

Amesbury Public Schools
 School Improvement Plan - Amesbury High School
 Danielle Ricci, Interim Principal

Strategic Objective #1

REINTEGRATION AND RECONNECTION FOR STUDENTS AND STAFF

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

Goal Statement: AHS will provide opportunities for both students and staff to engage collaboratively, build relationships, and receive consistent social-emotional growth opportunities.

Description: This first objective is intended to support both students and staff as we navigate the return to school and work to define our “new normal.” Both students and staff have had different and disjointed school experiences as a result of the pandemic. There is only one class in our building (the class of 2022) that has experienced a full in-person high school year. As we return to school, it is incredibly important that students and staff first feel safe, and we aim to do that through purposeful relationship-building and inclusion opportunities.

Impact: As a result of this objective, we will see consistent student and staff participation in social opportunities. We will also see targeted support for students struggling with attendance and an increase in opportunities for staff to collaborate. Data from the ASSET survey will reveal areas of growth and areas of concern.

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?]

Implement the CharacterStrong program through the advisory program for student SEL support

- Hiring of advisory liaisons
- Review of the CharacterStrong curriculum and personalizing for AHS
- Weekly delivery of advisory curriculum
- Monthly guest speakers through our collaboration with the Partnership of Amesbury Community and Teens (PACT)
- ASSET survey

- Liaisons hired by the start of the year
- Curriculum review monthly by liaisons
- Ongoing implementation of the curriculum

Provide opportunities for staff and students to engage socially	<ul style="list-style-type: none"> ● Programming for creative whole-school social opportunities - rallies, tailgates, winter carnival ● Revival of school-wide traditions ● PACT workshops ● Use of advisory for social opportunities 	<ul style="list-style-type: none"> ● Ongoing
Build more regular opportunities for teacher collaboration	<ul style="list-style-type: none"> ● Use of departmental common planning time ● Increased departmental meetings ● Addition of PACT workshops where teachers will be relieved to collaborate 	<ul style="list-style-type: none"> ● Ongoing - departmental CPT is available daily and PACT workshops occur monthly.
Continued use of our Roll Call and CST groups to support students as reported by staff and/or attendance data	<ul style="list-style-type: none"> ● Teacher submissions of referrals ● Weekly Roll Call and/or CST Meetings in collaboration with community partners ● Use of WIN block to support students with Tier 2 interventions 	<ul style="list-style-type: none"> ● Weekly
Begin professional development around diversity, equity, and inclusion	<ul style="list-style-type: none"> ● Review of curriculum for implicit bias ● Work with DEI consultant ● Provide opportunities for students to engage in DEI development opportunities 	<ul style="list-style-type: none"> ● Ongoing

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Strategic Objective #2

MEANINGFUL ACADEMIC AND PERSONAL EXPERIENCES FOR STUDENTS

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

Creating Meaningful Personal and Academic Experiences

Building a Highly Effective Leadership Team

Goal Statement: Each student will have the opportunities to engage in unique, meaningful, and challenging academic and personal experiences that have real world applications.

Description: Student engagement was a key objective of the previous AHS school improvement plan. Nearly all of the initiatives around engagement have been implemented, but just after, COVID hit. For example, we implemented a new schedule with the intent of increasing elective opportunities, but many of them began remotely last year. This year, we are more truly experiencing the whole school implementation of the new schedule and the inclusion of the What I Need (WIN) block.

Impact: Engaging opportunities in school will increase student attendance, increase the variety of courses that students are taking, and grow connections with the greater Amesbury community.

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?]
Build a highly effective AHS leadership team (administrators and department heads)	<ul style="list-style-type: none"> ● Weekly meetings with administration team ● Monthly meetings with department heads 	<ul style="list-style-type: none"> ● Ongoing
Review of our Program of Studies	<ul style="list-style-type: none"> ● Analysis of course leveling/opportunities ● Review of college partnerships ● Review of elective offerings ● Explore places where courses can offer real-world experiences 	<ul style="list-style-type: none"> ● January 2022
Analyze MCAS data in departmental groups	<ul style="list-style-type: none"> ● Next steps for departmental teams 	<ul style="list-style-type: none"> ● Ongoing

	<ul style="list-style-type: none"> ○ Instructional implications ● School wide implications ● Roll Call group analysis of connections between data and attendance/subgroups ● Determine what interventions can be put in place for targeted students 	<ul style="list-style-type: none"> ● Bi-monthly department meetings
Reinstitute Learning Walks for faculty	<ul style="list-style-type: none"> ● Review of implications for instruction ● Opportunities for staff to visit one another ● Experiment with different models that can be sustainable 	<ul style="list-style-type: none"> ● January 2022
Provide content-specific professional development to teachers	<ul style="list-style-type: none"> ● Department heads will explore opportunities for their individual needs ● Bring in outside PD and/or visit neighboring schools for observation opportunities ● Work with teachers to plan in-house PD staffed and taught by our own faculty 	<ul style="list-style-type: none"> ● Spring 2022
Build more consistent collaboration opportunities for faculty	<ul style="list-style-type: none"> ● Use of CPT ● Monthly extended WIN block 	<ul style="list-style-type: none"> ● Daily CPT ● Monthly extended WIN
Continue to expand student opportunities during WIN Block	<ul style="list-style-type: none"> ● Community-led WIN workshops ● Tier 2 interventions ● Collaboration with student services to explore use of the time ● Collect data on use of time 	<ul style="list-style-type: none"> ● Ongoing

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Strategic Objective #3

CONSISTENT COMMUNICATION AND ACCESS TO AHS

District Strategy Alignment (Superintendent Goals for SY 21-22)
 Community Access to Staff
 Transparent Communication

Goal Statement: AHS will improve and increase communication with stakeholders and opportunities for the greater Amesbury community to engage with our school.

Description: In line with citywide and district goals, consistent and transparent communication remains a key need throughout this school year and beyond. This begins at the building level with better communication between administration, teachers, and students. This extends out to families and the larger community. In addition, we are working to better communicate between buildings - particularly AIHS and AMS.

Impact: Consistent communication will result in greater transparency, trust, and buy-in at AHS. It will allow groups to work together to problem solve as opposed to seeing conflict as a barrier.

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?]
Provide consistent communication from AHS to all community stakeholders	<ul style="list-style-type: none"> ● Regular communication out to the community through the Weekly Bulletin and Principal's Newsletter ● Use of social media (Facebook and Instagram) to highlight positive news ● Improved communication to staff (HUB, Staff Stuff) 	<ul style="list-style-type: none"> ● Ongoing
Create opportunities for the community to access AHS administration	<ul style="list-style-type: none"> ● Principal's Coffee - in person and virtual ● School Council ● Begin exploration of a PAG/PTO at the high 	<ul style="list-style-type: none"> ● Ongoing

	school level	
Collaborate with PACT to bring community members into AHS to work with students	<ul style="list-style-type: none"> • PACT speakers for students connected to advisory curriculum • WIN Workshops based on student interest • Community programming (Career Fair, Day of Service, etc.) 	<ul style="list-style-type: none"> • Monthly
Work with AMS team to build a stronger bridge for transitioning	<ul style="list-style-type: none"> • Attend grade 8 CPT • Collaborate with AMS guidance team and PAG • Host Future Freshman Night and extension opportunities for both students and families • Implement a recess program with AMS and AHS students 	<ul style="list-style-type: none"> • June 2022
Increase opportunities for student voice	<ul style="list-style-type: none"> • Open lunch opportunities for students to meet with administration • Administration attending SAC and StuCo meetings 	<ul style="list-style-type: none"> • Ongoing