

Headmaster Entry Report and Action Plan Forward May 2013



ENTRY DATA:

SURVEY MONKEY DATA (FAC, PARENT, STUDENT)

1-1 ADMINISTRATORS

1-1 OR SMALL GROUPS FACULTY

PARENT COFFEES

TOWN MEETING, SAGAMORE

A YEAR IN THE JOB

Survey/Sample/Report



(N) = # OF RESPONDENTS NOT PERCENT %
PARENTS – 290
FACULTY – 193
STUDENTS – 30 + 140

METHOD – CODED OPEN RESPONSES

QUESTIONS:
DID I HEAR YOU CORRECTLY?
DID I TRANSLATE CORRECTLY?

Q#1: Most positive aspects of BHS?



FACULTY

- TALENT & STRENGTH OF FACULTY (47)
- WE CARE FOR KIDS (40)
- COMMUNITY - COLLEGIALITY, TRUST, COMMUNIC. (29)
- DIVERSITY (24)
- FREEDOM & AUTONOMY FOR TEACHERS (17)
- HIGH STANDARDS AND EXPECTATIONS (17)
- FREEDOM & RESPONSIBILITY (14)
- COLLABORATION (12)

Q#1: Most positive aspects of BHS?



PARENTS

- TALENT & STRENGTH OF FACULTY (38)
- HIGH STANDARDS & EXPECTATIONS (33)
- BREADTH OF CURRICULUM & COURSE OFFERINGS (33)
- DIVERSITY (29)
- COMMUNITY - COLLEGIALITY, TRUST, COMMUNIC. (25)
- FREEDOM & RESPONSIBILITY (21)

Q#1: Most positive aspects of BHS?



STUDENTS

- **TALENT & STRENGTH OF FACULTY (18)**
- **COMMUNITY – COLLEGIALITY, TRUST, COMMUNIC. (18)**
- **FREEDOM & RESPONSIBILITY (10)**
- **DIVERSITY (6+)**
- **BREADTH OF CURRICULUM & COURSE OFFERINGS (6+)**

Q#2: Key issues to address?



FACULTY

- SPECIAL EDUCATION (28)
- TECHNOLOGY (24)
- CONSISTENT APPLICATION OF RULES (18)
- GROWING ENROLLMENT (10)
- NEED FOR COLLABORATION TIME (10)

Q#2: Key issues to address?



PARENTS

- **MAINTAINING HIGH QUALITY STAFF (21)**
- **KIDS IN THE MIDDLE (19)**
- **KEEPING HIGH STANDARDS/EXPECTATIONS (16)**
- **MAINTAINING HEALTHY CULTURE/COMMUN. (16)**
- **SPECIAL EDUCATION (14)**
- **GUIDANCE* (14+)**
- **GROWING ENROLLMENT (12)**
- **HOMEWORK AND STRESS (12)**

Q#2: Key issues to address?



STUDENTS

- TECHNOLOGY/ELECTRONICS POLICY
- ACHIEVEMENT GAP
- MAINTAINING A SAFE COMMUNITY
- CONSERVATIVE VIEWS AREN'T VOICED HERE
- DIVERSE, BUT NOT IN ALL CLASSROOMS (HONORS/STD)
- NEEDS TO BE A MORE FLEXIBLE DEFINITION OF SUCCESS
THAT CELEBRATES ARTISTS, PERFORMERS, WELL-
ROUNDED KIDS, NOT JUST ACADEMIC SUCCESS
- WE ARE 'OVERWHELMINGLY COMPETITIVE'

Q#2: NEASC Report Recommendations 2012



NEASC

- IMPROVE TECHNOLOGY
- MORE FACULTY COLLABORATION TIME
- ADDRESS TEACHER AUTONOMY THAT PREVENTS CONSISTENCY OF EXPECTATIONS ACROSS DISCIPLINES
- MAKE EVALUATION SYSTEM CONSISTENT
- MAKE PROCESS FOR SUPERVISION/EVALUATION OF ADMINISTRATORS
- PREPARE FOR ENROLLMENT INCREASES

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



FACULTY - FULFILL

- **TREMENDOUS AMOUNT OF PROGRAMS & OPPORTUNITIES**
- **MANY STUDENT SUPPORTS**
- **MANY KIDS CAN FIND A NICHE**
- **CLOSE, CARING RELATIONSHIPS WITH STUDENTS**

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



FACULTY – FALL SHORT

- ENGAGING KID IN THE MIDDLE (+)
- CLOSE ACHIEVEMENT GAP
- OVER-REPRESENTATION OF STUDENTS OF COLOR IN LOWER LEVEL
- NEED MORE VOCATIONAL OPTIONS
- LIMIT “FREEDOM” WHEN STUDENTS ARE FAILING
- WE BUILD CLOSE RELATIONSHIPS, BUT I DON’T THINK WE’RE TOUGH ENOUGH ON THEM – WE NEED TO DEMAND MORE AND NOT NEGOTIATE THE RULES LIKE WE DO

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



PARENTS - FULFILL

- BREADTH OF COURSE OFFERINGS
- SUPPORT OF STUDENTS (OFC, EXCEL, WINTHROP, SWS, STEPS, AALSP, METCO)
- SUPPORTS: MATH & WRITING CENTERS, TUTORIAL
- BHS PROVIDES AND EXPECTS A LOT
- FACULTY WHO GO FAR BEYOND EXPECTATIONS TO TEACH, MENTOR, INSPIRE

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



PARENTS – FALL SHORT

- ENGAGING KID IN THE MIDDLE (+ + +)
- SUPPORTING ‘QUIRKY KIDS’
- CLOSE ACHIEVEMENT GAP
- COMMUNICATION WITH PARENTS
- LOTS OF STRESS, HOMEWORK

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



STUDENTS– FULFILL

- ALL SORTS OF LEVELS, TYPES, CONTENTS OF COURSES
- KIDS LOVE THE WAY THE SCHOOL FLOWS
- TRUSTWORTHY SUPPORT SYSTEM OF TEACHERS

Q#3: How does BHS fulfill goal of serving all kids? Where do we fall short?



STUDENTS– FALLS SHORT

- **STUDENTS ARE PRESSURED TO MEET AN EXPECTATION OF ACHIEVEMENT RATHER THAN EFFORT**
- **CLOSE THE ACHIEVEMENT GAP**
- **MIXING OF STUDENTS FROM DIVERSE BACKGROUNDS**

Q#5: Freedom & Responsibility: Positives? Pitfalls?



FACULTY

- MAJOR OPPORTUNITIES FOR CREATIVITY ON THE TEACHERS' SIDE AND AMPLIFIES STUDENTS' MOTIVATION
- SANITY AND CALM IN THE BUILDING
- FOCUS IS ON THE INDIVIDUAL AND NOT ON THE COMMUNITY IMPACT
- EMPOWERING FOR KID WHO CAN HANDLE IT, DISSERVICE FOR KID WHO CAN'T

Q#5: Freedom & Responsibility: Positives? Pitfalls?



PARENTS

- I LOVE IT AND USE IT AT HOME
- DEFINE RESPONSIBILITY MORE BROADLY: TO ONE'S HIGHER SELF, TO CIVIC RESPONSIBILITY, ENVIRONMENT
- GAVE MY KID AN UNDERSTANDING OF THE BURDEN OF BOTH FREEDOM AND RESPONSIBILITY
- KIDS ARE ALLOWED MISTAKES AND CAN RECOVER
- TOO LOOSE FOR SOME
- ALL GREAT AS LONG AS CONSEQUENCES EXIST
- A BREEZY PHRASE THAT LOSES UMPH WITH OLDER KIDS

Q#5: Freedom & Responsibility: Positives? Pitfalls?



STUDENTS

- IT'S ALL POSITIVE
- WE GET TO GO HOME FOR LUNCH
- WE DON'T HAVE ENOUGH

Quotations



- **REALLY GOOD SCHOOL, BUT IT STILL NEEDS TO CONSTANTLY REASSESS AND GET BETTER**
- **IF IT AIN'T BROKE, DON'T FIX IT**
- **WHAT ABOUT KIDS WHO DON'T MATCH THE BHS ACHIEVEMENT STEREOTYPE?**
- **CELEBRATE THE HANDS-ON LEARNER**
- **THERE ARE PLENTY OF CHOICES OF EXCELLENT CONTENT, BUT IT'S BIG, ANONYMOUS, SINK OR SWIM**

Advice to Headmaster



- **DON'T TAKE ANYTHING PERSONALLY; BROOKLINE PARENTS ARE TOUGH**
- **STAY FIRM; BENDING BUT FIRM**
- **KEEP IN FRONT OF THE KIDS**
- **TAKE YOUR TIME, DON'T MOVE QUICKLY**
- **WEAR COMFORTABLE SHOES**
- **BE BOLD, HAVE A VISION. LET YOUR (RATHER SHORT) HAIR DOWN**

Balcony View



THE BIG:

- FACULTY ETHOS
- EXCELLENCE, EQUITY, LEARNING COMMUNITIES
- ALL STUDENTS – ESP. STRUGGLING LEARNER
- NEASC CVBLE – IN PREPARATION FOR HM TRANSITION
- NARRATIVE: LIBERAL ARTS AND CAREER/TECH EDUC
- NEXT FRONTIER: OPPORTUNITIES OUTSIDE BHS, LOCAL AND GLOBAL AND VIRTUAL



*What do we need to learn for our
students now and for those in the
future?*

2013 - 2014



En Route:	Future:
Attendance policy	Technology
Electronics policy	BHS 2020
Bully prevention*	Senior Year Options
Evaluation framework*	After School Program
PSB Strategic Plan 2.0	CTE pathways & College/Career Center
Collaboration	STEAM
RETELL – ELL endorsement*	Global Options/Local Connections
Building expansion	Data Team