

School/District: Northbridge High School/Northbridge

I. Strategic Objective #1: Develop a data driven culture which has consistency and fidelity throughout the school/district and which focuses on teacher instruction and student achievement.

Initiative #1: Incorporate use of data in all aspects of the educational process as the foundation for decision making in the District and NHS.

A. Activity #1: Create content specific data teams covering all subject matters.

B. Activity #2: Utilize PLC protocol to develop data teams policy, procedures, and goals.

C. Activity #3: Analyze pertinent data to adjust and drive instruction.

Initiative #2: Establish administrators and educational leaders as data facilitators at NHS.

A. Activity #1: Provide professional development to expand and focus knowledge of data usage.

B. Activity #2: Utilize Edwin as data “toolbox.”

C. Activity #3: Develop assessment calendars for each content area.

Initiative #3: Develop or define consistent assessments at all levels (9-12) to track and monitor building (NHS) and district effectiveness.

A. Activity #1: Develop NHS district determined measures for all courses (9-12).

B. Activity #2: Data/PLC presentations to faculty and fellow PLC's.

C. Activity #3: Discuss/observe best practices utilizing data at NHS.

Strategic Objective #1: Develop a data driven culture which has consistency and fidelity throughout the school/district and which focuses on teacher instruction and student achievement.

Lead Person: Principal

Initiative #1: Incorporate use of data in all aspects of the educational process as the foundation for decision making in the District and NHS.

Lead Person: Principal/Department Chairs

Long-term outcomes for the initiative (with dates):

Faculty will be able to articulate and model how a data driven culture affects instruction and quantitative student academic success. Fall/Spring 2013-2014

Key indicators to show early evidence of change:

Administration and faculty will analyze student MCAS scores, AP scores, and content area assessments to monitor student academic progress. Winter/Spring 2013-2014

Key resources (personnel, funds, partners, time, materials):

Administration, Department Chairs, Faculty, Assistant Superintendent, and students. Department budgets, full academic year and NHS/NPS/Department materials.

Initiative #2: Establish administrators and educational leaders as data facilitators at NHS.

Lead Person: Principal/Superintendent/Department Chairs/Technology Director

Long-term outcomes for the initiative (with dates):

NHS Administration and Department Chairs will be trained in DESE's Edwin Analytics. Winter 2014

Key indicators to show early evidence of change:

Completion of Edwin Analytics training facilitated by NPS Technology Director.

Key resources (personnel, funds, partners, time, materials):

NPS Technology Director, Administration, and Department Chairs.
DESE EA access.

Initiative #3: Develop or define consistent assessments at all levels (9-12) to track and monitor building (NHS) and district effectiveness.

Lead Person: Department Chairs/Administration

Long-term outcomes for the initiative (with dates):

Completion of content area District Determined Measures. Spring 2014
Assessment calendars in place and adhered to. Winter 2014

Key indicators to show early evidence of change:

Assessment benchmarks met for each NHS Department. Winter/Spring 2014

Key resources (personnel, funds, partners, time, materials):

Administration, Department Chairs, and Faculty. Department budget and materials.

II. Strategic Objective #2: Delineate and implement best instructional practices within an aligned PK-12 (NHS) curriculum to improve student engagement, in-depth comprehension, and achievements.

Initiative #1: Delineate, prioritize, and incorporate best instructional practices in all aspects of the NHS Program of Studies.

A. Activity #1: Provide RFBT as professional development to DC's and Administration.

B. Activity #2: Provide skillful teacher as professional development to faculty.

C. Activity #3: Model and observe fellow faculty best instructional practices.

Initiative #2: Align the Educator Evaluation process to emphasize priority instructional practices to monitor the use of these practices in NHS classrooms.

A. Activity #1: Review and revise Educator Evaluation rubrics.

B. Activity #2: Incorporate observations/best practice into all evaluative templates (3).

C. Activity #3: Faculty presentations on best practices, support, and discussion.

Initiative #3: Align NHS' curriculum with PK-12 and develop/update documents (mapping) that visually represent each course(s).

A. Activity #1: Promote/organize 5-12 curriculum discussions.

B. Activity #2: Monitor CP sessions to maximize effective usage.

C. Activity #3: Review, revise, and update NHS curriculum maps.

Strategic Objective #2: Delineate and implement best instructional practices within an aligned PK-12 (NHS) curriculum to improve student engagement, in-depth comprehension, and achievements.

Lead Person: Principal/Department Chairs/Assistant Superintendent

Initiative #1: Delineate, prioritize, and incorporate best instructional practices in all aspects of the NHS Program of Studies.

Lead Person: Principal/Department Chairs

Long-term outcomes for the initiative (with dates):

Faculty will model and implement best instructional practices in all content areas. Faculty will share best instructional practices in classes and share during PLC's. 2013-2014

Key indicators to show early evidence of change:

Progress and notation of best instructional practices in DESE EES templates. 2013-2014

Key resources (personnel, funds, partners, time, materials):

Faculty, Assistant Superintendent, Technology Director, and Department Chairs.
Department budget/materials

Initiative #2: Align the Educator Evaluation process to emphasize priority instructional practices to monitor the use of these practices in NHS classrooms.

Lead Person: Administration/Faculty/NTA

Long-term outcomes for the initiative (with dates):

Alignment and adjustment of DESE EES templates to ensure documentation of best instructional practices.

Key indicators to show early evidence of change:

Documented evaluation progress focusing on best instructional practices.

Key resources (personnel, funds, partners, time, materials):

Faculty, Assistant Superintendent, Technology Director, Administration.
Department budget/materials

Initiative #3: Align NHS' curriculum with PK-12 and develop/update documents (mapping) that visually represent each course(s).

Lead Person: Faculty/Department Chairs/Assistant Superintendent

Long-term outcomes for the initiative (with dates):

Alignment of curriculum 9-12 in all content areas. Spring 2015
Focus on ELA, Mathematics, Science, and History initially.

Key indicators to show early evidence of change:

Assess mapping progress at mid-year benchmark. Winter 2013-2014

Key resources (personnel, funds, partners, time, materials):

Assistant Superintendent, Principal, Faculty, and Department Chairs.
Department budget/materials

III. Strategic Objective #3: Develop and implement a tiered system of supports and services that meets the academic, social emotional, and behavioral needs of all students.

Initiative #1: Develop and implement a continuum of services and programs that meet the academic, social emotional, and behavioral needs of all NHS students.

- A. Activity #1: Implement Edwin Early warning Index.
- B. Activity #2: Implement intervention plans for reluctant learners.
- C. Activity #3: Increase number and frequency of guidance/adjustment support groups.

Initiative #2: Develop tiered systems of instruction in ELA and Math to meet the needs of all/at-risk students.

- A. Activity #1: Administration/DC exposure to tiered interventions (DSAC).
- B. Activity #2: Reconfigure ELA/Math faculty to ensure students support and success.
- C. Activity #3: Train and utilize SPED faculty to enhance instruction.

Initiative #3: Develop high quality educational programs and instruction that challenge all learners to grow to the best of their ability.

- A. Activity #1: Promote/implement accelerated learning programs, ie MMSI/VHS.
- B. Activity #2: Continuously revise NAEP to maximize student success.
- C. Activity #3: Articulate at PLC, NEASC, faculty, SC, and parent meeting high academic expectations and active engagement.

Strategic Objective #3: Develop and implement a tiered system of supports and services that meets the academic, social emotional, and behavioral needs of all students.

Lead Person: Principal/Guidance, PPS, EIT

Initiative #1: Develop and implement a continuum of services and programs that meet the academic, social emotional and behavioral needs of all NHS students.

Lead Person: Principal, Guidance

Long-term outcomes for the initiative (with dates):

Increased social/emotional support groups and attendance. Winter/Spring 2013-2014

Decreased instances of Guidance/Nurse referrals. Winter/Spring 2013-2014

Key indicators to show early evidence of change:

Expansion of social/emotional support groups. Winter/Spring 2013-2014

Reduction of social/emotional referrals to Guidance/Nurse. Winter/Spring 2013-2014

Key resources (personnel, funds, partners, time, materials):

PPS, Guidance and Administration. Department budget/materials.

Initiative #2: Develop tiered systems of instruction in ELA and Math to meet the needs of all/at-risk students.

Lead Person: Principal/Department Chairs/Faculty

Long-term outcomes for the initiative (with dates):

Increased assessment scores in ELA/Mathematics, all students. Fall 2013-2014

Increased assessment scores in ELA/Math High Needs Cohort. Fall 2013-2014

Key indicators to show early evidence of change:

Mid-year assessment analysis in ELA/Mathematics. Winter 2013-2014

Edwin Analytics analysis throughout academic year.

Key resources (personnel, funds, partners, time, materials):

Department Chairs, Director of Technology, Faculty, and Administration. Department budget/materials

Initiative #3: Develop high quality educational programs and instruction that challenge all learners to grow to the best of their ability.

Lead Person: Faculty/Administration

Long-term outcomes for the initiative (with dates):

Increased participation in AP and Honors Courses. Spring 2013-2014

Increased/maximizing participation in VHS Courses. Spring 2013-2014

Key indicators to show early evidence of change:

Increased AP scores and enrollment. Spring 2013-2014

Full "seat" maximizing of VHS Course Program of Studies. Spring 2013-2014

Increased graduation rate in NAEP Program. Spring 2013-2014

Key resources (personnel, funds, partners, time, materials):

Administration, Faculty, Community, Students, and Central Office/PPS. Department budget/materials