

**Nipmuc Regional High School
School Improvement Plan**

2022-2023



UNDERSTAND

<p>Strategic Objectives: Aligning Practices to the MURSD Beliefs About Learning We will support social-emotional learning so our schools are safe, healthy, and balanced learning environments.</p>
<p>Strategic Initiative: Developing structures & practices that support student agency</p>
<p>Strategic Goal: Review, revise, and implement an updated process to gain a deeper understanding of each learner’s needs, strengths, and interests through the study of student data.</p>

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed
Assemble a school-based team to participate in the Systematic Student Support (S3) Academy that is run in partnership with Boston College and the Rennie Center in order to evaluate systems for reviewing data and monitoring the progress of students.	November 2022	Teachers, School Counselors/Health Staff, Principals	Roster of team members	S3 Academy and Leadership PD
Review, revise, and update the process by which teachers collaborate with their colleagues in the ongoing, consistent use of student data to understand the needs, strengths, and interests of our learners.	May 2023	Students, Teachers, School Counselors, Principals	Published process shared with faculty members	N/A
Provide regular opportunities to gain feedback about equity, diversity, and inclusion through student feedback forums.	Ongoing	Students, Faculty Members, EDI Committee, Principals	Summary report of students’ perspectives	Supplies for Food for Thought Lunches

d SUPPORT

Strategic Objectives: We will support social-emotional learning so our schools are safe, healthy, and balanced learning environments.
We will redefine and reimagine school to empower learning for a modern context.

Strategic Initiatives: Providing tiered supports and interventions.

Strategic Goal: Refine and enhance multi-tiered systems of support to increase the use of inclusive practices, provide equitable access to learning, engage students in meaningful learning experiences.

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed
Redesign the first two days of school in order to ease the transition to school, build relationships, and support a positive school culture.	August 2022	Teachers, School Counselors, Support Staff, Department Chairs, Principals	Adjusted schedule for August 31 and September 1	Time for collaboration
Implement digital citizenship lessons that are embedded across departments and the school's advisory program.	January 2023	Teachers, Department Chairs, Director of Technology Integration, Principals, MURSD Leadership Team	Document that highlights the digital citizenship curriculum	Common planning time, professional development time
Provide professional training on strategies to develop effective bias incident intervention and prevention strategies and identify actionable next steps to facilitate more inclusive and equitable classrooms and school communities.	March 2023	Faculty Members, Principals, Professional Development Committee	Formal program of professional development offerings	Grant funding from MassInsight Education
Provide co-teaching teams with professional development in co-teaching and inclusive practices.	April 2023	Co-teaching Teams, School Counselors, Team Chairperson, Department Chairs, Principals	Summary of outcomes from the professional training sessions	Co-teaching Facilitators (PD Funding)

Review, revise, and update the process by which teachers consult with their colleagues on the application of the MURSD District Curriculum Accommodation Plan (DCAP) to support the needs, strengths, and interests of students.	May 2023	Teachers, Department Chairs, School Counselors, School Nurse, Principals,	Presentation of published process	Common planning time
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ENGAGE

Strategic Objective: We will redefine and reimagine school to empower learning for a modern context.

Strategic Initiatives: Bringing the Portrait of a Learner to life through deeper learning experiences
Developing new tools to define and measure success

Strategic Goal: Design opportunities for students and staff to engage in authentic learning experiences that allow them to understand and practice the Portrait of a Learner (PoL) competencies.

Action Steps	Date	Person(s) Responsible	Indicators of Accomplishment	Resources Needed
Establish a team comprised of teachers, school counselors, and the career community and innovations coordinator to establish curriculum, partnerships, and opportunities for career connections through the Computer Science Innovation Pathways.	October 2022	Teachers, Principals, Director of Technology Integration	Published messages to students and families about Innovation Pathways at Nipmuc	Innovation pathway grant to support planning and implementation
Provide opportunities for educators in each department to work with the media and digital technology specialist to collaborate in the design of curriculum, instruction, and assessment.	December 2022	Faculty Members, Department Chairs, Principals, Media and Digital Technology Specialist	Summary of outcomes from the collaboration of teachers and the media and digital technology specialist	Common planning time, Professional collaboration time
Explore best practices to support professional learning about best practices related to showcases or exhibitions of learning.	January 2023	Students, Faculty Members, Media and Digital Technology Specialist, Department Chairs, Principals	Summary of activities and outcomes on the Nipmuc Lead Learners website	Lead Learner Workshop
Redesign the 21st Century Skills course to become Freshman Seminar, a semester-based course that provides a formal introduction to the MURSD Portrait of a Learner.	February 2023	Teachers of the Freshman Seminar course	Updated program of studies	Professional collaboration time among Freshman Seminar teachers

Re-establish the career shadowing program, allowing 10th graders to engage in the exploration of careers with support from community partners and professionals.	March 2023	Teachers; School Counselors; Career, Community, and Innovations Coordinator	Spreadsheet of career shadowing opportunities and partners	Transportation costs, Professional collaboration time
Conduct a collaborative review and revision of lessons/units in each course to ensure students have the opportunity to engage in authentic learning experiences across the curriculum.	April 2023	Faculty Members, Department Chairs, Principals	Departmental summary reports of progress	Common planning time, Departmental meeting time
Develop a pilot internship program where at least 10 students spend their final weeks of the school year in a meaningful and authentic learning experience within the community.	May 2023	Career, Community, and Innovations Coordinator; Teachers, Department Chairs, School Counselors, Principal	Showcase of student learning from the internship program	Funding for professional development, Professional collaboration time
Identify and publish overviews of authentic learning experiences in each course, communicating the ways that students have regular, meaningful opportunities to engage in learning experiences that connect to the world beyond the classroom.	June 2023	Faculty Members, Department Chairs, Principals	Published list of authentic learning experiences	Common planning time, Departmental meeting time
Evaluate the Mastery Transcript pilot program, the alignment of the Mastery Transcript with the school and district's strategic plans, and the options available through the Mastery Learning Record in order to maximize the resources, community, and platform provided by the Mastery Transcript Consortium.	June 2023	Students, Faculty Members, Principals, MURSD Leadership Team, Community Members	Proposed action steps to explore the Mastery Transcript and Mastery Learning Record for the 2023-24 Nipmuc School Improvement Plan	Professional collaboration time
Design and host two Inspired Learning Days with sessions that have intentional connections to the Portrait of a Learner competencies.	June 2023	Students, Faculty Members, Principals, MURSD Leadership Team, Community Members, Professional Partners	Published digital schedule of Inspired Learning Day offerings	Funds to support materials, supplies, and transportation for the Inspired Learning Days