

Amesbury Public Schools

School Improvement Plan - Amesbury High School

Dr. Danielle Ricci, Principal

Strategic Objective #1

SAFE AND SUPPORTIVE LEARNING ENVIRONMENT

District Strategy Alignment (Superintendent Goals for SY 21-22)

District Improvement Goal 2: Inclusive Practices

Core Values: Relationships, Equity & Inclusion

Goal Statement: This objective is aimed at the continued development of a positive, inclusive, sustainable, mindful school culture and climate that supports the social-emotional learning and well-being of all students and staff.

Description: For years, AHS has been working to make social emotional learning foundational to our practice. For us, this is not a trend or fad. It is at the core of who we are. As a result, AHS leadership and staff have regularly discussed the importance of relationship building - with each other, with our students, with families, and with the greater community. In order to do this, we must continue to make our school a safe space for all through culturally responsive practices.

Impact: As a result of this continued focus, we will see increased student, family, and community engagement. Other factors we will analyze and review for impact will include student attendance, academic performance, and discipline data.

Actions [Backwards Plan - what steps are needed to achieve this objective?]	Benchmarks/Evidence - [What evidence will there be to demonstrate that you have attained this particular action?]	Timeline - [What is the anticipated time where this particular action item will happen?]
Train administrators and staff in restorative practices	<ul style="list-style-type: none">• Work with district consultant throughout the school year to learn about restorative practices• Begin to implement restorative practices in both the classroom and	<ul style="list-style-type: none">• Ongoing

	<p>administrative settings</p> <ul style="list-style-type: none"> ● Meet regularly with consultant as a district leadership team 	
Continue to use Roll Call team to support students as reported by staff and/or attendance data	<ul style="list-style-type: none"> ● Teacher submission of referrals ● Weekly meetings with our staff and community partners ● Next step intervention planning for students discussed at meetings 	<ul style="list-style-type: none"> ● Weekly throughout year
Continue professional development in DEIB (diversity, equity, inclusion, and belonging)	<ul style="list-style-type: none"> ● Create a system for demonstrating intentional incorporation of DEIB in our curriculum maps ● Continue work with DEIB consultant 	<ul style="list-style-type: none"> ● June 2023
Review utilization of WIN block and advisory programming	<ul style="list-style-type: none"> ● Work with advisory liaisons to update and prepare curriculum that is relevant for students ● Work with PACT to bring in programming that meets student needs ● Collaborate with guidance and special education departments to explore how to use the time for delivery of Tier 2 interventions 	<ul style="list-style-type: none"> ● Ongoing
Implement a Bridge Program	<ul style="list-style-type: none"> ● Work with bryt consultants to prepare for implementation and create an operations plan ● Implement program in the second semester of the year ● Review data throughout the year ● Meet at the end of the year to plan for 23-24 	<ul style="list-style-type: none"> ● Fall 2022 ● February 2023 ● Ongoing ● June 2023

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Strategic Objective #2

INSTRUCTIONAL SYSTEMS

District Strategy Alignment (Superintendent Goals for SY 21-22)

Student Learning Goal: Build a Highly Effective Leadership Team

Core Values: Communication, Academic Excellence, Relationships, Equity and Inclusion

Goal Statement: This objective is intended to review instructional systems already in place and/or put new systems in place to support the review of our curriculum and the professional development of our staff.

Description: Coherent instructional systems that support both students and staff are key to the academic advancement of our students and the professional growth of our staff. We have been working to build internal capacities at AHS through the growth of our leadership team and middle level management. As a result, we are creating the conditions for growth and sustainability around instructional systems. This includes review of our curriculum, instruction, assessments, and other data in a way that is meaningful and collaborative. It also includes time for our staff to work together in the process and foster our professional learning culture.

Impact: Empowering our staff to work with administration to create, review, and sustain coherent instructional systems will ensure that we are providing meaningful learning experiences to both students and staff.

Actions [Backwards Plan - what steps are needed to achieve this objective?]	Benchmarks/Evidence - [What evidence will there be to demonstrate that you have attained this particular action?]	Timeline - [What is the anticipated time where this particular action item will happen?]
Review stages 1 and 2 of all curriculum maps	<ul style="list-style-type: none">● Create document that shows updated progress for each department/course● Review transfer goals in each department● Work with department heads to	<ul style="list-style-type: none">● Oct 2022● December 2022● Ongoing● Ongoing

	<p>oversee 1 hr/week of curriculum writing</p> <ul style="list-style-type: none"> ● Work with district leadership team to discuss vertical alignment strategies 	
Explore academic support options for students	<ul style="list-style-type: none"> ● Meet with Special Education team to discuss current implementation ● Research options for expanding the program to general education students ● Develop Executive Functioning course offered to all students ● Plan for use of MTSS during WIN block 	<ul style="list-style-type: none"> ● October 2022 ● December 2022 ● Spring 2023 ● Ongoing
Support department heads in their leadership roles and the development of a highly effective team	<ul style="list-style-type: none"> ● Read <i>The Thin Book of Trust</i> as a group to build trust and rapport ● Increase meeting frequency ● Add opportunities for department heads to have input on meeting agendas ● Network department heads with colleagues in other neighboring schools 	<ul style="list-style-type: none"> ● Ongoing
Begin networking staff with colleagues in other local high schools	<ul style="list-style-type: none"> ● Create CAL networking spreadsheet ● Share spreadsheet with relevant staff ● Support staff as they look to connect with other local educators and leaders 	<ul style="list-style-type: none"> ● September 2022 ● October 2022 ● Ongoing
Utilize department-wide goals to promote collaboration and shared academic data review	<ul style="list-style-type: none"> ● Review departmental goals ● Create shared evidence folders ● Work with department heads to monitor progress ● Conduct evaluations 	<ul style="list-style-type: none"> ● October 2022 ● April 2023 ● Ongoing ● Ongoing
Review our Program of Studies and course	<ul style="list-style-type: none"> ● Department heads will review with 	<ul style="list-style-type: none"> ● December 2022

registration timelines	<p>their departments</p> <ul style="list-style-type: none"> ● Publish new P.o.S. ● Collaborate with AMS for 8th grade registration ● Run build of 23-24 schedule for teachers 	<ul style="list-style-type: none"> ● January 2023 ● March 2023 ● June 2023
Write our NEASC Self-Reflection in preparation for our Oct 2023 Collaborative Conference	<ul style="list-style-type: none"> ● Establish Accreditation Coordinators and Steering Committee ● Meet with NEASC Liaison ● Write Self Reflection ● Have staff vote on document 	<ul style="list-style-type: none"> ● November 2022 ● November 2022 ● On going ● June 2023

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Strategic Objective #3

STAKEHOLDER ENGAGEMENT

District Strategy Alignment (Superintendent Goals for SY 21-22)

[Brief explanation of how this Objective connects to the Strategic Plan (Supt Goals)]

Goal Statement: This objective is an extension of the communication goals we've had as a school. In addition to communicating information out, we want relationships with our stakeholders to be a two-way street and to deepen engagement on both fronts.

Description: Engagement of families and the greater community is key to the development of our school. Given that we have students we are about to send out into the community as adults, part of our role is to help them build a network outside of the school. We seek to find ways to build relationships with our families and partnerships with our community members in order to truly wrap around our students as they prepare for post-secondary success.

Impact: Increased stakeholder engagement will forge further pathways and create more opportunities for our students. It will also grow support in our community for the work of our school.

Actions [Backwards Plan - what steps are needed to achieve this objective?]	Benchmarks/Evidence - [What evidence will there be to demonstrate that you have attained this particular action?]	Timeline - [What is the anticipated time where this particular action item will happen?]
Increase opportunities for stakeholders to be on campus at AHS	<ul style="list-style-type: none"> ● Help student groups promote their events to the public ● Collaborate with community networking groups like the Chamber of Commerce ● Utilize current connections to grow network as evidenced by growth of our community connections database 	<ul style="list-style-type: none"> ● Ongoing
Systemetize a transition plan for AMS students	<ul style="list-style-type: none"> ● Work with department heads to plan 8th grade visit and family night ● Offer Q&A opportunities for families ● Streamline course registration process ● Offer shadow days ● Consider options for 7th grade students at the end of the school year 	<ul style="list-style-type: none"> ● Ongoing
Use PACT data to inform community programming	<ul style="list-style-type: none"> ● Meet weekly with PACT Coordinator and monthly with coalition ● Collaborate regionally with ECAB to promote cross-community events ● Have youth continue to present PACT data to stakeholder groups ● Meet with PACT youth council to run WIN Workshop series ● Make plans for what PACT coalition 	<ul style="list-style-type: none"> ● Ongoing

	has identified as a primary goal - a Wellness Fair	
Continue to offer regular communication from AHS	<ul style="list-style-type: none"> ● Communicate via: <ul style="list-style-type: none"> ○ Principal's Newsletter ○ Weekly Bulletin ○ Social Media ○ Website ○ Principal's Coffee ● Create FAQ section on the website 	<ul style="list-style-type: none"> ● Ongoing
Increase student voice opportunities	<ul style="list-style-type: none"> ● Monthly meeting with SAC leaders ● Lunch with the principal ● Opportunities to engage more voices ● Student Leadership Summit 	<ul style="list-style-type: none"> ● Ongoing
Build community database for staff to make curricular connections	<ul style="list-style-type: none"> ● Work with PACT to create a community database that includes community members willing to guest speak, attend events, have interns, etc. ● Share this database with staff ● Seek staff feedback and fill gaps ● Encourage staff to create at least one community connection in their classrooms 	<ul style="list-style-type: none"> ● June 2023