

DANVERS HIGH SCHOOL

SCHOOL IMPROVEMENT PLAN

2021 - 2022



Danvers High School

2021 - 2022 School Improvement Plan

The goals for the 2021 - 2022 School Improvement Plan are the result of an analysis of statewide data analysis, the NEASC final report and input from a variety of stakeholders. The goals are aligned to the three pillars in the 2018-2023 Strategic Plan for the Danvers Public Schools. Additionally, this plan was developed on the work of the 2020-2021 DHS School Council.

Danvers High School Goals

2021 - 2022 School Year

DEI- Danvers High School will establish a school environment in which all stakeholders feel valued, heard and supported with a variety of venues to engage in work to promote diversity, equity and inclusion.

- a. Implement newly designed community meeting block
- b. Partner with DHS organizations (SUFA, DHS student athlete training, DECA)
- c. Continue professional development in the area of diversity, equity and inclusion
- d. Emphasize coordinated administrative visibility and contact with students during passing time
- e. Develop and implement formal partnership with Anti-Defamation League

Coherent Instruction Goal- Danvers High School seeks to provide multi-tiered systems of support with the goal of helping all students succeed with a specific focus on supporting those students who may benefit from a more individualized and targeted approach.

- a. Hire and deploy Instructional technicians to support intervention work in STEM, Humanities and SEL areas.
- b. Support the continued transition back to learning for all students through newly designed community block (FOCUS time)
- c. Design a plan to integrate intervention work and provide access to support staff using FOCUS block and other available times
- d. High-functioning PLC teams with PLC facilitators to implement FAR Cycles through each unit

Safe and Supportive Learning Environments - Danvers High School seeks to provide a rigorous and engaging learning environment in which all students can achieve their definition of success that is grounded in safety and support.

Implement newly designed community meeting block

Establish and implement early college program that targets underrepresented groups of students

Continue to conceptualize Pathways Program with an emphasis on expanding access and participation

Continue to strengthen courses offerings that challenge and engage all learners including Project Lead the Way, Early

College, Community Meeting Leadership Course, range of access points from Fundamentals to AP

GOAL #1- Diversity, Equity and Inclusion.

Danvers High School will establish a school environment in which all stakeholders feel valued, heard and supported with a variety of venues to engage in work to promote diversity, equity and inclusion.

Implementation Strategies	Time	Who/What	Resources	Final Accomplishments
Implement newly designed community meeting block	August 2021-June 2022	-DHS Administrative Team -Community block director -Community block advisors -DHS Faculty -DHS Students	-Community Block Planning Guide -School Surveys -Leadership Course -DHS Advisory Study Group	Community block implemented and committee will now focus on adjustments for the 22-23 school year. Student led Community Meetings and Staff led assemblies dedicated to promote diversity, equity and inclusion
Partner with DHS organizations (SUFA, DHS athletics, student leadership groups, DECA)	August 2021-June 2022	-DHS Administrative Team -DHS Faculty -DHS Students	-feedback from students -cont'd student athlete implicit bias training -student led events and campaigns	DHS student organizations have been empowered to take on leadership roles and sponsor events including Prism sponsored walkout. DHS, based on student feedback, established two affinity groups (i.e. one students of color, one for native Portuguese speakers)
Continue professional development in the area of diversity, equity and inclusion	August 2021-June 2022	-DHS Administrative Team -DHS Faculty -District curriculum	-DPS professional development work and texts	Required PD included work with the ADL, in house trainings and a session with author Sonia Cherry-Paul,

		staff		author of <i>Stamped for Kids</i> . Additional PD opportunities included the Holocaust Symposium hosted by The Lappin Foundation and Northeastern Anti-Bias training.
Emphasize coordinated administrative visibility and contact with students during passing time	August 2021-June 2022	DHS Leadership Team DHS Support Staff	-scheduled administrative visits and supervision of transition times, restrooms and common areas	Faculty and administration have partnered together to increase visibility, patrols of restrooms, addition of vape detectors and teachers stationed in hallways.
Develop and implement formal partnership with Anti-Defamation League	July 2021-June 2022	DHS Administrative Team Identified Faculty Advisors Identified DHS Students	ADL Summer Institute Training Resources Book study/study group results	DHS worked with the ADL on both staff training and the use of ADL created lessons and protocols. DHS also had a large contingent attend the ADL Law Day Breakfast Event.

Goal #2: Coherent Curriculum, Instruction and Assessment

Danvers High School seeks to provide multi-tiered systems of support with the goal of helping all students succeed with a specific focus on supporting those students who may benefit from a more individualized and targeted approach.

Implementation Strategies	Time	Who/What	Resources	Final Accomplishments
Hire and deploy Instructional technicians to support intervention work in STEM, Humanities and SEL areas.	July 2021-June 2021	DHS Curriculum Director DHS Teacher Leaders	-MTSS support materials -DHS curriculum materials	DHS Technicians have been hired and deployed throughout our school. They have supported a variety of student needs across all settings including working with ELL students, Early College students and in general education settings to implement interventions.
Support the continued transition back to learning for all students through newly designed community meeting block (e.g. FOCUS time)	September 2021-June 2022	DHS Administrative Team DHS Faculty DHS Community block director DHS Community block advisors	-DHS Advisory redesign resources -FOCUS block expectations	DHS has used FOCUS time in a variety of ways. Students have accessed this time for make up work, getting extra help and meeting with teachers.
Design a plan to integrate intervention work and provide access to support staff using FOCUS block and other available times	January 2022-June 2022	DHS Administrative Team DHS Faculty DHS Community block director DHS Community block advisors	-MTSS support materials -DHS Faculty feedback	The DHS Teacher Leadership Team, DTA and administration have established a working group to plan for how to best use FOCUS Block to implement additional intervention work with a focus on executive functioning needs.

Reengage high-functioning PLC teams with PLC facilitators to implement FAR Cycles through each unit	September 2021-June 2022	DHS Curriculum Director DHS Teacher Leaders DHS Faculty	-FAR Cycle and RBT Teacher Materials	PLC teams have been reengaged and facilitators are providing documentation of work including FAR Cycle tasks.
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Goal #3: Safe and Supportive Learning Environments

Danvers High School seeks to provide a rigorous and engaging learning environment in which all students can achieve their definition of success that is grounded in safety and support.

Implementation Strategies	Time	Who/What	Resources	Final Accomplishments
Implement newly designed community meeting block	September 2021-June 2022	DHS Administrative Team DHS Faculty DHS Community block director DHS Community block advisors	-Community Block Planning Guide -School Surveys -Leadership Course -DHS Advisory Study Group	Community block implemented and committee will now focus on improvements and updates for 22-23. Staff PD throughout year to support work and activities of the Community Block Structure Pilot year of “Leadership and Community” course for student leaders to facilitate 9-12 community meetings
Establish and implement early college program that targets	September 2021-June 2022	DHS Administrative Team DHS Guidance	-Collaborative partnership with North Shore Community College	First DHS Early college cohort is established.

underrepresented groups of students		Department	-student outcomes such as earned credits	Utilization of instructional technicians to attend NSCC with students and support their work Second cohort being identified for 22-23 academic year – recruiting process have started.
Continue to conceptualize Pathways Program with an emphasis on expanding access and participation	September 2021-June 2022	DHS Curriculum Director DHS Guidance Department DHS Faculty	-DESE and career field partnerships -Student data on course selections	DHS met with DESE to reform and update our Pathways Programs based on student interests and course availability. Participated in training support and PLC activities with other pathway schools Applying for grant funding to further support culminating internships for students enrolled in pathways in high-demand career sectors
Continue to strengthen courses offerings that challenge and engage all learners including Project Lead the Way, Early College, Community Meeting Leadership Course and a range of access points from Fundamentals to AP.	September 2021-June 2022	DHS Administrative Team DHS Guidance Department DHS Faculty	-DHS Curriculum Information and support materials -Partnerships with DESE -Student data on course selections	DHS updated its program of studies to broaden course offerings and expand those that provide college/career readiness. New courses were added across departments.

				Emphasis on access to advanced level work in specialized areas including, AP Music Theory, Advanced Manufacturing, Advanced Digital Photography, and Advanced Entrepreneurship.
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