

School Improvement Plan

Douglas High School

2022-2023



“Decisions are made in the best interest of our students.”

Tara Bennett, Principal

Desi Vega, Assistant Principal

**Douglas High School
School Council 2021-22**

Staff Representatives: Carolyn Braney, Jill Carpenter, William Hillman, Brett Marmaras, Joshua Romano, Desi Vega

Parent/Community Representatives: Lou Squier, Donna Taylor, Karen Walcek

Douglas Public Schools Mission Statement

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.

-Approved by District-Wide Faculty and School Committee Vote – Sept. 2006

Statement of Beliefs about Student Learning

The Douglas High School community believes in a learning environment that is safe, supportive, and intellectually challenging. We maintain high expectations for all students and emphasize the skills necessary to be college and career ready. We encourage students to be informed citizens and lifelong learners.

The Douglas High School community believes:

- that all students have the ability to learn
- in providing a comprehensive, challenging, and engaging curriculum

- learning is most effective when meaningful connections are made
- students learn best when they are encouraged to think, work, and communicate effectively
- in exposing students to intellectual and cultural experiences
- in respect for diverse cultural and individual differences
- in equal opportunity to succeed academically and develop socially

Core Values

Self-Reliance ~ Progress ~ Inclusiveness ~ Respect ~ Integrity~ Tenacity

21st Century Learning Expectations:

The DHS student will:

1. read critically and write effectively
2. speak confidently and convincingly
3. listen for understanding
4. demonstrate critical thinking; gather and analyze information to solve problems
5. develop skills necessary to lead a healthy and balanced physical and emotional life
6. engage in creative, expressive, and innovative learning through art, music, drama, and/or technology
7. demonstrate personal, social, and civic responsibility

Narrative Overview

The intent of the 2022-2023 school year will be the continuation of the recovery from the impacts of Covid-19 with a focus on multi-tiered systems of support, data analysis, and reconnecting with the community.

DHS will also move forward with several new program opportunities for students. We will continue to implement new half-year courses that meet specific interests across the departments. Changes to graduation requirements have led to a great increase in the amount of students taking courses in the arts, business, culinary arts, and technology. New Pathways will also be launched as a means to guide students to take challenging courses that will help them succeed in their further education. We will launch our first Project Lead the Way course, Introduction to Engineering and the AP Seminar course.

Student Learning Goal: Academic Excellence Goal

DHS will increase student achievement by building teacher capacity and expanding opportunities for students.

| Objective | Action Steps | Strategies/Resources | Timeline |
|---|---|--|---|
| <p>Improve Instruction: -Use data to inform instruction, intervention, and remediation efforts</p> <p>Goal is for 97% of students to pass all classes. (95% passed all classes in 2019-2020). 94% of SWD to pass all classes (91% passed all classes in 2019-2020)</p> | <p>-Data PD sessions -Release data sets to staff, such as EWIS, MCAS, AP data. -Use placement tests, benchmark scores, and grades from the previous year to determine gaps in instruction -Use Intervention blocks to help students master material -Build a culture that promotes reteaching when students are not successful and allow students to revise work based on feedback.</p> | <p>-Data Analysis training during PD, staff meetings and CPT -Macro and micro data points -Counselors, department leaders and staff -Time</p> | <p>-Introduction of Data in Action process by mid-October -Analysis on-going throughout the year -June 2023 reflect and prepare future vision</p> |

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| <p>Expand Opportunities and Electives:</p> <p>Create new courses and pathways at DHS</p> <p>Increase off-campus academic opportunities for students</p> | <ul style="list-style-type: none"> -Analyze department offerings in Program of Studies by Nov.1st -PLTW: -Launch Intro to Engineering course -Apply for Computer Science and Biomedical Pathways -Plan additional Engineering courses -Coordinate with MS on PLTW Pathways -Refine Pathway application process for students -Increase student enrollment in BVEF/BVExcel Courses by 10% -Expand community partnerships with at least three higher education programs -Launch additional Early College courses with QCC | <ul style="list-style-type: none"> -DHS Counselors & Intern, Department Leaders -Collaboration with Higher Education and Blackstone Valley Education Foundation -PLTW ambassador, Uxbridge HS -Professional Development -Time -DHS Counselors -Administration -BVEF -QCC | <ul style="list-style-type: none"> -Review course offerings, Program of Studies, and DHS pathways to determine potential needs by November 1st -Meet with at least two higher education partners -Meet with partners by November 2022 -Promote available courses to students & community via newsletter and social media |
| <p>Staff Collaboration and Professional Development:</p> <p>Increase staff knowledge in data analysis, enhance teamwork skills, and teaching all students</p> | <ul style="list-style-type: none"> -Professional development in MTSS and Data in Action | <ul style="list-style-type: none"> -SPED Department -Administrators -DESE -Time | <ul style="list-style-type: none"> -On-going throughout 2022-23 |

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| Provide Staff Collaboration Opportunities which will enhance programming | <ul style="list-style-type: none"> -Create a schedule for CPT meetings. -Promote and facilitate Vertical Teams and Vertical Planning | <ul style="list-style-type: none"> -Department Leaders -Sub coverage -Time | -Create schedule by September 2023 |
| Use placement tests, benchmark scores, and grades from the previous year to determine gaps in instruction. | <ul style="list-style-type: none"> -Review course assessment data by departments. -Identify gaps in learning and develop plans to address them. -Create and Distribute data dashboards to staff in order to identify students that may require additional monitoring. <ul style="list-style-type: none"> o EWIS Data o AP Data | <ul style="list-style-type: none"> -½ day sub coverage for data analysis. -Common Planning Time -Edwin Analytics. -PD on Data Analysis | <p>Three times per year on PD Calendar</p> <p>-Initial analysis by Nov. 1st, on-going analysis</p> |

Professional Practice Goal: Well-Being of All

Improve school culture and climate to create a safe and supportive environment for all.

| Objective | Action Steps | Strategies/Resources | Timeline |
|---|---|--|--|
| Social-Emotional Learning: Develop and implement a K-12 SEL curriculum that strengthens the Tier I Universal Instruction, Tier II Small Groups, and Tier III Individual Interventions | -Advisory and classroom instruction that (re)teach skills such as collaboration, problem solving, goal setting, organization skills, work completion, promote life-long learning and open growth mindset -Conduct PD on SEL instruction. | -Counseling Department -Staff -Professional Development | -On-going throughout the year -PD by January 2023 |
| Promote Equity and Inclusiveness for All Students -Create specific plans to address equity for all groups. | -Conduct activities to educate on and promote equity (staff training, etc) | -PD Training on reducing implicit bias in instruction -PD Training in being an effective ally | -On-going throughout the year |
| Provide varied services in response to social/emotional needs of students. Goal is for attendance for students identified as having social-emotional or mental health issues to improve by 10% to mean attendance of 90.5%. (Mean attendance for students with s-e/mh | -Revise Peer Mentor Program for incoming students identified as at-risk -Peer mentor training -Monthly check-ins on mentor pairs -Implement new attendance credit recovery | -Data from Middle School on at-risk students -Training for mentors | -Fall 2022 -August 2022 |

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| issues in 2019-2020 was 90%. Mean attendance for all students in 2019-2020 was 94.5%) | -Develop and plan inclusion of SEL topics in PD and staff meeting | | |
| Revise Advisory Program | <ul style="list-style-type: none"> -Review efficacy of Naviance program -Assess success of new Advisory lessons on SEL through a survey of students -Assess staff on Advisory | <ul style="list-style-type: none"> -Naviance curriculum -CASEL resources -Staff and Student surveys of SEL needs | -June 2023 |

School Improvement Goal: Community Partnerships

DHS will build collaboration among students, staff, families, businesses, and the community in order to support student achievement

| Objective | Action Steps | Strategies/Resources | Timeline |
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| Districtwide Connections Strengthen connections between Douglas High School and Douglas Middle School students by promoting collaboration, special offerings and mentoring | <ul style="list-style-type: none"> -Include DHS representatives from specific co-curricular and extracurricular activities to present opportunities to DMS students during community meetings -Create a “Tiger to Tiger” program, enabling 6th, 7th, and 8th grade students an opportunity to explore DHS offerings with 9th, 10th, and 11th grade students respectively, starting with lunch quarterly | <ul style="list-style-type: none"> -Bimonthly meetings of involved groups -DHS administrators, DMS administrators, & advisors -Quarterly lunch opportunities -DHS administrators, DMS administrators, Food service | <ul style="list-style-type: none"> -September 2022 and ongoing throughout the 2022-2023 school year. -October 2022 and ongoing throughout the 2022-2023 school year. |

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| | <ul style="list-style-type: none"> -Schedule at least one middle school athletic contest to be held at the high school. -Establish a 7th grade “Welcome to Douglas HS” presentation for students | <ul style="list-style-type: none"> -At least one game played at HS -DMS/DHS Athletic Director -Completion of presentation -DMS/DHS Admin and guidance | <ul style="list-style-type: none"> -Winter athletic season 2022-2023 -Spring 2023 |
| Public Relations Promote student activities and achievements to the community | <ul style="list-style-type: none"> -Promote positive aspects of the district (graduates, students, staff, programs) -Create and implement a Public Relations plan -Identify platforms to use -Set goals for postings -Incorporate students/staff in creating posts | <ul style="list-style-type: none"> -Social Media platforms -Weekly Newsletters -Local news | <ul style="list-style-type: none"> -On-going throughout 2022-23 |