



Pembroke High School Improvement Plan 2016-2017

Pembroke High School Council Members

Faculty Representatives

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Focus Areas and Goals:

Achievement:

PPS is committed to:

1. Developing transparent and user friendly curriculum maps that support student growth and achievement.
2. Developing a consistent, clearly articulated RTI program PK-12 to identify and support students.
3. Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

Social Emotional/Health and Wellness:

PPS is committed to:

1. Creating resources, and increase our ability in the identification of students that are at risk social and emotionally.
2. Using consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.
3. Identifying and using Tier 1 and Tier 2 interventions for targeted support of students.

Technology:

PPS is committed to:

1. Providing consistent, reliable and equitable access to technology that supports student growth and achievement.
2. Impacting student growth practices that will prepare our students for citizenship in a digital world.

Communications:

PPS is committed to:

1. Enhancing and strengthening open communication with all members of the community.

Achievement: Goal #1

District Achievement SMART Goal:

Develop transparent and user-friendly curriculum maps that support student growth and achievement.

2016-2017 Pembroke High School Achievement SMART Goal:

During the 2016-17 school year, departments across the curriculum will review and reflect upon current curriculum maps, making necessary adjustments to scope and sequence as well as instructional/assessment strategies so that all maps are user-friendly and promote student growth and achievement.

2016-2017 Strategies:

All departments will use – in part – department and district professional development time to share best practices, analyze assessment data, and reflect on potential adjustments to curriculum based on a review of that data (ongoing all year). Additionally:

- The ELA Department (ongoing all year) will focus particularly on using available technologies to monitor student growth in writing, tracking data collected in conferencing (conference logs reflecting student goal setting and students' progress toward their individual writing goals and grade books reflecting writing assignments and scores).
- The Social Studies Department (ongoing all year) will place a particular focus on ensuring that history and social studies are more relevant to students (i.e. teaching more modern history/current events) and promote a focus on transfer skills (i.e. analytical reading and writing skills).
- The Guidance Department (ongoing all year), using data from student advisories and parent surveys, will enhance the curriculum maps for grade-level seminars.
- The Science Department (ongoing all year) will focus on analyzing data through task deconstruction as well as from standardized state exams.
- The Math Department (ongoing all year) will, at least once per term, administer and gather data from student questionnaires designed to promote honest feedback about the class. Furthermore professional development will include tools to measure cognitive demand of a task/item, scoring of student work based on a common scoring guide (calibration), and strategies to make students thinking visible.
- The World Language (ongoing all year) will also focus on differentiating maps between Honors and CP levels.

- The Visual & Performing Arts Department (ongoing all year) will focus on improving educator proficiency in making adjustments to practice by using a variety of assessments to determine progress toward intended outcomes and use these findings to adjust practice and identify and/or implement appropriate differentiated interventions and enhancements for students.

Achievement: Goal #2

District Achievement SMART Goal:

Develop a consistent, clearly articulated RTI program PK-12 to identify and support students

2016-2017 Pembroke High School Achievement SMART Goal:

During the 2016-17 school year, departments across the curriculum will explore elements and best practices of Response to Intervention to increase staff awareness of alternate strategies to support struggling students.

2016-2017 Strategies:

All departments will use – in part – department and district professional development time to research and discuss RIT best practices and the share experiences with one another when said interventions are applied (ongoing all year). Additionally:

- A portion of Faculty Meetings will be used to discuss and share RTI strategies (ongoing all year).
- Administrative and guidance staff will seek out and attend out-of-district professional development opportunities on RTI. Strategies garnered here will be presented at faculty and guidance department meetings and also be suggested during Student Support Team meetings (SST) and other intervention meetings (504 eligibility, DCAP, absence-reentry). (ongoing all year)
- School adjustment counselors will use professional collaboration networks with surrounding schools to discuss and share best practices and offer intervention strategies during SST and other intervention meetings (ongoing all year).
- The Social Studies Department will consistently use a variety of qualitative and quantitative data to support students. Challenges discussed will focus how to support students who are far below grade level in reading and writing proficiency (ongoing all year).
- The ELA Department will implement routine metacognition practices in the writing process. (Routine is defined as becoming part of the writing process.) Evidence can be collected in lesson plans, student monitoring of goal setting and achievement in conference logs, or grade books scores/marks for metacognitive essays and/or discussions. Revision after teacher and peer feedback is a departmental expectation. Students self-assess, set individual writing goals based on feedback, and work toward these goals (ongoing all year).
- The Mathematics Department will pilot ALEKS and Front Row Ed in all Foundations courses (ongoing all year).
- The Science Department will utilize Project Based Learning opportunities for students in an effort to provide personalized, authentic, and engaging learning for students (ongoing all year).

- The Visual and Performing Arts Department will use enrichment activities such as drama, jazz band, community performances, music festivals, and art contests to provide opportunities to support student learning and emotional growth (ongoing all year).

Achievement: Goal #3

District Achievement SMART Goal:

Promote a “growth mindset” culture that is supported by best practices in teaching and learning

2016-2017 Pembroke High School Achievement SMART Goal:

During the 2016-17 school year, departments across the curriculum will explore elements of a “growth mindset” culture in order to increase staff awareness of strategies that promote a growth mindset within our students.

2016-2017 Strategies:

All departments will use – in part – department and district professional development time to research and discuss “growth mindset” and then share experiences with one another to acquire best practices in teaching that promote a growth mindset in our students (ongoing all year). Additionally, PHS will:

- provide resources to staff (literature such as Carol Dweck’s *Mindset* and other readings) that will increase teacher awareness of the “growth mindset culture” and techniques used to foster such a mindset (ongoing all year)
- devote a portion of Faculty Meetings to discuss strategies that promote a growth mindset (ongoing all year).
 - Staff collaboration
 - School psychologist and guidance presentations
- increase ways to recognize student achievement, which comes in many forms, around the school
 - display the names of high honor and honor roll students more prominently in the main lobby (quarterly)
 - purchase additional display cases for use around the building that will allow for modeling student achievement (winter 2017)
 - plan “Best of the Bunch” or “Random Acts of Kindness” ceremonies – ceremonies designed to celebrate student growth in one form or another (once per semester).
 - consider “Academic Banners” to be displayed prominently in the atrium (similar to championship athletic banners in the gymnasium) – to be discussed with PTO, School Council, and Leadership team (Winter 2017)

NOTE: Many of the departmental strategies mentioned above also apply to this goal as well.

Social/Emotional Health and Wellness: Goal #1 and 2

District Social Emotional/Health and Wellness SMART Goal:

Create resources and increase our ability in the identification of students that are at risk social and emotionally and then identify and use Tier 1 and Tier 2 interventions for targeted support of students.

2016-2017 Pembroke High School Social Emotional/Health and Wellness SMART Goal:

During the 2016-17 school year, departments across the curriculum will continue to research tiered systems of supports to give students strategies needed to achieve social and emotional learning (SEL) competencies.

2016-2017 Strategies:

All departments will use – in part – department and district professional development time to research and discuss assessment methods that proactively identify students that are at risk socially and emotionally and then increase staff awareness of tiered interventions to support them (ongoing all year). Additionally:

- Portions of faculty meetings will allow staff to work collaboratively to share strategies used to identify at-risk students and tiered interventions to assist them (ongoing all year).
- Building administration will provide additional resources to staff (i.e. PBISworld.com). (ongoing all year)
- Faculty and building leadership team meeting time will be used to review and emphasize our current DCAP process and make enhancements, including adding additional accommodations, when needed (ongoing all year).
- The Guidance Department will review, refine, and clearly communicate to staff the referral process teachers will use to identify at-risk students (ongoing all year).

- Administrators and guidance counselors will actively pursue out-of-district professional development for 504 plan eligibility and best practices for supporting SELs on a 504 Plan (ongoing all year).
- SST and other intervention meetings will be sure to incorporate new strategies and accommodations garnered through the activities above into all support plans for SELs (ongoing all year).
- The Guidance Department will to integrate FuelEd, a virtual learning platform, to provide opportunities for credit recovery and blended learning environments (ongoing all year).
- The Guidance Department and school adjustment counselors will work collaboratively to develop and apply data-tracking tools to monitor the progress of SELs (ongoing all year).

Social/Emotional Health and Wellness: Goal #3

District Social Emotional/Health and Wellness SMART Goal:

Use consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.

2016-2017 Pembroke High School Social Emotional/Health and Wellness SMART Goal:

During the 2016-17 school year, Pembroke High School will develop and implement the Compass Program, a transition program aimed at supporting students returning to school after a prolonged absence caused primarily by a social or emotional disability.

2016-2017 Strategies:

- In August 2016 Building administration and the Director of Guidance will meet to discuss the parameters of such a program.
- Next, the high school principal will meet with the superintendent of schools to discuss reallocation of paraprofessional staff to oversee the program.
- In September 2016, the SST will meet to formalize the process by which students are identified as candidates for the Compass Program and the criteria by which students will exit.
- September and October 2016 faculty and department meeting time will be used to communicate the expectations for the students utilizing the Compass Program and their teachers as well as to share various support strategies teachers can use to help those students succeed.
- Over the course of the school year, members of the SLT will conduct site visits to region schools with similar programs to research and discuss best practices. They will report their findings to the team upon their return (ongoing all year).
- The Compass Program supervisor and the Director of Guidance will develop and implement data-tracking tools to monitor the progress of the students assigned to the program (ongoing all year).
- Late fall/early winter of 2016, the SST will meet to discuss future growth of the Compass Program and any budgetary implications associated with that growth (i.e. increased staffing to include a regular education teacher, additional paraprofessional support, school psychologist, etc.)

Technology: Goal #1

District Technology SMART GOAL:

Provide consistent, reliable and equitable access to technology that supports student growth and achievement.

2016-2017 Pembroke High School Technology SMART Goal:

During the course of the 2016-17 school year, building administrators and curriculum supervisors will assess the extent to which all teachers have consistent, reliable, and equitable access to technology and prioritize areas of need so that by the end of the school year, all teachers in all content areas will no longer be hampered by inconsistent access to technology.

2016-2017 Strategies:

- Content supervisors will use department meeting time discussing not only strategies for integrating instructional technologies in the classroom but also the degree to which implementing those strategies have been successful (ongoing all year).
- Building administrators will continue work with the Director of Technology to provide resources that enhance access to technology: (ongoing all year)
 - increase the number of wireless access points to include the music classrooms and athletic facilities, including the gymnasium, locker rooms, turf field, and fitness room
 - increase the number of laptop carts that can be signed out for classroom use by teachers
 - increase the number of laptops that can be signed out for use by students in the library
 - continue to work with Director of Technology to improve bandwidth capacity and security measures that protect our students from misuse of technology without limiting access to educationally sound websites

- provide consistent access to technology to substitute teachers by allocating two laptops to the main office for their use

Technology: Goal #2

District Technology SMART GOAL:

Impact student growth practices that will prepare our students for citizenship in a digital world.

2016-2017 Pembroke High School Technology SMART Goal:

During the 2016-17 school year, departments across the curriculum will continue to research various ways to integrate instructional and assessment technologies into the classroom

2016-2017 Strategies:

All departments will use – in part – department meeting time to research, discuss, and share best practices when incorporating instructional and assessment technologies (ongoing all year). Additionally:

- The World Language Department will incorporate a new textbook series in Spanish and offer the use of an etext and online practice for all students to access. Furthermore, teachers will incorporate online tools from Pearson and utilize assessment tools such as Quizlet, Kahoot, and ReCap (ongoing all year).
- The Social Studies Department will incorporate the new Holt-McDougal online educational system, which provides online textbooks for all core courses within the department. This online curricular program includes tiered support for students who are above/below grade level in reading and writing skills and support for students with disabilities and English-language learners (ongoing all year).
- The ELA Department will also utilize online assessment tools such as Kahoot and Quizlet as well as other platforms that provide immediate feedback remotely, such as GoogleDocs and Turnitin (ongoing all year).

- The Guidance Department will continue to utilize technology (Naviance) to enhance the college admission process for students. Guidance will also introduce a new virtual learning platform, FuelEd, which will assist students recover credit, enrich their studies, and/or experience a blended learning environment (ongoing all year).
- The Visual and Performing Arts Department will continue to use performance-enhancing apps such as GarageBand, Pro Tools, and the entire Adobe Suite (ongoing all year).
- The Science Department will not only use many of the aforementioned sites and strategies but also create a website, a link to which will be posted on the school's website, to showcase positive growth experiences in the classrooms/ labs once a term (ongoing all year).
- The Mathematics Department will also use a variety of technologies including Grade Cam, Flip Quiz, Kahoot, Edmodo, ALEKS, Front Row Ed, Buzzmath, Khan Academy, Slader, Photomath, Desmos, and hand held graphing calculators (ongoing all year).

Communication: Goal #1

District Communications SMART GOAL:

Enhance and strength open communication with all members of the community.

District Communications SMART GOAL:

During the course of the 2016-17 school year, Pembroke High School will continue to explore various communication platforms to find the most effective and efficient ways to strengthen community partnerships.

2016-2017 Strategies:

- Building administrators will work closely with our district-wide communication specialist to (ongoing all year)
 - identify and use community-preferred social media platforms such as Facebook and Twitter to communicate school news.
 - streamline email blasts within a district-wide template
 - develop a common, district-wide periodic newsletter template
 - enhance the Pembroke High School website, creating a more dynamic platform that parents can confidently access to obtain reliable and up-to-date school information
- Building administrators and curriculum supervisors will work closely with teaching staff to (ongoing all year)
 - clearly communicate and consistently reinforce PowerSchool expectations for communicating with students and families

- clearly communicate and consistently reinforce expectations for returning email and phone messages from parents in a timely manner (i.e. within 24 hours)
 - remind teachers of the effectiveness of periodic, teacher-initiated emails and phone calls, especially when positive in nature
 - encourage increased experimentation of Learning Management Systems (LMS) such as Edmodo, Schoology, and Google Classroom, which allow families to be active participants in their child's learning
 - encourage staff to research and experiment with a variety of 21st Century communication apps such as Twitter and Remind.com
- All staff will continue to use Parent-Teacher Conferences and Open House to share curriculum matters in general and student progress in particular with parents (fall 2016).
 - Continue the use of Naviance to communicate guidance-related matters to students and families (ongoing all year).
 - Create a reliable, accurate, and up-to-date Guidance Calendar within the Guidance page on the school's website (ongoing all year).
 - Implement periodic "Coffee with the Principal" nights (at least three times/year: summer 2016 winter 2017, and spring 2017), and "Coffee and Conversation" meetings with the Guidance Director (ongoing all year).