

# Nashoba Regional High School School Improvement Plan 2019-2022

2018-2019 School Council Members:

Laurie Burnett, Parent  
Karen Cudmore, Parent  
Netty Bazile, Student  
Samuel Croteau, Student  
Daniel DiMeo, Student  
Jordan Garrity, Student  
Meghan Curran, Student  
Athena Polymeros, Teacher  
Michael Tollefson, Teacher  
Kelsey Burpee, Community Member  
Paul Di Domenico, Principal

Our district's stated mission is *to educate all students to their fullest potential*.

At Nashoba Regional High School, this mission has its foundation on four key action words: communicate, achieve, relate and engage. Performed with integrity, these four verbs are the foundation of how we work to express the district's mission. The goals of the 2019-2020 high school improvement plan are related to the school's key actions.

Related Documents & Sites:

[NRHS Guidance Department School Profile](#)

[DESE School Profile](#)

[The Chieftain Press Website](#)

[Nashoba Regional High School Website](#)

**SIP Goal # 1: Develop a shared vision of student success with input from students, staff and families, so that each student has the opportunity to achieve and fulfill their potential both inside and outside of the classroom.**

District Improvement Plan Goal #3: To develop empowering learning experiences for students

SIP Goal #1 Actions	Expected Benchmarks	Responsible	Outcomes
Leadership Council will lead the staff in examining the school's three primary academic levels (H, ACC, CP).	<ul style="list-style-type: none"> <li>• Staff will articulate beliefs about the academic levels.</li> <li>• Explore how students' experiences align with the school's articulated beliefs about the academic levels.</li> </ul>	Department Chairs & School Administration	<ul style="list-style-type: none"> <li>• Establish shared beliefs/expectations in order to promote student achievement.</li> <li>• Consistent use of best instructional practices for all academic levels.</li> </ul>
Vertical alignment with district middle schools focusing on reading skills in the English classroom	Increased levels of engagement in reading on the part of students	English Department, Students, High School Administration, Teaching & Learning Department, Special Education Department	Students will become better readers and will read more because of a greater sense of ownership with their reading.
Educate interested students in postgraduate alternatives to traditional 4 yr colleges.	Our guidance department is finalizing a plan. They will pilot elements of the plan this spring.	Guidance Department	<ul style="list-style-type: none"> <li>• Catalog of postgraduate options</li> <li>• All students will have the tools &amp; opportunities to explore individual postgraduate plans.</li> </ul>

SIP Goal #1 Actions	Expected Benchmarks	Responsible	Outcomes
Increased presence of extra-curricular activities in the school	<ul style="list-style-type: none"> <li>● Establish expectations for advisors &amp; club leaders.</li> <li>● Increase collaborative efforts among various organizations.</li> </ul>	EC advisors, Student leaders, Extra-curricular Coordinator & Administration	More school-based events, club 'products' & increased participation
Continue with successful programs such as The spring Reality Fair for grade 10.	Continued introduction of post-high school topics / options	Guidance, Administration	A greater sense of ownership among students for their education and future
Build school climate & culture through increased communication between students/families & school administration/staff.	<ul style="list-style-type: none"> <li>● Gather student &amp; parent feedback through surveys.</li> <li>● Review the collected feedback &amp; institute appropriate actions.</li> </ul>	Administration, Students, Parents	An informed and collaborative plan of action

**SIP Goal #2: Encourage and support classroom growth and innovation on the part of NRHS teaching staff with the greater goal of supporting student achievement**

District Improvement Goal #1: To expand models and processes for inclusive teaching

SIP Goal # 2 Actions	Expected Benchmarks	Responsible	Outcomes
Continue using PLT time to advance teaching & learning using a variety of teams	Report out to staff and SC at the year's end on progress	Staff & Administration	Incorporate the instructional strategies, curriculum and student-centered practices developed through PLT's
Provide professional development for department chairs as instructional leaders & coaches	Establish decision-making processes & leadership capabilities through professional development	Administration & Department Chairs	A leadership council that whose role reflects a variety of leadership opportunities.
Develop a more robust and up-to-date job description for the position of department chairs for the 2020 Unit A contract	A new job description that emphasizes instructional leadership both at various levels: department, school & district	District Leadership, School Leadership and Association Leadership	Greater direction & support for staff regarding teaching & learning across departments
Systematically collect and share key data with staff and students regarding classroom practices	Establish timeline regarding data and surveys	Administration, Students, Staff	Use data to drive improvement regarding goals
Establish non-evaluative walkthroughs & observations as a means of teacher development	Establish protocols	Leadership Council & Staff	Encourage the professional growth of the school's teachers through observation & discussion with peers

**SIP Goal #3: Develop and implement a multi-faceted plan regarding students’ social, emotional and physical well-being.**

District Improvement Goal: #2: To foster safe and supportive learning environments that enable students to develop positive relationships and physical, mental, emotional and social well-being.

SIP Goal # 3 Actions	Expected Benchmarks	Responsible	Outcomes
Expanding Mental Health First Aid Training to include coaches, community members	To complete training of the whole professional staff & coaching staff	Administration, Professional Staff, Coaching Staff, Community members	Shared understandings, expectations and procedures for staff and coaches
Expand intracurricular programs such as Mentors in Violence Prevention (MVP).	Make the MVP program a part of our grade 10 Wellness Curriculum.	Administration, Wellness Department, possibly Guidance Department. Those who teach the MVP curriculum must be trained in it.	All students in grades 10 will be taught using this curriculum which helps students develop positive relationships with others, specifically those of another gender.
Build on the success of the 2018-19 introduction of Challenge Day	Offer The Challenge Day Program to the whole grade 10 class	Guidance Department, Administration, Staff	Create a funding plan to ensure that all grade 10 students will be offered the opportunity to take part in Challenge Day
Identify and promote healthy stress reduction tools for students including various mindfulness techniques	A reduction in self-reported stress by students	Administration, Staff, Students, Parent Community	Students managing their stress using healthy, learned techniques
Continue education regarding chemical health and students, specifically vaping	Identify educational programs to be used in conjunction with disciplinary measures	Administration, Nurses, STAT team, Wellness Department, Department Chairs	Educate students to make better decisions regarding their health

SIP Goal # 3 Actions	Expected Benchmarks	Responsible	Outcomes
SBIRT, Emerson Youth Risk Survey	Continue to utilize these tools to get a better understanding of students and health-related concerns	Administration, Nurses, Guidance Department, Students	Collect information regarding trends in student health and address as needed.
Safety Training based on ALICE Protocols	A refresher training for all students in the fall including drills	Administration, Staff, Students, SRO	All students and staff will be trained in the case of a safety emergency
Transition Program for Grade 9 Students	Meetings on rising Grade 9 students bringing together high school & middle school staff	HS Special Education Staff, HS Guidance Staff, HS Administration	A more informed understanding of our newest and most vulnerable cohort of students
Orientation Program for new students.	Train Student Ambassadors to provide a quality introduction to the high school	HS Administration, Student Ambassadors	Orient Grade 9 Students to high school norms & expectations