

# DANVERS HIGH SCHOOL

## *SCHOOL IMPROVEMENT PLAN*

### *Final Accomplishments*

*2017/2018*



**Submitted on behalf of the School Council by:**

*Jason Colombino*

June 4, 2018

## *2017/2018 School Council Members*

### **ADMINISTRATORS**

Jason Colombino  
(Principal)

### **TEACHERS**

Diane Morey  
(Social Studies)  
Jay McGillen  
(Math)

### **PARENTS**

Richard Kee  
Mike Shannon  
Amey Butler  
Mari Matt

### **COMMUNITY MEMBERS**

Robert Gamer  
(Danvers Diversity Committee)

### **STUDENTS**

Christian Hess  
Jamie Boghosian

# **Danvers High School**

## *2017/2018 School Improvement Plan*

The goals for the 2017/2018 School Improvement Plan are the result of an analysis of statewide data analysis, the NEASC final report and input. The DHS Administrative Team developed the 2017/2018 goals during the summer, including during a strategic planning session to identify priorities for the 2017/2018 school year.

# GOALS

## 2017/2018 School Year

### Goal #1: 21st Century Learning Skills

Danvers High School will continue to foster 21<sup>st</sup> Century Teaching and Learning Skills by building strong interdisciplinary content connections, co-teaching models and a continued commitment to productive use of the 1:1 chromebook initiative through the introduction and implementation of cutting edge technologies and experiences for teachers and students.

### Goal #2: Supporting New Teachers and Leaders

Danvers High School administration will have a successful leadership transition and will successfully mentor, evaluate and support novice teachers.

### Goal #3: Writing Workshop

Danvers High School will successfully develop and implement coordinated units around the Writing Workshop model to align with ELA scope and sequence and coordinate with the K-8 Writing Team to ensure strong vertical alignment in its writing programs across the curriculum.

**Goal #1: 21st Century Learning Skills** - *Danvers High School will continue to foster 21<sup>st</sup> Century Teaching and Learning Skills by building strong interdisciplinary content connections, co-teaching models and a continued commitment to productive use of the 1:1 chromebook initiative through the introduction and implementation of cutting edge technologies and experiences for teachers and students.*

<b>Implementation Strategies</b>	<b>Time</b>	<b>Who/What</b>	<b>Resources</b>	<b>Final Accomplishments</b>
Identify Teachers interested in co-teaching pilot course	Fall 2017	-Curriculum Director -ELA/SS Depts. -DHS Administration -Teacher Leaders	-Dept. members -Curriculum Director -Admin.	<i>-Teachers have been identified and assigned to teach the American Studies course for the 2018-2019 school year.</i>
Draft model Scope and Sequence to align with ELA/SS frameworks	Winter 2018	-ELA/SS Teacher -Curriculum Director	-Visit model programs -Research other existing programs	<i>-Teachers have researched and visited a number of interdisciplinary courses at local high schools. -Teachers have participated in a 15 hour study group to develop course scope and sequence</i>
Craft Pilot Interdisciplinary course description to be piloted Fall 2018	Winter 2018	-ELA/SS Depts. -Curriculum Director	-Research other existing programs -Observe model programs	<i>-Course description for American Studies and Broadcast Journalism have been drafted and approved by School Committee for 2018-2019 Program of Studies. -Teachers have visited model schools with existing programs</i>
Implement Experiential Engineering Project Lead the Way (PLTW) Course	SY 2017-2018	-Science/Engineering Teacher	-Summer PLTW Course Training -Curricular Resources	<i>-A science teacher completed a two-week PD training at WPI to be trained to teach the PLTW Principles of Engineering course. -DHS has piloted the PLTW Principles of</i>

				<p><i>Engineering course to approximately 60 students for the 2017-2018 school year.</i></p> <p><i>-DHS has drafted 3 new STEM courses to be offered for the 2018-2019 school year:</i>  <i>*Principles of Biomedical Science,</i>  <i>*Introduction to Engineering Design</i>  <i>*Computer Science Principles</i></p> <p><i>-We have networked with the local Workforce Investment Board to increase the number of STEM internships for Senior students.</i></p> <p><i>-DHS completed substantial strategic planning in obtaining a \$35,000 grant through MASS STEM Hub and Project Lead the Way to create a pathway in Biomedical Sciences, where students will complete a sequence of PLTW and AP courses to prepare them for college and career opportunities in the biomedical sciences. The grant provides funds for teacher professional development as well as durable equipment for biomedical courses.</i></p>
Continued PD on new technologies across disciplines, Best Practices Workshops (6-12)	2017-2018	-PD Time -CPT Time -Early Release	-PD Days -Combine with HRMS	<i>-DHS has coordinated with HRMS on PD around new technologies. Curriculum Directors presented at this year's MassCUE conference to share best practices around sharing technology with the broader community.</i>

				<i>-Teachers and admin. Also attended and presented at the annual PLTW STEM conference at WPI this year to continue to learn about cutting-edge STEM programming.</i>
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**Goal #2: Supporting New Teachers and Leaders - Danvers High School administration will have a successful leadership transition and will successfully mentor, evaluate and support novice teachers.**

<b>Implementation Strategies</b>	<b>Time</b>	<b>Who</b>	<b>Resources</b>	<b>Mid-Year Accomplishments</b>
The Principal and 9th/10th grade Assistant Principal will create, implement and communicate findings from formal entry plans to transition into their new leadership roles.	Spring, 2017 - January, 2018	-Principal -9th/10th Assistant Principal	-DPS Administration -Faculty/Staff -Families -Students	<p><i>-Dr. Colombino and Dr. Esparza has both created and shared Entry Plans. Dr. Colombino shared his Entry Plan findings with the DHS Faculty during the January Faculty Meeting.</i></p> <p><i>-Based on the entry plan findings, a task Force was created to research innovation pathways and how pathways would potentially fit at DHS. There are 20 teachers and administrators on the Task Force. The Task Force will share their findings with the broader DHS community during the 2018-2019 school year.</i></p> <p><i>-Principal, Curriculum Director and teachers attended the MA DESE Pathways Conference in May as part of this Task Force Plan.</i></p>
DHS Administration will meet at least weekly as a team with a focus on supporting teaching and learning.	Throughout the 17-18 school year	-DHS Administration	-Central Office -DHS Administration	<i>The DHS Administration team meets at least weekly. Agendas and meeting minutes are tracked and organized on Google Drive to monitor and track progress.</i>
Newly hired Administrators will meet regularly with a leadership coach and will be	Throughout the 17-18 school year	-Central Office -DHS Administration -Leadership coach	-Central Office -DHS Administration	<i>Newly hired administration have met regularly with a Leadership Coach.</i>

assigned a mentor, with whom they will also meet with regularly.				<i>Dr. Colombino has also met regularly with a Leadership Effectiveness Director from the Lynch Leadership Academy (LLA), and taken advantage of ongoing PD opportunities through LLA, including sessions on building Teacher and Student Leadership opportunities at DHS.</i>
Members of the administration will meet weekly with the Principal	Throughout the 17-18 school year	-Principal -Assistant Principals -HS Curriculum Director	-Central Office -Curriculum Office -DHS Administration	<i>All members of the DHS Leadership team (Curriculum Director, 2 Assistant Principals and Athletic Director) have weekly 1:1 meetings with Dr. Colombino for support and coaching.</i>
Members of the administration will meet weekly with teachers in their first three years at DHS.	Ongoing throughout the 17-18 school year	-DPS Administration -Newly hired teachers	-DHS Administration -Newly hired staff	<i>Administrators meet regularly with non-professional status teachers at DHS.</i>
All non-professional status staff members will be initially evaluated by November 1st.	October 1st - November 1st	-DPS Administration -Newly hired teachers	-DHS Administration -Newly hired staff	<i>All non-professional status staff have been evaluated by November 1st. All staff have been evaluated at least once this school year.</i>

**Goal #3: Writing Workshop** - *Danvers High School will successfully develop and implement coordinated units around the Writing Workshop model to align with ELA scope and sequence and coordinate with the K-8 Writing Team to ensure strong vertical alignment in its writing programs across the curriculum.*

<b>Implementation Strategies</b>	<b>Time</b>	<b>Who/What</b>	<b>Resources</b>	<b>Mid-Year Accomplishments</b>
All ELA teachers will embrace the Writing Workshop model	Spring 2017	-ELA Dept. -ELA Teacher Leader -Curriculum Director	-Lucy Calkins Writing Workshop Model -PD Time -District Writing Team Meetings	<i>-100% of HS ELA teachers have embraced the Writing Workshop model, have participated in PD and/or a study group and have built in CPT time to continue to create units of study tied to each genre of writing.</i>
100% of ELA teachers will participate in Writers Workshop Study Group and District Writing Team	Throughout the 17-18 school year	-ELA Dept. -Curriculum Director -Visits to Middle School Classrooms (models)	-PD Time -WW resources -CPT Time for planning -Visits to model classrooms	<i>-All ELA teachers have participated in creation and implementation of Writing Workshop unit for at least one genre of writing. Continued work in CPT and Writing Team meeting time has increased this to another genre of writing.</i>
Content Units will be developed at each grade level for 100% of ELA core courses.	Spring 2017 and Fall 2017	-ELA Dept. -CPT Time	-CPT Time -PD Time -District Writing Team	<i>-Content units have been developed and implemented in each ELA classroom with the start of the 2017-2018 school year in at least one genre of writing.</i>  <i>-District Writing Team members have participated in two dal long professional development sessions to vertically align writing norms K-12.</i>

<p>Rubrics will be developed and implemented using the Teacher's College Assessment models</p>	<p>Fall 2018 and Spring 2018</p>	<p>-ELA Dept. Meeting -CPT Time</p>	<p>-Teachers College -Lucy Calkins Writing Workshop</p>	<p><i>-Teachers have met as part of the writing team to develop and implement assessment checklists and rubrics tied to each genre of writing in the ELA classroom 9-12.</i></p>
<p>Common Content Units and Rubrics implemented across all grade levels (Argument, Analysis and Narrative)</p>	<p>Fall 2017 and Spring 2018</p>	<p>-CPT Time -PD Time -Dept. Meetings -Early Release</p>	<p>-Study Group -Teachers College -Lucy Calkins Workshop models -Teachers College</p>	<p><i>-Teachers have met as part of the writing team to develop and implement assessment checklists and rubrics tied to each genre of writing in the ELA classroom 9-12</i></p>