

*Maynard High School
Improvement Plan
2015-2016*

GOALS & OBJECTIVES	STRATEGIES AND ACTION STEPS	RESPONSIBILITY	STATUS
<p style="text-align: center;"><u>Goal:</u> Focus attention to meet the diverse needs of all students through differentiated instruction(DI) Increase capacity to meet the needs of every student.</p> <p style="text-align: center;"><u>Objectives:</u> Departments will work collaboratively to implement DI</p> <p>Teachers will assess the effectiveness of their strategies and will re-evaluate as needed</p> <p>Teachers will use a multimodal approach in instruction and assessment</p>	<ul style="list-style-type: none"> ● DI will be reviewed annually with faculty at the beginning of the school year (what it is, why it is important, how it can be implemented) ● One department will share a DI best practice with the faculty at monthly faculty meetings ● Availability of additional resources for understanding topics from class (Kahn academy, YouTube videos, articles) ● Use of varied groupings (whole class, pairs, small groups, stations; mentor: mentee or like groups) ● Multimodal presentation of information (white board, ipads, lecture, use of visuals, videos, recordings) ● Use of summative, formative and diagnostic assessments that vary in format (projects, paper and pencil, online, essays, videos) ● Teachers will work to make all ancillary materials available in a digital format ● Continue to build teachers' and students' capacity to utilize technology to create and collaborate using their ipads. ● Provide opportunities for staff members to gain professional development in the area of 21st century curriculum, instruction and assessment. 	<p style="text-align: center;">Principal Assistant Principal Curriculum Director Lead Teachers Team Chair Teachers Counselors Therapists</p>	<p style="text-align: center;">Increasing number of teachers have completed RTELL certification</p> <p style="text-align: center;">District offering recertification PDPs for RTELL</p> <p style="text-align: center;">Individual staff members will be assessed through the evaluation process</p>

<p>GOALS & OBJECTIVES:</p> <p><i>Goal:</i> Provide 21st Century Learning opportunities for students and educators at Maynard High School. Incorporate the 4Cs, critical thinking Communication, Collaboration, and creativity across all disciplines.</p> <p><i>Objectives:</i> Continue to innovate and improve the three senior capstone requirements</p>	<p>STRATEGIES AND ACTION STEPS</p> <p>a. Senior Project:</p> <ul style="list-style-type: none"> ● Improve internship placement ● Create community council and/or directory ● Expand audience for projects ● Develop application process <p>b. Mentor Program:</p> <ul style="list-style-type: none"> ● Develop criteria for mentors ● Develop mentor training materials ● Devise and make additional structural changes to ensure effectiveness <p>c. Digital Portfolio:</p> <ul style="list-style-type: none"> ● To get more teacher and community involvement in some way. ● To build the creative skills of students to create more innovative and interesting pieces of work 	<p>RESPONSIBILITY</p> <p>Principal Assistant Principal Jean LaBelle, Paul Orzech, Lisa MaClean, Renee Muise, Emily Dowd,</p>	<p>STATUS</p> <p>Ongoing</p>

<p>GOALS & OBJECTIVES:</p> <p><i>Goal</i></p> <p>Improve student tardy and attendance rates</p> <p><i>Objectives</i></p> <p>Stress the importance of attendance and directly link attendance to improved performance</p> <p>Increase communication and information regarding attendance/tardy rates</p>	<p>STRATEGIES AND ACTION STEPS</p> <ul style="list-style-type: none"> ● Send out information via Superintendent Blog and Principal's notes regarding MCAS performance and attendance correlation ● Send out reminders via Superintendent Blog and Principal's notes regarding attendance and tardy policies ● Send out information to teachers regarding the importance of accurate attendance data ● Develop quarterly reward system for top attendance ● Run daily and weekly attendance reports ● Initiate automated calls for tardies and absences ● Live call home to parents of students who are chronically tardy and absent ● Hold parent meetings with parents and students who are chronically tardy and absent 	<p>RESPONSIBILITY</p> <p>Superintendent Principal Assistant Principal Teachers Guidance Counselors</p>	<p>STATUS</p> <p>Automated calls are being done</p> <p>Newsletter information has been included</p> <p>First day of school is the implementation date for tracking and enforcing the policy</p>

GOALS & OBJECTIVES:	STRATEGIES AND ACTION STEPS	RESPONSIBILITY	STATUS
<p style="text-align: center;"><u><i>Goal</i></u> Offer SAT prep courses and increase college readiness activities</p> <p style="text-align: center;"><u><i>Objectives</i></u></p> <p style="text-align: center;">Give the students an opportunity to do better on the SATs</p> <p style="text-align: center;">Give juniors and seniors the opportunity to be better prepared for the college application process and college .</p>	<ul style="list-style-type: none"> ● Explore the possibility of offering an in house SAT prep course ● Gather and make more available college readiness materials and curriculum ● Create different advisory topics by grade level pertaining to the idea of college application and college readiness. ● Create an independent college application process ● Seek relationships with community members that are willing to help discuss college readiness ● Continue the annual financial aid night and college fair 	<p style="text-align: center;">Principal Assistant Principal Guidance Advisory Committee</p>	<p style="text-align: center;">Advisory periods are being discussed</p> <p style="text-align: center;">Materials gathered when school starts</p>

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<p style="text-align: center;"><u>Goal</u></p> <p>Increase parent involvement through PTO, School Site Council, and student activities. Ensure effective communication with all stakeholders.</p> <p style="text-align: center;"><u>Objectives</u></p> <p>Increase input from parents via parent groups</p>	<ul style="list-style-type: none"> ● Email and phone call reminders about volunteer opportunities ● Create master list of contacts for individual organizations ● Allow parent groups to advertise during sports night, back-to-school night, and Oktoberfest ● Utilize email and the iPass data system to survey constituent groups such as parents regarding topics of concern 	<p style="text-align: center;">Principal</p> <p style="text-align: center;">Assistant Principal/ Athletic Director</p> <p style="text-align: center;">Data Team</p>	<p style="text-align: center;">Initial</p>

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<p><i>Goal</i> Increase the number of student assemblies dealing with important life related topics.</p> <p><i>Objectives</i> Provide different and in depth opportunities for students to receive important information about topics not necessarily discussed in the core curriculum. A major topic would be the maintenance of a respectful, safe and culturally sensitive and proficient school climate</p>	<ul style="list-style-type: none"> ● Find time in the school day and year to provide opportunities for assemblies. ● Access local resources such as the police and fire department ● Use the senior project to develop a peer to peer assembly model ● Possible topics for discussion include but not limited to: Substance Abuse, Addiction, Harm Prevention, Common laws that relate to teens, bullying and cultural proficiency. 	<p>Principal</p> <p>Assistant Principal</p> <p>Guidance</p> <p>Student Assembly team</p>	<p>A group of teachers have generated the needed materials and curriculum over the past two years.</p> <p>Initial stages of development for a full fledged team containing additional stakeholders.</p>

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<p><i>Goal</i> The Maynard High School Building Based Support Team (BBST) will participate in District Wide training</p> <p><i>Objectives</i> The High School BBST, in conjunction with the other district building teams, will receive training in best practices to help ensure consistency of practice across the district.</p>	<ul style="list-style-type: none"> ● The Director of Student Services will create a calendar and secure meeting space for training sessions. ● The Director of Student Services will arrange for materials and curriculum for training sessions. ● The Building administrators will arrange for staff release time for BBST Team members ● The Building Administrators will meet with guidance counselors and BBST Team members to generate feedback and develop methods to evaluate the efficacy of the training and the BBST process. 	<p>Director of Support Services</p> <p>Principal</p> <p>Assistant Principal</p> <p>Guidance</p> <p>BBST Team Members</p>	<p>The BBST has functioned with the leadership of guidance counselors and volunteer teachers to date.</p> <p>Initial stages of development for more formal, district-wide training.</p>

GOALS & OBJECTIVES:	STRATEGIES AND ACTION STEPS	RESPONSIBILITY	STATUS
<p data-bbox="111 232 415 488"><u>Goal</u> A school based Data Team will continue to gather information on topics of concern or interest generated by the staff.</p> <p data-bbox="111 532 428 675">Additional Data Teams may be formed to help generate departmental data walls.</p> <p data-bbox="111 719 428 943"><u>Objectives</u> To enhance data driven decision making at the building level and also at the departmental level.</p>	<ul data-bbox="558 191 1367 488" style="list-style-type: none"> ● The teams will be granted sufficient time and space to complete meaningful work during faculty meeting and professional development days. ● The full faculty will continue to contribute ideas for data analysis by the team. ● Each team should generate student learning goals as the basis for data gathering and analysis. These goals should be visited a minimum of 3 times per year. 	<p data-bbox="1409 191 1696 451">Principal Assistant Principal Lead Teachers Data Team Members</p>	<p data-bbox="1738 232 1990 829">The school based Data Team was formed during the 2014-2015 school year and was made up of staff volunteers. The team examined data on issues raised by the full staff during staff meetings. Departmental Data Teams are at an initial level of formation</p>