini-fairs, career interest surveys, as well as junior and freshman seminars. • The Science department has redesigned curriculum maps, student lab investigations, and prototype design projects to align with the Next Generation Science Standards. • The arts department reworked the Foundations of Art Making DDM assessments to better measure progress and to meet benchmarks in the National Arts Standards. • The world language department aimed to increase their membership in the Global Citizenship Program to ten students by 2016. The GCP had 17 students complete program requirements for June 2016 graduation, and currently 46 students are enrolled in the program with 40 opting to meet the graduation recognition requirements.

	<ul style="list-style-type: none"> • Health and PE created a Wellness Concept Curriculum to encompass the entirety of the Health/PE course framework. They also added a Dance unit, Fitnessgram Data rubrics, and DDMs for Health classes.
To improve the academic performance of students with disabilities during their transition from grade 8 to grade 9 as well as during their 4 year course of study at Norwood High School	<ul style="list-style-type: none"> • Created general education co-taught classes in 9th grade English, 10th grade Biology, and 9th grade Algebra and 10th grade Geometry. • Created pilot of general education support classes, focusing on executive functioning.
Analyze PSAT and ReadStep test results for freshman, sophomores, and juniors who took the practice test in October.	<ul style="list-style-type: none"> • PSAT data yielded an 'AP Potential' report to identify students capable of taking specific AP courses, based on performance of sub-set questions within the PSAT exam. • The ReadStep test was discontinued prior to the fall of 2015, and the decision was made to not assess 9th graders in the fall of 2016.
Discuss and implement recommendations presented at the Focus Group meetings in the spring of 2014	<ul style="list-style-type: none"> • Improve Academic Rigor: Ten hour Mastery Objectives professional development in fall 2016. All NHS instructional staff participated in workshops on mastery objectives, framing the learning, and defining criteria for success. • NHS Handbook Updated – Spring 2016 – Including revisions to senior final exams, and use of electronic devices.

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**PRIORITY AREAS
OF THE
2016–2018 SCHOOL IMPROVEMENT PLAN
Year 1**

PRIORITY AREAS: Please outline below the objectives to be targeted for improvement at your school this year. These objectives should be identified by the School Council upon examining data on student performance and achievement and selected as priorities identified by data collected last year showing a concern about the progress of all students.

This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.

PRIORITY AREAS
1. Strengthen Ways to meet all students' academic needs
2. Improve Global Competency Skills
3. Strengthen programs to support all students' health and well-being.
4. Create a culture of rigorous thinking to prepare all students to be college or career ready
5. Technology Integration

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SCHOOL IMPROVEMENT PLAN
OF THE PRINCIPAL AND SCHOOL COUNCIL
Year 1

ACTION PLAN:	For each objective listed on the previous page, please describe a plan for improvement. The plan should include a list of activities; who will be involved; and over what time frames the problem will be addressed. A clear, concise explanation of how the improvement sought will be measured should be a part of this plan.
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GOAL #1 - STRENGTHEN WAYS TO MEET ALL STUDENTS' ACADEMIC NEEDS

ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
1. Review/Revise the NHS Homework Policies and practices	Principal School Council NHS Department Heads NHS Faculty	Spring 2017	The NHS School Council will create a draft of a NHS homework philosophy and guidelines in the Student Handbook to strengthen instruction at all levels, by enacting a homework philosophy that supports and extends learning beyond the classroom.
2. Review/Revise the NHS Attendance Policy	Principal School Council NHS Deans	Spring 2017	The NHS School Council will create a draft of an equitable attendance policy for the Student Handbook that supports student timeliness to school, while applying reasonable sanctions for tardiness and absenteeism, with built in supports. The goal is to remove the academic penalty for absenteeism to keep more students eligible to graduate with their cohorts in 4 years, and improve the retention rate starting in SY 2017-2018.
3. Integrate students from TASC/PACS programs into mainstream classes	Principal Special Education Staff	Fall 2017	Using the co-taught model created for the 2016-2017 School year, we will create supported classroom environments for students in the TASC and PACS program to engage in mainstream academic classes with Highly Qualified teachers, to improve their overall academic readiness and performance on state assessments, specifically the CPI for High Needs students in math (79.6) and science (79.2) to meet the performance of all students.
4. Administrative Structure review	Principal NHS Department Heads NEA	Summer 2017	Review administrative structure of department heads, and moving them to Unit B. Given the demands and work year for department heads, the current structure constrains department heads from engaging in curriculum work and data analysis over the summer, in addition to hiring and evaluating their staff during the school year.

GOAL #2 INCREASE GLOBAL COMPETENCY OF ALL STUDENTS

1. Grades 9-12 Social Studies Curriculum review	Principal Social Studies Department Chair HS Social Studies department	Fall 2018	The NHS Social Studies department will create department wide assessments that identify and measure student progress on necessary civic skills and knowledge to integrate civics modules to social studies prior to graduation.
2. Implement 'Seal of Biliteracy' program	Principal World Languages Department Chair World Languages Department	2016-2017 School Year and on- going	Starting in the 2016-2017 school year, NHS will be able to identify and certify multi-lingual students for special recognition upon graduation, to improve global competency skills for all students by providing students the opportunity and recognition to converse proficiently in at least one foreign language.

GOAL #3 STRENGTHEN PROGRAMS TO SUPPORT ALL STUDENTS' HEALTH AND WELL-BEING

1. Creation of an Advisory Program Planning Committee	Director of Guidance NHS Teachers	Spring 2017	By the Spring of 2017, the Advisory Program Planning Committee will have a structure and syllabus for a 9 th grade Advisory/Academy program, to start with the class of 2021 in the Fall of 2017, in an effort to provide educators and students opportunities for developing Social Emotional Learning (SEL) and community building, so that students have one adult in the school in addition to their guidance counselor with whom they have a personal connection, and to help students effectively transition to the 9 th grade.
2. Administrative Structure review	Principal Dean NHS Department Heads	Summer 2017	Review administrative structure of Dean positions, along with the creation of a second assistant principal as the legal demands surrounding student discipline increase, as well as the need for additional supervision and evaluation of teaching staff.

GOAL #4 CREATE A CULTURE OF RIGOROUS THINKING TO PREPARE ALL STUDENTS TO BE CAREER OR COLLEGE READY

1. Creation of a Senior capstone committee	Principal Director of Guidance	Spring 2018	By the Spring of 2018, the Senior Capstone Committee will present their recommendations into the feasibility of offering a senior capstone project for the class of 2021 to prepare students to be college or career ready, by creating opportunities in the senior year for internships and project based learning.
2. Review and Revise Program of Studies	Principal Assistant Principal NHS Department Chairs	Winter 2016- 2017	Review and revise the Norwood High School Program of Studies to include a building wide course level description to strengthen instruction at all levels, and to reflect the Norwood Public School's goal to meet all students' academic needs.

GOAL #5 TECHNOLOGY INTEGRATION

1. ASPEN/X2 SIS Conversion	Principal Director of Technology NHS Staff	Fall 2016 – Spring 2017	Provide training and time to convert student information system from iPass to Aspen/X2 to integrate technology.
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PROJECTED PROFESSIONAL DEVELOPMENT and DATA MEETINGS 2016-2017	
September	• Mastery Objectives – Part 1
October	• Mastery Objectives – Part 2
November	• By Department/Technology Training
December	• Student Motivation/Homework Data review
January	• ASPEN Training
February	• Aspen Training – Follow up
March	• By department/Principal survey
April	• Principal Survey results
May	• Proposed Handbook Changes
June	• End of year review