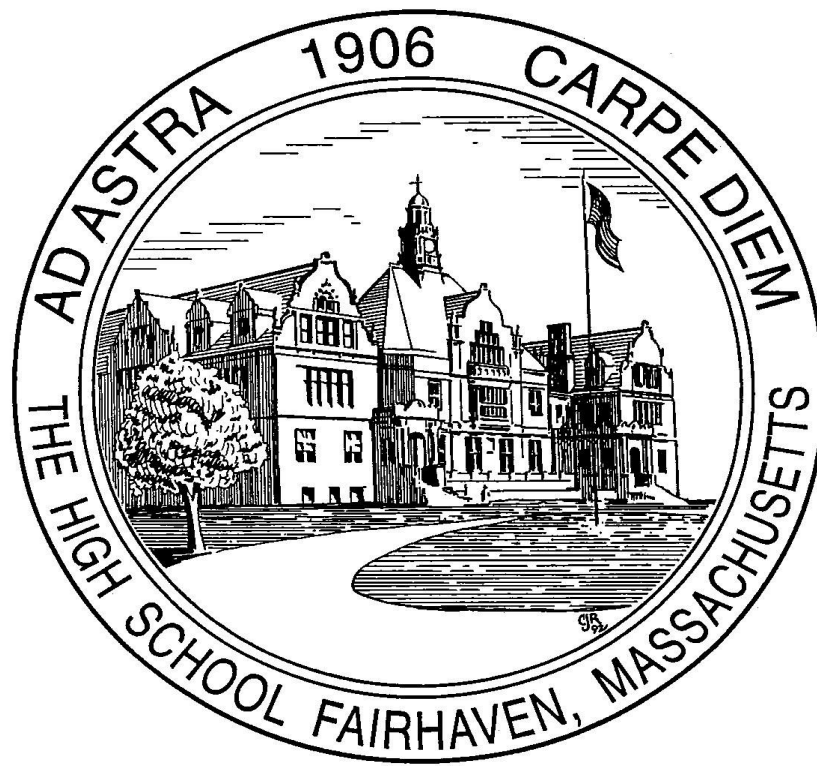


Fairhaven High School

School Improvement Plan



Fairhaven High School

2019-2020

<i>Vision</i>
<p>The Fairhaven Public School District in partnership with our school community provides opportunities for all of our students to become independent, productive, and successful contributors to a global society.</p>
<i>Mission</i>
<p>The dogged implementation of our district's vision for all of our graduates states our shared beliefs regarding the purpose of our schools, the role of our adults, and the fundamental principles and practices around teaching and learning.</p>
<i>Core Values</i>
<p>FAIRHAVEN HIGH SCHOOL'S</p> <p>CORE VALUES AND BELIEFS</p> <p>The faculty, staff, and administration of Fairhaven High School believe that we must motivate, inspire, and empower our students to fulfill their potential to become independent, curious, creative, lifelong learners prepared to succeed in an increasingly diverse and global society. We regard the successful development of each individual as a responsibility shared by the student, the school, the family, and the Fairhaven community. We believe all students must be engaged in a rigorous academic program enriched by fine arts, technology, athletic, and co-curricular activities in a safe and secure environment that encourages, nurtures, and promotes the development of every student to become a respectful, tolerant, responsible, healthy, and civic-minded citizen.</p> <p>21ST CENTURY EXPECTATIONS FOR STUDENT LEARNING</p> <p>21ST CENTURY ACADEMIC EXPECTATIONS</p>

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Students will:

1. Write effectively
2. Problem solve
3. Read critically and effectively
4. Speak effectively
5. Connect and apply technology to learning

21st CENTURY CIVIC AND SOCIAL EXPECTATIONS

Students will:

6. Demonstrate respect for themselves and others
7. Participate in a personalized program to ensure connection to the world beyond school

Theory of Action

If the Fairhaven Public School District strategically allocates its human and financial resources to support high level learning for all, creating safe and supportive learning environments, and provides a professional community centered around a common mission then our students will graduate from high school ready for college or career opportunities.

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Projected outcomes for the 2019-2020 School Year

- 1. Provide a safe and supportive learning environment for all students and staff.**
- 2. Develop and implement a vertically articulated curriculum and a corresponding cycle for review and renewal that are aligned with the state standards.**
- 3. Instructional practices are designed to meet the learning needs of each student.**
- 4. Implementation of quality assessments and a focused assessment protocol that informs classroom instruction and curriculum renewal, and are able to predict outcomes for student learning.**
- 5. Develop and implement programs and services meant to ensure the social and emotional well-being of all students**
- 6. Enhance our work toward creating a protocol to improve communications with students, parents, and families**

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1. Safe and Supportive Schools: Physical Safety

Provide a safe and supportive learning environment for all students and staff.

Strategic Initiative/Objective:

- Continue to maintain physically safe school facilities based on the latest best practices.
- Create detailed guides for FHS to be shared with local authorities.
- Create and maintain a supportive learning environment for all.

Safe and Supportive Schools: Physical Safety Achievements 2018-2019

Process Benchmark	Person Responsible	Date	Status
Safety Tabletop exercises	Assistant Superintendent Principal Assistant Principals FHS Staff	October 2018	Met
Crisis Response Exercises – Live Scenario	Principal Assistant Principal SRO FHS Staff	March 2019	Met
Continuous refinement of evacuation procedures and response times	Principal Crisis Team SRO FHS Staff Fire Department	September 2018-June 2019	Met

Monitoring Progress: 2019-2020

Process Benchmark	Person Responsible	Date	Status
<u>Report</u> to local fire department any fire in school or on school grounds. <u>Conduct</u> fire drills at the start of the	Principals	quarterly	ongoing

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school year and during the year as required by state law and local fire chief.	Deputy Fire Chief Assistant Superintendent		
<u>Complete and review</u> the Annual Multi-Hazard Evacuation Plan for each school with the fire chief and police chief before the start of school.	Principals Assistant Superintendent	August 2019	complete
Schools <u>develop</u> medical emergency response plans every three years with school, police, fire, and emergency personnel. Plans and response sequences must be <u>practiced</u> at the beginning of the year and periodically throughout.	School Nurses Principals	September 2019	ongoing
<u>Conduct</u> Crisis Team meetings to review data from drills and latest policy/protocols.	Principals	monthly and as needed	ongoing
<u>Conduct</u> periodic security checks.	Building leadership and SRO's	monthly	ongoing
<u>Update</u> Our Crisis Response Protocol and improve our efficiency in responding to alarm activations	Admin Team Crisis Team	2019-2020	ongoing
<u>Review</u> Standard Precautions (formerly called Universal Health Precautions) with all staff.	School Nurses	September 2019	met

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<u>Conduct</u> , along with the chief of police, bus evacuation drills and vehicle evaluations. (at least once, but suggested three times a year).	Assistant Principals	as scheduled	ongoing
<u>Hold</u> training on schools' physical restraint policy within the first month of every school year and within a month of new employee hires (603 CMR 46.00).	Principals	September 2019	met
<u>Provide and maintain</u> at least 1 external defibrillator (AED) on-site where instruction is provided.	School Nurses	quarterly	ongoing
<u>Utilize</u> a verbal screening tool to screen students for substance use disorders, and <u>notify</u> parents/guardians prior to the start of the school year, and <u>report aggregate</u> data to the Department of Public Health within 90 days of screening.	Assistant Director of Student Services School Nurses, School Counselors	January 2020	
<u>Utilize</u> Round Table Meetings	Admin Team SRO	2019-2020	ongoing
<u>Train</u> all incoming substitutes with the new substitute training video and handbook	Assistant Principal	Fall 2019	ongoing

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2. Teaching and Learning: Curriculum - Alignment

Develop and implement a vertically articulated curriculum and a corresponding cycle for review and renewal that are aligned with the state standards.

Strategic Initiative/Objective:

- Complete a vertically articulated curriculum in conjunction with the Massachusetts Curriculum Standards utilizing Model Lessons Humanities and Science Engineering and Technology 6-12.
- Implement and evaluate developed curriculum and continue with development in accordance with Curriculum Renewal guide.

Curriculum Achievements 2018-2019

Process Benchmark	Person Responsible	Date	Status
Develop and formalize appropriate pathways in Art and Music for consideration on 2019-2020 program of studies.	Assistant Superintendent T&L Coaches Art and Music teachers FHS Staff	January 2019	Met
Grow AP Language and Composition enrollment by offering the course to grades 10, 11, and 12; similarly, AP Literature and Composition enrollment by offering the course to 11 and 12.	Principal Assistant Principal Assistant Principal for T&L	March 2019	Met
Implemented and revised two Common Assessments; piloted and revised Units and Models Lessons designed to ensure student success at each grade level ELA 6-12.	Assistant Principal T&L, Vertical Team, Teachers	May 2019	Met
Developed viable curriculum maps ELA/Science.	Principal Assistant Principal	August 2019	Met

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	Assistant Principal T&L, Supervisors, Vertical Team		
Development and revisions to curriculum in all content areas to begin adoption of Innovative applications and constructivist approach based upon previous PD on Divergent Thinking.	Assistant Superintendent Principal Assistant Principal T&L Coaches Art and Music teachers FHS Staff	September 2019	In Progress
Vertical revisions and alignment 6-12 Unified Arts.	Assistant Superintendent Principal Assistant Principal T&L Coaches Art and Music teachers FHS Staff	September 2019	In Progress

Monitoring Progress: 2019-2020

Process Benchmark	Person Responsible	Date	Status
<u>Review</u> past multiple standardized testing data (2019 MCAS, iReady, Benchmarks) to determine gaps in curriculum and instruction.	Asst Principal for T&L; Supervisors, Teachers and Staff	September 2019	Met
Continue to <u>pilot</u> specific model lessons for curriculum evaluation ELA 6-12.	Asst Principal for T&L, Vertical Team, Teachers	November 2019	In Progress

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<u>Design</u> and pilot common assessments Science and History 6-12	Asst Principal for T&L, Vertical Team, Teachers	September/October 2019	In Progress
Continue to <u>provide</u> all educators with innovative Professional Development aligned to the HQPD.	Asst Superintendent, Asst Principal for T&L, Supervisors	October 2019	In Progress
Continue <u>building</u> resources and documents for curriculum renewal on existing Google Classroom	Principals, Asst Principal for T&L, Vertical Team, Teachers	November 2019	In Progress
<u>Refine</u> current assessment methods in Math 6-12, Arts 6-12, Physical Education/ Health, World Language, and Unified Arts. Evaluate methods with consideration of diverse learners.	Principals, Asst Principal for T&L, Supervisors, Teachers	November 2019	In Progress
Continue to <u>evaluate</u> the impact of the scheduling Art and Music Program from 6-12.	Principals, Asst Principal for T&L, Supervisor, Teachers	October 2019	In Progress
<u>Coordinate</u> meetings with Science 6-12 to review Vertical Teamwork and best practices.	Principals, Asst Principal for T&L, Vertical Team, Teachers and Staff	October 2019	In Progress
Math 6 - 12 review MCAS Data and <u>create</u> innovative (Real World Learning) applications	Asst Superintendent, Asst Principal for T&L, Supervisors, Teachers and Staff	October 2019	In Progress
ELA and Science <u>identify</u> priority standards based on data analysis (MCAS) and align vertically 6-12.	Asst Principal for T&L, Teachers	October 2019	In Progress

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ELA 6-12 <u>revising</u> model lessons and building instructional plans (continual review of MCAS, iReady and Newsela data)	Asst Principal for T&L, Supervisor, History Teachers	October 2019	In Progress
<u>Provide</u> professional development for Newsela Pro all content area staff and support 6-12.	Principal, Asst Principal for T&L, Vertical Team	October/ December 2019	In Progress
History 6 -12 and Science 6-12 <u>develop and pilot</u> Units planning backwards from the designed Common Assessment.	Principal, Asst Principal for T&L, Vertical Team, Teachers	November 2019	In Progress
Curriculum teams share with teachers to revise curriculum content as needed throughout the school year.	Principal, Asst Principal for T&L, Vertical Team	December 2019	In Progress
Math, Art, Physical Education, Technology, World Language <u>review</u> current assessments and <u>revise</u> with deference to standards and data/diverse learners. Identify Summative Assessments and Priority Assessments.	Asst Principal for T&L, Supervisors, Teachers and Staff	January 2020	In Progress
<u>Report</u> out to School Committee.	Principal, Asst Principal for T&L	January 2020	In Progress
History 6 -12 and Science 6-12 <u>develop and pilot</u> Model Lessons for developed common assessments.	Principal, Asst Principal for T&L, Vertical Team, Teachers	January – March 2020	In Progress

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ELA 6 -12 <u>implement</u> Common Assessment III and Unit; evaluate and revise accordingly.	Principal, Asst Principal for T&L, Vertical Team, Teachers	April 2020	In Progress
ELA/Science/History/ discuss work and <u>set goals</u> for 2020-2021 school year.	Principal, Asst Principal for T&L, Vertical Team, teachers	June 2020	In Progress

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Teaching and Learning: Instruction

Instructional practices are designed to meet the learning needs of each student.

Strategic Initiative/Objective:

- Develop model lessons of instruction vertically articulated in conjunction with the Massachusetts Curriculum Frameworks 2017 for ELA 6-12 and Science 6-12.
- Implement and evaluate instructional strategies and continue with development in accordance with Curriculum Renewal guide ELA 6-12, History 6-12 and Science 6-12.

Curriculum Achievements 2018-2019

Process Benchmark	Person Responsible	Date	Status
Develop and formalize appropriate pathways in Art and Music for consideration on 2019-2020 program of studies.	Assistant Superintendent T&L Coaches Art and Music teachers FHS Staff	January 2019	Met
Grow AP Language and Composition enrollment by offering the course to grades 10, 11, and 12; similarly, AP Literature and Composition enrollment by offering the course to 11 and 12.	Principal Assistant Principal Assistant Principal for T&L	March 2019	Met
Implemented and revised two Common Assessments; piloted and revised Units and Models Lessons designed to ensure student success at each grade level ELA 6-12.	Assistant Principal T&L, Vertical Team, Teachers	May 2019	Met
Developed viable curriculum maps ELA/Science.	Principal Assistant Principal Assistant Principal T&L, Supervisors, Vertical Team	August 2019	Met
Development and revisions to curriculum in all content areas to begin adoption of Innovative applications and constructivist approach based upon previous PD on Divergent Thinking.	Assistant Superintendent Principal Assistant Principal T&L Coaches	September 2019	In Progress

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Art and Music teachers FHS Staff			
Vertical revisions and alignment 6-12 Unified Arts.	Assistant Superintendent Principal Assistant Principal T&L Coaches Art and Music teachers FHS Staff	September 2019	In progress

Monitoring Progress: 2019-2020

Process Benchmark	Person Responsible	Date	Status
<u>Review</u> and add to collection of instructional strategies teachers are expected to practice in all content areas 6-12.	Asst Principal for T&L, Supervisors, Teachers and Staff	June 2018	Met
<u>Plan</u> PD offering lesson sharing and modeling for teachers related to best practices.	Superintendent, Asst. Superintendent, Principals, Asst Principal for T&L, Teachers and Staff	September/ October 2019	In Progress
<u>Conduct</u> best practices lesson seminar as part of PD.	Asst. Superintendent, Principals, Asst Principal for T&L, Supervisors, Teachers and Staff	December 2019	In Progress
Science 6-12 <u>develop</u> technology integration in alignment with state standards and instruction.	Asst Principal for T&L, Vertical Team, Teachers	December 2019	In Progress

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History 6-12 and Science 6-12 <u>develop</u> Model Lessons to ensure student success on common assessments.	Asst Principal for T&L, Vertical Teams, Teachers	December 2019	In Progress
<u>Report</u> status update to school committee.	Asst Superintendent, Asst Principal for T&L	January 2020	In Progress
<u>Collect</u> Common Assessment data and <u>utilize</u> data meetings to inform instructional practice.	Asst Principal for T&L, Teachers	January/ March/May 2020	In Progress
ELA/Science/History discuss work and <u>set goals</u> for 2020-2021 school year.	Principals, Asst Principal for T&L, Teachers	June 2020	In Progress

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Teaching and Learning: Assessment

Implementation of quality assessments and a focused assessment protocol that informs classroom instruction and curriculum renewal, and are able to predict outcomes for student learning.

Strategic Initiative/Objective:

- Complete the development of Common Assessments in History 6-12.
- Continue Developing Common Assessments in Science 6-12.
- Continue to revise assessments based on data outcomes ELA 6-12.

Monitoring Progress: 2019-2020

Process Benchmark	Person Responsible	Date	Status
History 6-12 and Science 6-12 <u>designing and implement</u> common assessments created by Vertical Team.	Asst Principal for T&L, Vertical Team, Teachers	October 2019	In Progress
ELA <u>collect</u> Common Assessment data to evaluate and revise accordingly.	Asst Principal for T&L, Vertical Teams, Teachers	November 2019	In Progress
History 6-12 and Science 6-12 <u>develop</u> Model Lessons to ensure student success on common assessments.	Asst Principal for T&L, Vertical Teams, Teachers	December 2019	In Progress
<u>Report</u> status update to school committee	Asst Superintendent, Asst Principal for T&L	January 2020	In Progress
Vertical Team ELA 6-12 <u>finalize</u> Common Assessment 3 and Model Lessons.	Asst Principal for T&L, Vertical Team, Teachers	February 2020	In Progress

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History 6-12 and Science 6-12 <u>collect</u> feedback on Common Assessments and revise accordingly.	Asst Principal for T&L, Supervisors, Vertical Team	February 2020	In Progress
ELA 6-12 <u>collect</u> feedback on Common Assessment and Model Lessons for Unit 3, revise accordingly.	Principal, Asst Principal for T&L,	March 2020	In Progress
ELA/Science/History discuss work and set goals for 2019-2020 school year.	Principal, Asst Principal for T&L, Teachers	June 2020	In Progress

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3. Climate and Culture

Action Plan 2019 – 2020

Develop and implement programs and services meant to ensure the social and emotional well-being of all students.

Strategic Initiative/Objective(s):

- To provide educational opportunities for students regarding self-care utilizing advisory, a variety of small group meetings, whole school presentations, and other strategic initiatives in line with our theme of the year of “*Community Through Connection*”.

Climate and Culture Achievements 2018-2019

Process Benchmark	Person Responsible	Date	Status
Consistently implemented the theme of the year of “ <i>Honor Your Impact</i> ”	Principal Assistant Principal Assistant Principal for T&L	2018-2019	Met
Recognized our monthly “Word of The Month” students for their impact on our school	Assistant Principal	2018-2019	Met
Routine video and social media posts to promote a positive culture and climate throughout the learning community	Assistant Principal Media and Communications Specialist Media Staff	2018-2019	Met

Measuring Impact: 2019-2020

Process Benchmark	Person Responsible	Date	Status
Consistently <u>implement</u> our theme of the year of “Community Through Connection”	Leadership Team	2019-2020	In Progress

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<u>Continue</u> FHS Leadership Team meetings that work to address issues and school improvement	Leadership Team	2019-2020	ongoing
<u>Plan and implement</u> Advisory activities	Advisory Committee	2019-2020	In Progress
<u>Implement</u> Presidents' Meetings weekly with administration and the class presidents	Administration Class Presidents	2019-2020	In Progress
<u>Implement</u> year three of our Mentoring Program	Social Workers Teachers	2019-2020	In Progress
Continue our Leadership Luncheon with students	Administration Students	2019-2020	In Progress
<u>Implement</u> a Captain's Council where all team captains meet monthly to discuss leadership and team issues	Assistant Principal Athletic Director	2019-2020	In Progress
<u>Plan and Implement</u> small groups (Self-care, anger management, social skills, substance abuse)	Social Workers	2019-2020	In Progress
<u>Plan and implement</u> Screening Brief Intervention and Referral to Treatment (SBIRT)	Nurse Social Workers Counselors	October 2019	Met
<u>Plan and implement</u> Signs of Suicide (SOS) curriculum and assessment	Social Workers Health Teacher	November 2019	In Progress
<u>Continue</u> the use of the Student Success Team (SST) model for student support	Principal Assistant Principals Student Services	2019-2020	In Progress
<u>Plan and implement</u> small group Relationship Mentoring with formalized curriculum	Assistant Principal Social Workers	2019-2020	In Progress

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<u>Promotion</u> of “Word of the Month” in recognition of our outstanding students	Assistant Principal	September 2019-June 2020	In Progress
After school activities and clubs	FHS Staff	October 2019	In Progress

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5. Partnerships with Families and Community

Action Plan 2019 - 2020

Strategic Initiative/Objective:

- Enhance our work toward creating a protocol to improve communications with students, parents, and families.
- Expand our opportunities for students to gain practical and competitive career skills for the local job market

Climate and Culture Achievements 2018-2019

Process Benchmark	Person Responsible	Date	Status
<u>Plan</u> and implement our First Annual Day of Service	Principal Assistant Principal Assistant Principal for T&L	November 2018	Met
Communications with families through our Weekly Newsletter, videos, and social media postings	Principal Assistant Principal Assistant Principal for T&L	2018-2019	Met

Measuring Impact: 2019-2020

Process Benchmark	Person Responsible	Date	Status
<u>Continue</u> regular School Messenger communications to relay important information to the school community	Admin Team	2019-2020	In Progress
<u>Continue</u> FHS Weekly Newsletter	Admin Team	2019-2020	In Progress

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<u>Maintain</u> a positive relationship with our generous FHS Alumni Association	Admin Team	2019-2020	In Progress
<u>Utilize</u> our PTO to offer additional programming for our students	PTO Officers Admin Team	2019-2020	In Progress
<u>Target</u> Social Media posts for our school community	Admin Team	2019-2020	In Progress
<u>Utilize</u> our AfterProm Committee to help provide a safe environment for our after-prom attendees	AfterProm Officers Admin Team	2019-2020	In Progress
<u>Plan</u> and implement our second annual Day of Service	Assistant Principal Assistant Principal for T&L	November 2019	In Progress
School Council <u>collaboration</u> to support the school goals	Principal School Council	September 2019	In Progress
Community Cable Access Television in alignment with our Media Courses	Principal Assistant Principal Media Staff	September 2019	Ongoing
<u>Continue</u> Partnerships with the FPD and our SRO	Principal Assistant Principal FPD SRO	August 2019	Ongoing
<u>Continue</u> Wraparound Services	Principal Assistant Principal Student Services Team	August 2019	Ongoing
DCF-Department of Child and Family Services	Principal Assistant Principal Student Services Team	August 2019	Ongoing
DMH-Department of Mental Health	Principal Assistant Principal	August 2019	Ongoing

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	Student Services Team		
DDS-Department of Developmental Services, Opportunities for students with disabilities to participate fully in our school community	Principal Assistant Principal Student Services Team Faculty	August 2019	Ongoing

