



ROCKLAND HIGH SCHOOL

ROCKLAND, MASSACHUSETTS

SCHOOL IMPROVEMENT PLAN

2016-2017

Site Council 2015-2016

Dr. Alan Cron.....	Principal
Sam Hoyo.....	Co-Chair/Teacher
Amanda Lanigan.....	Secretary/Teacher
Sara Hologitas.....	Staff
Alexandria Carchedi	Student Rep Grade 12
Taylor Gallagher.....	Student Rep Grade 11
Sydney NcKenna.....	Student Rep Grade 10
Brandon Gallagher.....	Student Rep Grade 9
Richard Phelps	Member at large

I. TEACHING AND LEARNING					
GOAL	Initiative	Person (s) Responsible	Timeframe	Resources	Performance Indicator
1. Use assessment data to inform curriculum and instruction	a. KHAN Academy and PSAT Exam Data Establish individual student accounts 9-12 with Khan Academy and connect those accounts with individual PSAT results <ul style="list-style-type: none"> 5th year all students grades 10-11 take PSAT's during school day New SAT Exam Format: Continue deconstructing NEW SAT Format and integrating into Math and ELA Curriculum 	Principal Guidance	All students registered with Khan by November 1, 2016	Khan Academy – Free Time \$4,500 cost of PSAT's	<ul style="list-style-type: none"> Teacher feedback Improved academic achievement, MCAS, PSAT, SAT, Student Grades
	b. Grade CAM Insight – assessment tool for teachers – allows quick-turnaround, in-class formative student level assessment data	Department Heads Principal	Fall 2016	\$3,500.00	<ul style="list-style-type: none"> Teacher feedback Improved academic achievement
2. Increase Curricular Rigor	a. Review Program of Studies (POS) <ul style="list-style-type: none"> Review <i>scope and sequence</i> for major academic disciplines Continue adjusting to NEW SAT format – Khan Academy SAT prep program Anticipate MCAS 2.0 Assess equity in POS – recent surges in AP and Honors level courses must allow options for less accomplished students as well 	Principal Guidance Director Department Heads	Ongoing	Time for teacher collaboration and PD	<ul style="list-style-type: none"> Improved academic achievement, MCAS, PSAT, SAT, Student Grades College acceptance
	b. Continue to expand RHS Pre-Engineering Track <ul style="list-style-type: none"> New class: Computer Science I and II - Fall 2016 and Spring 2017 (curriculum based on newly released AP Computer Science Principles Curriculum) Goal: have cohort large enough to offer AP Computer Science Principles by the Fall of 2018 Replace <i>Engineer Your World</i> replaced by <i>“Engineering 101”</i> – now offered as a ½ year elective (formerly full year) 	Principal Computer Science Teacher Robotics Teacher	Annual	Time and funding	<ul style="list-style-type: none"> 3-5 year Plan for development of strand

	<ul style="list-style-type: none"> Year 3 Advanced Robotics and Intro to Robotics 				
	<p>c. Departmental Common Planning Time</p> <ul style="list-style-type: none"> Support completion of TEAM Goals as part of teacher evaluation process Create common assessments and review data Assess pace and content within disciplines (i.e. Chemistry) and across the department (i.e. all science) Model lesson presentations – Best Practice 	Principal Department heads Teachers	Ongoing	Time	<ul style="list-style-type: none"> Positive teacher feedback Increased academic indicators ie. MCAS, SAT, AP, PSAT, Graduation rate & College acceptance
	<p>d. Encourage Collaboration AMONG departments</p> <ul style="list-style-type: none"> (i.e. History Dept and English on college essay writing; Math dept. and Accuplacer prep Summer Reading 2016-17 (PILOT)– whole school approach to summer reading 	Faculty/Staff Department Heads Principal	Ongoing	Time	<ul style="list-style-type: none"> Teacher and student feedback Projects
	<p>e. Launch Off-Site Construction course Fall of 2016</p>	Principal Shop Teacher	Fall 2016	Time Staffing	<ul style="list-style-type: none"> Real world experience Increased opportunities to interact and serve with community
3. Continuous improvement of instructional skills	<p>a. Continue to encourage department level TEAM goals teacher evaluation cycle</p>	Principal Department Heads	Ongoing	PD Time – Full Faculty	<ul style="list-style-type: none"> Improved student achievement
	<p>b. In-house Professional Development/Department Meetings</p> <ul style="list-style-type: none"> Teachers meet by department for 1 hour per month Monthly Faculty Meetings Outside PD: Encourage and support teacher participation in outside, vetted, teacher PD 	HS Admin and Department Heads	Ongoing	Time	<ul style="list-style-type: none"> Improved academic achievement, MCAS, PSAT, SAT, Student Grades College acceptance rates
	<p>c. Continue review of HOMEWORK practices (Following 2 year book study “Grading Smarter Not Harder” Dweck)</p> <ul style="list-style-type: none"> Frequency, completion rate, value? Grade homework or not? 	Department Heads Teachers Principal	Ongoing	Principal’s attention – periodically include on meeting agendas etc.	<ul style="list-style-type: none"> Departmental meeting notes Feedback from students and teachers Guidance input

	<p>d. District New Teacher Mentoring Program</p> <ul style="list-style-type: none"> • New RPS teacher are paired with veteran RPS teachers for a formal New Teacher Mentoring Program • The program includes: August Meeting led by Mentor Leaders, new teachers and their mentors; peer observations - once per term; formal meetings monthly; and informal meetings on a daily basis 	<p>HS Admin and Department Heads</p>	<p>Annual</p>	<p>Central Office support of Program</p>	<ul style="list-style-type: none"> • Increased student achievement • Increased teacher job satisfaction and low rates of teacher turnover • Improved teacher performance
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II. CLIMATE AND CULTURE					
GOAL	INITIATIVE	Person(s) Responsible	Timeframe	Resources	Performance Indicator
a. Provide and maintain a physically and emotionally safe school environment	a. Student Support Team (SST) [student attendance] Vice principal, guidance counselors, nurse, resource officer (when appropriate), adjustment counselor, team meets approximately once every two weeks, discuss new or ongoing at-risk cases	HS Assistant Principal	Ongoing	Time	<ul style="list-style-type: none"> • Reduced drop-out rate • Fewer disciplinary referrals • Teacher feedback • Data re. Frequency of service delivery
	b. HS Wellness Committee – Year 2 – Led by school social worker, this committee is responsible for approving, planning, and implementing all social-emotional programs and supports, i.e. screening, referrals, depression prevention initiative etc.	Social Worker, HS AP, AD, SRO	Ongoing	Budget Rockland Foundation for Education	<ul style="list-style-type: none"> • Student and parent feedback • Positive trends in frequency of services requested
	c. Trauma-informed, Trauma Sensitive Schools Continue with Program – year 2	Wellness Committee	2016-17	Professional development time Monthly	<ul style="list-style-type: none"> • Survey data • Rate of incidents and referrals
	d. Positive Behavioral Intervention Supports (PBIS) Year 2 of training	PBIS Committee	Phase 2, 2016-17	Staffing	<ul style="list-style-type: none"> • Disciplinary rates • Attendance Rates • Survey data
	e. RHS Alternative Program – Year 3 <ul style="list-style-type: none"> • Increase focus on 9th grade students • Implement monthly team review meetings to the process 	Director of Alt. Ed Principal	Ongoing		<ul style="list-style-type: none"> • Reduced dropout rate • Anecdotal evidence
b. Increase communication among school stakeholders	a. Strengthen School Spirit/Culture <ul style="list-style-type: none"> • Year 2 - “One Rockland” Community building program 	HS Principal One Rockland Advisor	Ongoing	Time Stipend funding	<ul style="list-style-type: none"> • Increased sense of school spirit • Increased student participation and connectedness
	b. 3 Week Look-Ahead <ul style="list-style-type: none"> • A running list of the coming events for the next 	HS	Ongoing	Time	<ul style="list-style-type: none"> • Student, parent and teacher feedback

	three weeks, emailed to the entire RHS Community on Friday's throughout the school year	Principal			<ul style="list-style-type: none"> • Increased attendance by parents and public at student performances/ events
	c. Senior Exit Survey	HS Principal	Annual		<ul style="list-style-type: none"> • Senior survey data • Teacher, parent, and student feedback

III. LEADERSHIP AND ACCOUNTABILITY					
GOAL	INITIATIVE	Person(s) Responsible	Time Frame	Resources	Performance Indicator
1. Increase median student scores on standardized tests including MCAS, PSAT, AP, and SAT	a. See Section I	See Section I	Ongoing		See Section I
	b. Saturday School & Homework Club - year 3 <ul style="list-style-type: none"> • Saturday School: 8-11 am, average 2-3 Saturday's per month, students make-up tests, extra help, etc. Open to all grades. • Homework Club: Meets after school Monday through Friday until 5pm, room 207 	HS Admin Director of Alt. Ed.	Ongoing	<ul style="list-style-type: none"> • Grant funded where possible 	<ul style="list-style-type: none"> • decreased Grade 9 failure rate • Lower drop-out rate • MCAS, PSAT, AP, and SAT annual score comparison's
	c. SAT PREP <ul style="list-style-type: none"> • Offering SAT Prep course during the school day beginning 2016-17 • Khan Academy Accounts – aligned with redesigned SAT based on individual student PSAT data, Khan recommends individualized strategies for growth • increase focus on Subject Tests 	HS Admin. And Department heads	Ongoing	<ul style="list-style-type: none"> • Stipend and student scholarships 	<ul style="list-style-type: none"> • Annual score and participation comparison • College acceptances • Annual Graduate Survey

<p>2. Implement the educator evaluation process</p>	<p>a. See Section I.3.a (Encourage Team Goals)</p> <p>The Four Educator Plans Note: All formal evaluations at HS conducted by principal and vice principal only</p> <p>a. <u>Self-Directed Growth Plan</u>: Professional Status Teachers or Administrators with 3 or more years in an administrative position in the district.</p> <p>b. <u>Directed Growth Plan</u>: Applies to educators rated NEEDS IMPROVEMENT: duration: 1 school year or less; developed by the <i>EDUCATOR and EVALUATOR</i></p> <p>c. <u>Improvement Plan</u>: Applies to educators rated UNSATISFACTORY; Is a plan of no less than 30 calendar days and no longer than 1 year; Developed by the <i>EVALUATOR</i></p> <p>d. <u>New Educators</u> – first 3 years in district, or, administrator in first 3 years in district, or, reassigned teacher in new roll</p> <p>The Process (same for all faculty)</p> <p>e. Self-assessment, Goal setting, Implementation</p> <p>f. Formal, informal, announced and unannounced classroom observations by Principal or Assistant Principal</p> <p>g. Follow-up, Formative and Summative meetings</p> <p>h. Assignment of Ratings: Advance/ Prof./Needs Improve./Unsat.</p> <p>Note: Informal, walk-through evaluations of ALL faculty and staff conducted daily by RHS Administrative Team (Principal, Assistant Principal and Department Heads).</p> <p>For a complete explanation of new, MA Educator Evaluation System, please visit: http://www.doe.mass.edu/eval</p>	<p>Principal</p> <p>Vice Principal</p> <p>Teachers</p>	<p>Annual</p>	<p>Time</p>	<ul style="list-style-type: none"> • Increased student achievement • Improved teacher performance • Improved teacher and department consistency
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IV. COLLEGE AND CAREER READINESS

GOAL	INITIATIVE	Person(s) Responsible		Resources	Performance Indicator
1. Use technology to enhance teaching, learning and student engagement	a. See I.2.c & d b. II.2.b c. Technology PD Offerings (Lisa Ryan) d. Increase use of library/media center by HS students and faculty	Admin. Librarian	Ongoing	PD	<ul style="list-style-type: none"> • Increased student achievement • Improved teacher performance • Improved teacher and department consistency
2. Increase amount of student and parent use of Naviance and other post-high school planning resources	a. Share resources during whole school events such as Orientation, Back to School Night, Conferences, Concerts etc.	Principal Director of Guidance	Ongoing		<ul style="list-style-type: none"> • Increased student achievement • College acceptances • Senior exit survey