

## Wachusett Regional School District -WRHS School Improvement Plan 2022-2025

Goal Description			
<b>Goal Number:</b>	1	<b>Goal Title:</b>	Develop and implement a comprehensive Academic Support Plan for all students with learning gaps, etc.
<b>Rationale for Goal:</b>	As a result of “school disruption” for the past two years, it is projected that we will have many current and incoming students at WRHS with learning gaps or deficits in comparison to their pre-pandemic peers. This goal is designed to develop and implement strategies to support students during their remaining high school time and close these gaps as much as possible.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	2A. Develop a consistently implemented and vertically aligned Curriculum. 3A. Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration. 3B. Systematically measure, analyze, and act upon student learning data.
<b>Strategic Initiative(s)</b>	<ul style="list-style-type: none"> <li>● Use common assessments within schools and across schools to measure progress toward grade level expectations.</li> <li>● Instructional staff engage in ongoing, focused discussion and collaborative reflection on the effectiveness of instructional practices.                             <ul style="list-style-type: none"> <li>○ Identify effective instruction based upon data trends/ priority learning standards.</li> </ul> </li> <li>● Instructional staff differentiate core instruction and assessment to meet the diverse needs of all learners.                             <ul style="list-style-type: none"> <li>○ Define and support effective differentiation.</li> </ul> </li> <li>● Staff will examine student data to evaluate and monitor student learning and evaluate instructional practices.</li> <li>● Instructional staff develop assessments and evaluate student work based on a common understanding of mastery level learning outcomes.</li> <li>● Students consistently receive constructive, targeted feedback as well as guidance on how to improve.</li> </ul>

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<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	At the end of the 2025 school year. The final grade breakdown for classes will have similar or greater number of students with comparable classes and similar or less failures with classes comparable to the end of the 2019 school year.
<b>Interim Outcomes &amp; Progress</b>	By the close of the 2024 school year our students will be at a 75% or greater performance level according to final grades at the end of the 2019 school year.

<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
At the start of each year the Data Team will look at factors (prior year grades, MCAS Scores, Common Assessment scores, attendance, etc) to determine weaknesses for students of high needs and share information with teaching staff.	High School Admin	Half Days, Department Heads	2022-2025 school year
Staff will give common formative assessments throughout the course of the school year while comparing results.	Teachers/Department Heads	Half days, department meeting time	2022-2025 school year
Staff will give common mid year and common final assessments to gauge student comprehension.	Teachers/Dept Heads	Half days, department meeting time	2022-2025 school year
Develop and Implement a Student Support Program.	High School Administration	Repurposing staff	2022-2025 school year

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Goal Description			
<b>Goal Number:</b>	2	<b>Goal Title:</b>	Provide students with the knowledge and resources to cope and adjust to a variety of social and emotional challenges in their lives.
<b>Rationale for Goal:</b>	As a result of the increasing number of students struggling with social emotional issues at the high school, we will use Freshman Seminar and Health classes to provide specific content and lessons regarding identification strategies, coping strategies, and available support that can be accessed by our students.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	5A. Students’ social emotional and health needs- build an understanding of social, emotional and physical health as factors affecting learning. 5B. Engage families and the community in a partnership to increase the district’s capacity to address students’ social, and emotional health needs.
<b>Strategic Initiative(s)</b>	<ul style="list-style-type: none"> <li>● Identify effective research based practices that promote student health.                             <ul style="list-style-type: none"> <li>○ Develop a system of support.</li> </ul> </li> <li>● Educate all staff regarding student social, emotional and physical elements that impact learning.</li> <li>● Educate parents and the community regarding social, emotional and physical elements that impact learning through the use of developmentally appropriate dialogue.</li> <li>● Enlist local support agencies to provide wrap-around service.</li> </ul>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	<p>WRHS will issue the Panorama Survey to all students three times per year. Results of the survey will be reviewed at Faculty Meetings while providing staff opportunities to discuss interventions. As a result the aggregate for students in the area of Connection to school will be greater than the 50th percentile.</p> <p>Develop a Mental Health Awareness group comprised of staff and students.</p>
<b>Interim Outcomes &amp; Progress</b>	Continued implementation of the Panorama Survey while allowing staff the opportunity to discuss results and plan strategies for improvement.

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<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Train administration on the use of the Panorama Survey.	Principal, head of guidance	Meeting time, District staff to assist with training.	Fall 2022
Train staff on the implementation and uses of the Panorama Survey.	Principal, head of guidance, school administration	Use of after school meeting time	By the end of the 2023/2024 School Year
Development of a Mental Health Awareness Group/Team comprised of staff and students in order to discuss related issues.	Principal, head of guidance, assistant principals	After school meeting time	Begin implementation during the 2022-2023 school year and maintain throughout 2025.

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Goal Description			
<b>Goal Number:</b>	3	<b>Goal Title:</b>	Create an inclusive and equitable environment for all students.
<b>Rationale for Goal:</b>	In order for students to attain a high level of success in school they must feel connected and a sense of belonging to their school.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	5A. Build an understanding of social, emotional and physical health as factors affecting learning. 5B. Engage families and the community in a partnership to increase the district's capacity to address students' social, and emotional health needs.
<b>Strategic Initiative(s)</b>	<ul style="list-style-type: none"> <li>● Identify effective research based practices that promote student health.                             <ul style="list-style-type: none"> <li>○ Develop a system of support.</li> </ul> </li> <li>● Educate all staff regarding student social, emotional and physical elements that impact learning.</li> <li>● Educate parents and the community regarding social, emotional and physical elements that impact learning through the use of developmentally appropriate dialogue.</li> <li>● Enlist local support agencies to provide wrap-around services.</li> <li>● Schoolwide book study funded by the Central Office. Staff will choose a title, read it together, and use this as the basis for professional development. Will look to have the author join the discussion.</li> </ul>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	Students feel a greater sense of inclusivity based on results from the Panorama Survey and school developed surveys that will be given yearly.
<b>Interim Outcomes &amp; Progress</b>	Develop an Inclusivity Group at WRHS comprised of staff and students that will discuss issues at WRHS that impact the ability to have an equitable environment. Develop an internal survey to be given to students. Continue to support the formation of the diverse groups at WRHS and activities and functions of these groups.

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<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Formalize an “inclusion/Equity/Diversity Group”	Admin	Time	2022-2023 School Year
Develop a School Based Student Survey.	Admin	Time and CO Staff	2023-2024 School Year
Continued Support of Inclusive Activities and Events.	All Staff	Time	2022-2025

<b>Goal Description</b>			
<b>Goal Number:</b>	4	<b>Goal Title:</b>	Develop and implement programming that focus on career education and labor market demands/technical skills.
<b>Rationale for Goal:</b>	Many students have a desire to learn an employable skill while at WRHS and the marketplace needs more skilled workers. WRHS needs to focus on employability for their graduating students as well as higher ed as an option.		

<b>Goal Details and Performance Indicators</b>	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	<p>3A. Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration.</p> <p>3B. Systematically measure, analyze, and act upon student learning data.</p> <p>3C. Staff regularly use technology to support student learning, enhance student engagement, and work toward developing innovative instructional practices.</p> <p>4A. Professional development includes high-quality job- embedded professional development aligned with district, school, and educator goals.</p>
<b>Strategic Initiative(s)</b>	<ul style="list-style-type: none"> <li>● Awarded Capital Skills Grant (\$75,000) which will allow us to purchase materials to better fund programs.</li> <li>● Received Planning Grant (\$25,000) in November of 2022 for Innovation Pathways Designation allowing us to continue planning for submittal. Part A submitted at end of 2022.</li> <li>● Will be submitting Part B of application for Innovation Pathways Designation in Feb of 2023.</li> </ul>

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	<ul style="list-style-type: none"> <li>● Instructional staff engage in ongoing, focused discussion and collaborative reflection on the effectiveness of instructional practices.                             <ul style="list-style-type: none"> <li>○ Identify effective instruction based upon data trends/ priority learning standards.</li> </ul> </li> <li>● Instructional staff develop assessments and evaluate student work based on a common understanding of mastery level learning outcomes.</li> <li>● Ensure that level of technology and infrastructure is sufficient to meet student instructional needs.</li> <li>● Support and train staff in integrating technology into the classroom environment that supports and engages students.                             <ul style="list-style-type: none"> <li>○ Establish district wide and building based PLC’s to research, pilot, and share best practices.</li> </ul> </li> <li>● Use technology to prepare students to be successful global citizens.</li> <li>● PD opportunities are specific, ongoing, and include a plan for support during initial stages of implementation.</li> </ul>
<b>Final Outcomes [S.M.A.R.T. Goal(s)] &amp; Progress</b>	<p>Grow the amount of opportunities for students in the Wachusett Partnership. Offer opportunities such as internships while having WRHS students be more employable in the workforce.</p>
<b>Interim Outcomes &amp; Progress</b>	<p>Writing grants for WPP. Expand course offerings while discontinuing the less subscribed courses or pathways. Place students in internships.</p>

<b>Implementation Benchmarks</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Securing additional funding to support programs (Grants).	DH, AP, teachers	Time and expertise from WRHS	Start in 2022 and continue through 2025 and beyond.
Secure a position that will be responsible to support grant writing, internships, etc.	Principal	Funding and/or repurposing current staff	2024