

School Improvement Plan: 2021-22

Strategic Objectives

1. **Connectedness:** Create an inclusive, collaborative school climate that fosters a sense of belonging and connectedness.
2. **Narrow the Opportunity and Achievement Gaps:** Achieve excellence with equity.
3. **Curricular and Programmatic Engagement:** Create, maintain, and deliver meaningful, robust, current, accessible curriculum and programming.
4. **Student and Staff Well-being:** Prioritize student and staff well-being and positive self-identity development as essential components to sustainable personal growth and life-long learning.

School Goals: 2021-2022

- Reacclimating students to “normal,” with a special focus on welcoming, supporting, and integrating ninth and tenth grade students who have not been in the building during non-pandemic times (**Connectedness Initiatives 1.2, 1.3**)
- Pursuing Academic Excellence, with a special focus on differentiated instruction to meet the needs of all students post-pandemic (**Narrow the Opportunity and Achievement Gaps Initiatives 2.1, 2.2, 2.3**)
- Review department curricula to ensure that they are current and relevant; promote culturally responsive practices; and support social-emotional learning (**Curricular and Programmatic Engagement Initiative 3.1**)
- Assessing institutional challenges to student and staff well-being (**Student and Staff Well-being Initiative 4.1**)

[L-S Strategic Plan 2020-2025](#)

Guiding Strategic Plan Initiative	Specific Improvement Action	Persons Responsible	Required Resources	Timeline/Bench marks
Connectedness: 1.2 <i>Provide ongoing professional development opportunities for faculty and staff that foster connectedness and model cultivating community.</i> 1.3 <i>Implement programming specifically designed to cultivate community for groups that have traditionally reported not feeling a sense of belonging and connectedness to L-S.</i>	Develop advisory curriculum in tandem with fall pilot. Train faculty advisors.	Advisory Committee Full Faculty	Stipends for pilot advisors, summer ED&E funds for curriculum development	If approved in Spring 2022, advisories to be implemented in SY 2022-23. Committee shares sample curriculum and pilot results Late Fall/Winter 2021-22 Advisors trained, Spring 2022
Connectedness: 1.3 <i>Implement programming specifically designed to cultivate community for groups that have traditionally reported not feeling a sense of belonging and connectedness to L-S.</i>	Analyze spring 2021 survey data by grade level. Discuss information from feeder middle schools. Develop and implement programming & protocols for ninth and tenth grade students	Academic Council All	None	Gather data beginning Spring 2021. Analyze data, summer 2021. Faculty PD on community-building pedagogy and activities. All faculty to implement programming and strategies designed to cultivate community, belonging, and

	in response to data.			connectedness for all students, with a special focus on grades nine and ten. Fall/Winter 2021
Connectedness:. 1.5 <i>Ensure large-scale student belonging, inclusiveness, and connections to the L-S community via ongoing short-term and long-term assessment practices.</i>	Analyze spring 2021 equity survey data. With the help of IDEAS consultant, evaluate progress, and develop action steps.	Administrative team RCTF	IDEAS paid through Existing PD grant funding	Data examined and presented to Academic Council in summer 2021. Action plan developed and discussed Fall/Winter 2021-22.
Narrow the Opportunity and Achievement Gaps 2.1 <i>Explore ways to ensure that all students are enrolled in appropriately academically rigorous coursework, while receiving effective support.</i>	Analyze historical data; work with IDEAS consultants to develop long terms plans to address areas for improvement.	Strategic Planning Committee Academic Council	ED&E IDEAS consultant-grant funded	Summer 2021 work to create a report around trends. Discuss in Academic Council and Departments Fall/Winter 21-22
Narrow the Opportunity and Achievement Gaps 2.2 <i>Evaluate current academic support programs, including the</i>	Examine placement data and report back to Academic Council.	Strategic Planning Group, Academic Council		Develop a report by Winter 2022. Discuss with Academic Council Winter 2022 with an eye toward making needed modifications for

<i>referral process and student access.</i>				SY 2022-23
Narrow the Opportunity and Achievement Gaps 2.3 <i>Provide ongoing professional development opportunities for faculty and staff that enhance institutional student supports.</i>	Identify areas of greatest need for PD. Organize Professional Development to implement initiatives in the Strategic Plan	Strategic Planning Group Faculty Meeting Planning Group	None	Summer 2021: identify areas for ongoing professional development. Develop a plan for SY 2021-22 offerings.
Curricular and Programmatic Engagement 3.1 <i>Review department curricula to ensure that they are current and relevant; promote culturally responsive practices; and support social-emotional learning.</i>	Identify and implement protocols for this work.* *NEASC priority area	Administrative Team Academic Council Departments	Potential PD grant funds for consultant	Summer work with IDEAS consultant. Share draft protocol with Academic Council. Departments begin considering curriculum through this lens.
Curricular and Programmatic Engagement: Initiative 3.2 <i>Review the current block schedule.</i>	Continue to explore potential changes to the school schedule (taking into account later start time)	Schedule Review Committee Full Faculty	None	Summer 2021: Committee studies Spring 2021 faculty feedback Winter 21-22: Committee presents models for faculty and student feedback
Student and Staff Well-being 4.1	Define well-being.	Strategic Planning	None	Implement the MetroWest survey

<i>Assess institutional challenges to student and staff well-being, including: technology, academic commitments, co-curricular commitments, professional responsibilities, professional culture, and community expectations.</i>	Establish protocols and find tools for assessing student and staff well-being. This will include MetroWest survey, as well as other tools identified by the committee.	Committee		(anticipated in Fall 2021.) Identify other measures by Spring 2023
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