

DANVERS HIGH SCHOOL
SCHOOL IMPROVEMENT PLAN
2023 - 2024



Danvers High School

2023 - 2024 School Improvement Plan

The goals for the 2023 - 2024 School Improvement Plan are the result of an analysis of statewide data analysis, the NEASC five year report and input from a variety of stakeholders. Additionally, this plan was developed based on the work of the 2022-2023 DHS School Council.

2022-2023 School Council Members

Adam Federico- DHS Principal

Peter DiMauro- DHS Director of Curriculum

Robert Gamer- Community Representative

Mary Beth Verry- Community Representative

Katie Symmes- Parent, Grades 9 and 10

Katie Metivier- Parent, Grade 11

Louse Seibert- Parent, Grade 9

April Guttadauro- Parent, Grades 9 and 10

William Black, DHS Teacher- Science

Jay McGillen, DHS Teacher- Mathematics

GOAL #1-Safe and supportive learning environments- Danvers High School seeks to ensure that all stakeholders have a safe and supportive learning environment that promotes respectful and dignified engagement and collaboration.

Implementation Strategies	Time	Who/What	Resources	VOCAL DATA Dimensions & subcategories
Create a cohesive, year-long schedule of Community Block programming, that includes community meeting dates, special assemblies, and quarterly full-school events (i.e. dodgeball, pep rally, trivia, field day, etc.)	June 2023-August 2023	<ul style="list-style-type: none"> -DHS Administrative Team -Community block director -Community block advisors -DHS Faculty -DHS Students 	<ul style="list-style-type: none"> -June Optional PD Days -August Optional PD Days -CBC Meetings -L&C CPT and Class time 	Engagement- Participation and relationships Environment- Instructional
Increase number of staff trained in restorative circle practices resulting in more pervasive usage across settings. Incorporate opportunities for staff to both lead and participate in restorative circles during Opening PD time and ER time during the year	June 2023-June 2024	<ul style="list-style-type: none"> -DHS Administrative Team -DHS Faculty 	<ul style="list-style-type: none"> -Opening and ER PD Time -Staff trained in Tier 1 restorative circles during June 2023 -Morningside Center's Restore 360 curriculum 	Engagement- relationships Environment- discipline
Emphasize safe and healthy shared environments (hallways, bathrooms, classrooms, cafeteria) with an emphasis on newly written student	August 2023-June 2024	DHS Leadership Team DHS Support Staff	<ul style="list-style-type: none"> -Scheduled administrative visits and supervision of transition times, restrooms and common areas 	Safety- physical, bullying Environment- discipline

handbook rules, increased staff visibility and routines			-Reports from hall monitor and DPW -Student surveys and plans	
Promote a safe and positive athletic environment by creating a student athlete leadership council	August 2023 - June 2024	DHS Athletic Director DHS Students	-MIAA Handbook/resources -Atlas and Athena Program -NEC Resources	Engagement- Relationships Safety- ALL Environment- Discipline

Goal #2: MTSS- Danvers High School seeks to strengthen and expands its multi-tiered systems of support that provide a foundation in executive functioning skills, core academic knowledge and access to resources that enable all students to achieve to their fullest potential and engagement as measured by moving over 1 benchmark score category or moderate change (as defined by DESE as a gain of 4 to 6 scale score points) in the instructional environment category and participation/engagement categories in the VOCAL Survey.

Implementation Strategies	Time	Who/What	Resources	VOCAL DATA Dimensions & subcategories
Re-establish DHS MTSS Study Group Planning team to review and refine the Grade 9 WIN Block Lesson Plans with a focus on Executive Function strategies	August 2023-June 2024	-DHS Administrative Team -DHS MTSS Study Group -DHS Faculty	-Establish 22-23 Grade 9 WIN Block Curriculum -Study Group Meeting times -Feedback from staff and students	Engagement- Participation Environment- Instructional
Expand MTSS WIN Block to Grade 10 in order to provide student support and intervention as needed to ensure student success	August 2023-June 2024	-DHS Administrative Team -DHS MTSS Study Group -DHS Faculty	-Study Group Meeting Times -District/Level-Based MTSS Data Leadership Meetings	Engagement- Participation Environment- Instructional

Create student support plans with an emphasis on credit recovery and preventing failure. Integrate proactive strategies into schoolwide PD during the year.	June 2023-June 2024	-SST Team -DHS Administration -DHS Guidance Department	-SST Meetings -Formative assessment data -Quarter and Final Grade Data -APEX Credit Recovery Options	Engagement- Participation Environment- Instructional
Integrate opportunities for staff to review and reflect upon grading policies and practices into Professional Development plan for the 23-24 school year	June 2023-June 2024	-DHS Administrative Team -DHS Faculty -Potential DHS Grading Practices Study Group	-Texts and articles that discuss standards-based grading practices -DHS Grading Practices Study Group -Audit DHS Grading Scale	
Continue to discuss and implement PLC best practices at the 5 District MTSS Data Leadership Meetings	June 2023-June 2024	-DHS Curriculum Director -DHS PLC Facilitators -27 DHS PLCs	- <i>Learning by Doing</i> by DuFour -District MTSS Data Leadership Meetings -CPT integrated into schedule	

Goal #3: College/Career Readiness & Civic Engagement - Danvers High School seeks to ensure that all students achieve their desired post graduate success, have access to quality postsecondary options and become civically engaged members of our community.

Implementation Strategies	Time	Who/What	Resources	VOCAL DATA Dimensions & subcategories
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<p>Present the work of the Spring 2023 MyCAP Planning team at Opening PD and provide PLC time for staff to develop and create a MyCAP based lesson for implementation during the year. Continue to convene the MyCAP Planning team during the 23-24 school year to refine established scope and sequence and audit MyCAP programming.</p>	<p>June 2023-June 2024</p>	<ul style="list-style-type: none"> -DHS Curriculum Director -DHS MyCAP Planning Team -DHS Guidance Dept. -DHS Faculty 	<ul style="list-style-type: none"> -DHS MyCAP Planning team meeting -PD and ER time -MyCAP Scope and Sequence -MyCAP Sample lesson plans 	
<p>Continue to expand the number of students accessing Early College and AP Courses. Increase access to online course work to address individual student needs.</p>	<p>Summer 2023-June 2024</p>	<ul style="list-style-type: none"> DHS Administrative Team DHS Curriculum Director DHS Guidance Department 	<ul style="list-style-type: none"> -Collaborative partnership with North Shore Community College -Endicott College course opportunities -Student outcomes such as earned credits -APEX 	<p>Environment- Instructional</p>
<p>Strengthen the senior internship/capstone experience. Partner with the Internship/Capstone advisor to secure grant funding for Educator Rising curriculum in support of a Fundamentals of Teaching course at the upperclassmen level.</p>	<p>September 2023-June 2024</p>	<ul style="list-style-type: none"> -DHS Administrative Team -Internship/Capstone advisor -DHS Faculty 	<ul style="list-style-type: none"> -Existing Falcons internship program -Database of internship placements from past years - 	<p>Environment- Instructional</p>

<p>Establish a more structured and formalized process to onboard students as part of our Innovation Pathways program. Review and audit our existing scope and sequences for each pathway and partner with teachers to provide expanded opportunities for career exploration/guest speakers in these areas.</p>	<p>September 2023-June 2024</p>	<ul style="list-style-type: none"> -DHS Administrative Team -Internship/Capstone advisor -DHS Guidance Dept. -DHS Faculty 	<ul style="list-style-type: none"> -DHS courses -Pathway Scope and Sequences -Innovation Pathways Community of Practice -Innovation Pathway Informational Webinars 	
<p>Provide outside PD and planning time for the ELA and Social Studies departments in order to support curriculum and planning around the state Genocide Education and Civics Project requirements.</p>	<p>September 2023-June 2024</p>	<ul style="list-style-type: none"> -DHS Curriculum Director -ELA and Social Studies Faculty 	<ul style="list-style-type: none"> -PD and outside planning time -Primary Source Partnership -DESE Civics Project Guidebook -Existing curriculum, units, scope and sequences 	