

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 InstructionGoal- 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.

- a. Implement newly designed community meeting block
- b. Establish and implement early college program that targets underrepresented groups of students
- c. Continue to conceptualize Pathways Program with an emphasis on expanding access and participation
- d. 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
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
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
Continue professional development in the area of diversity, equity and inclusion	August 2021-June 2022	-DHS Administrative Team -DHS Faculty -District curriculum staff	
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

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
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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
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
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
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	-MTSS support materials -DHS Faculty feedback

		advisors	
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	

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
Implement newly designed community meeting block	September 2021-June 2022	DHS Administrative Team DHS Faculty DHS Community block director DHS Community block advisors	
Establish and implement early college program that targets underrepresented groups of students	September 2021-June 2022	DHS Administrative Team DHS Guidance Department	

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	
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	