



SHREWSBURY HIGH SCHOOL
2023-2024 SCHOOL IMPROVEMENT PLAN

Presentation to the School Committee
February 7, 2024

Members of School Council

Chrissy Manzi, Parent

Erin Boucher, Parent

Rishi Vohora, Parent

Liza Trombley, Director of English

Dr. Anne Marie Duggan, Science Teacher

Kim Fitzgerald, Social Sciences Teacher

Maryana Gomes, Grade 11 Student

Riddhi Gulati, Grade 12 Student

Todd Bazydlo, Principal

The Process....

Improvement Plan aligned with Strategic Priorities

SHS Areas of focus:

1. Educational Excellence: 4 Priorities
2. Well-Being: 1 Priority
3. Optimization of Resources: 1 Priority

Educational Excellence

Priority 1: High Quality Teaching: Classroom Instruction

Priority 2: Safe and Inclusive Environments: Increase Opportunities for Advanced Coursework

Priority 3: Advance Career and Technical Education:
Develop Career Pathways and Enhance Career Exploration

Priority 4: Develop a District Wide Data Culture:
Focus on improving attendance

District Commitment to Educational Excellence

Shrewsbury Public Schools provides all students access to exceptional educational experiences by leveraging staff development, high-quality materials and technology, data analysis, instructional strategies, and a comprehensive system of support to meet the needs of all learners. Through these efforts, all Shrewsbury Public Schools students will demonstrate academic growth and achievement.

2023-2027 Educational Excellence Priority 1

Ensure High-Quality Teaching and Learning: Provide all students access to high-quality learning experiences in every classroom every day by developing and committing to districtwide expectations for high-quality teaching.

District Goal	Action Steps	Staff Responsible
1.2: Develop collective expertise of PK-Grade 12 instructional leaders to identify and provide feedback on key elements of effective, high-quality teaching	<ul style="list-style-type: none">● Provide professional development opportunities at no fewer than six District Leadership Team meetings focused on instructional leadership strategies that promote students' access to appropriately challenging assignments requiring high levels of student thinking and engagement	<ul style="list-style-type: none">● Assistant Superintendent for Curriculum, Instruction, & Assessment● Members of the District Leadership Team

2023-2027 Educational Excellence Priority 1

SHS Goal	Action Steps	Staff Responsible
<p>1.2 The New Teacher Project (TNTP)</p>	<ul style="list-style-type: none"> ● Meet with consultant from TNTP and develop meeting and classroom observation protocols ● Schedule classroom observations in grade 9 English and Social Science classes ● Analyze the data from the diagnostic visit and apply to continuous learning cycle-Plan, Do, Study, Act (PDSA) ● Identify core areas of focus for improvement ● Develop a plan to address high quality tasks and questions ● Conduct Department Meetings in November to discuss TNTP and finding ● Work to create structures to allow for teacher collaboration ● Review data and make necessary adjustments 	<ul style="list-style-type: none"> ● Assistant Superintendent for Curriculum, Instruction, and Assessment ● SHS Principal ● Director of English ● Director of Social Sciences ● Director of Special Education

District Commitment to Educational Excellence Priority 2

Shrewsbury Public Schools provides all students access to exceptional educational experiences by leveraging staff development, high-quality materials and technology, data analysis, instructional strategies, and a comprehensive system of support to meet the needs of all learners. Through these efforts, all Shrewsbury Public Schools students will demonstrate academic growth and achievement.

2023-2027 Educational Excellence Priority 2

Ensure a Safe and Inclusive Culture: Foster welcoming, safe, and inclusive learning communities where we honor and celebrate diversity, create connections and a sense of belonging for **all**, and support and engage **all** students, staff, and family members.

District Strategic Goal	Action Steps	Staff Responsible
2.3: Increase opportunities for Shrewsbury High School students to take advanced coursework in 2024-2025 in order to meet all state accountability system improvement targets in this area, both for all students and for state-designated student demographic groups	<ul style="list-style-type: none">● Update the course selection process in 2023-2024 to increase participation in courses designated by the state as “advanced courses” for the 2024-2025 school year, focusing on student demographic groups whose participation in advanced courses is below state benchmarks	<ul style="list-style-type: none">● SHS Principal● SHS Director of School Counseling● SHS School Counselors and Teachers

SHS Goal Aligned with Education Excellence Priority 2

SHS Goal	Action Steps	Staff Responsible
<p>2.3: Increase opportunities for Shrewsbury High School students to take advanced coursework in 2024-2025 in order to meet all state accountability system improvement targets in this area, both for all students and for state-designated student demographic groups</p>	<ul style="list-style-type: none"> ● Meet with the Superintendent and Assistant Superintendent to help frame the issue and brainstorm an approach ● Share State Accountability data with <u>SHSLT</u> ● Meet with <u>SHSLT</u> to create a presentation for staff that will allow for deeper conversations about course placement and student achievement. Staff will also be provided time to articulate potential supports needed to advance student learning ● <u>SHSLT</u> will review state accountability data and review subgroups ● Faculty participate in workshop during staff meeting to discuss course recommendations ● Adjust the course selection process timeline to help ensure teacher recommendations occur after School Counseling presentations about the course selection process ● Hold informational meetings for: <ul style="list-style-type: none"> ○ Incoming-grade 9 families ○ Rising 11th and 12th students and families who are interested in AP programming ○ Grade 10 -12 families during Counselor Connections program held on Friday mornings 	<ul style="list-style-type: none"> ● Superintendent of Schools ● Assistant Superintendent for Curriculum, Instruction and Assessment ● Principal ● Directors ● Teachers

District Commitment to Educational Excellence

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2023-2027 Educational Excellence Priority 3

Advance Career and Technical Education: Strengthen all students' postsecondary preparedness by expanding access to career and technical education, evaluating course offerings, and exploring pathway opportunities.

District Strategic Goal	Action Steps	Staff Responsible
<p>3.1: Create career and technical pathways for high school students, including coursework sequences followed by authentic field training experiences.</p>	<ul style="list-style-type: none">● Complete planning for expansion of Project Lead the Way courses as Innovation Career Pathway options in the areas of Advanced Manufacturing and Biomedical & Life Sciences for the 2024-2025 school year● Begin a partnership with the Blackstone Valley Hub where a pilot group of students will access experiential, hands-on technical learning exposing them to multiple vocations● Seek funding for Innovation Career Pathways initiatives by applying for the DESE's Part B Innovation Career Pathways grant, while seeking additional philanthropic donations for career and technical education efforts	<ul style="list-style-type: none">● Assistant Superintendent for Community Partnerships & Well-Being● SHS Principal● SHS Director of School Counseling● SHS Director of Science & Engineering● Designated SHS School Counselors and Teachers

SHS Goal Aligned with Education Excellence Priority 3

SHS Goal	Action Steps	Staff Responsible
<p>3.1: Create career and technical pathways for high school students, including coursework sequences followed by authentic field training experiences.</p>	<ul style="list-style-type: none">● Implement Curriculum Design Team● Continue to cultivate business partners for internship opportunities● Create Advisory Board to oversee Innovation Career Pathway programming	<ul style="list-style-type: none">● Principal● Director of School Counseling● Director of Science and Engineering● Members of the Curriculum Design Team

2023-2027 Educational Excellence Priority 3

Advance Career and Technical Education: Strengthen all students' postsecondary preparedness by expanding access to career and technical education, evaluating course offerings, and exploring pathway opportunities.

District Strategic Goal	Action Steps	Staff Responsible
3.2: Expand opportunities for career exploration, job shadowing, and internships so that at least 25% of SHS students are engaged with a career exploration experience by June 2024	<ul style="list-style-type: none">Further develop partnerships with area businesses, organizations, and individuals (including alumni) to increase high school student job shadowing, internships, and career exploration opportunities for career and technical education efforts	<ul style="list-style-type: none">Assistant Superintendent for Community Partnerships & Well-BeingSHS PrincipalDirector of School CounselingDirector of Alumni Development and Community Relationships

SHS Goal Aligned with Education Excellence Priority 3

SHS Goal	Action Steps	Staff Responsible
<p>3.2: Expand opportunities for career exploration, job shadowing, and internships so that at least 25% of SHS students are engaged with a career exploration experience by June 2024</p>	<ul style="list-style-type: none"> ● Further develop partnerships with area businesses, organizations, and individuals (including alumni) to increase high school student job shadowing, internships, and career exploration opportunities ● Continue to hold career fairs for students, one in winter and one in the spring ● Communicate opportunities to students and families via Parentsquare and Schoology ● Continue with “Lunch and Learn” meetings for students to meet with community members who work in a variety of careers ● Implement MyCAP (My Career and Academic Plan) for all students <ul style="list-style-type: none"> ○ School Counselors attend training ○ Embed MyCAP into course selection and career counseling sessions 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● SHS Principal ● Director of School Counseling ● Director of Alumni Development and Community Relationships

District Commitment to Educational Excellence

Shrewsbury Public Schools provides all students access to exceptional educational experiences by leveraging staff development, high-quality materials and technology, data analysis, instructional strategies, and a comprehensive system of support to meet the needs of all learners. Through these efforts, all Shrewsbury Public Schools students will demonstrate academic growth and achievement.

2023-2027 Educational Excellence Priority 4

Develop a Districtwide Data Culture: Continue to systematize and fully implement a cycle of inquiry to inform decision-making to ensure all students have access to the support and resources needed to accelerate their growth towards goals and outcomes.

District Goal	Action Steps	Staff Responsible
4.2: Analyze student attendance data to examine root causes of chronic absenteeism, and develop a systematic plan of action to improve student attendance	<ul style="list-style-type: none"> ● Review absence data to identify causes and trends overtime ● Review attendance policies and consider updates where warranted 	<ul style="list-style-type: none"> ● Assistant Superintendent for Curriculum, Instruction, & Assessment ● Members of the District Leadership Team

SHS Goal Aligned with Education Excellence Priority 4

SHS Goal	Action Steps	Staff Responsible
4.2: Analyze student attendance data to examine root causes of chronic absenteeism, and develop a systematic plan of action to improve student attendance	<ul style="list-style-type: none"> ● Review absence data to identify causes and trends overtime ● Review attendance policies and consider updates and adjustments where warranted ● Student Support Team will refer chronically absent students to adjustment counselors and social worker to conduct follow up communication with families and home visits ● Continue to communicate to students and families the importance of attendance 	<ul style="list-style-type: none"> ● Principal ● Assistant Principals ● Student Support Team

Well-Being

Priority 1: Ensure a Safe and Inclusive Environment: Improve student self-efficacy, social awareness, and emotional regulation

District Commitment to Enhanced Well-Being of All

Shrewsbury Public Schools prioritizes the social, emotional, behavioral, mental, and physical health of all students and staff by creating safe, supportive, and inclusive learning environments. This is accomplished by intentionally providing learning opportunities where all Shrewsbury Public Schools students and staff feel valued, supported, and empowered.

2023-2027 Well-Being Priority 1

Ensure a Safe and Inclusive Culture: Foster welcoming, safe, and inclusive learning communities where we honor and celebrate diversity, create connections and a sense of belonging for all, and support and engage all students, staff, and family members.

District Strategic Goal	Action Steps	Staff Responsible
<p>1.3: Increase the percentage of students districtwide who respond “favorably” to the Panorama survey in the category of “Belonging” by 5% from fall of 2023 to spring of 2024</p>	<ul style="list-style-type: none">● Implement academic and social and emotional learning (SEL) curriculum experiences and school activities to focus on building relationships between staff and students and to promote a sense of belonging for students (including use of the advisory model at SHS and Oak Middle School and class meeting models in grades PK-6)● Analyze and report out on the Panorama survey data in the aggregate and by student demographic groups to identify differences in perception	<ul style="list-style-type: none">● Assistant Superintendent for Community Partnerships & Well-Being● Principals & Assistant Principals● District Social and Emotional Learning Leadership Team● All Educators who lead advisories and social and emotional learning lessons

Goal Aligned with Well-Being Goal

SHS Goal	Action Steps	Staff Responsible
<p>1.3: By June 2024, reduce the number of students reporting less than favorably (overall red or yellow) on the Panorama SEL competencies (self-efficacy, social awareness, and emotional regulation) by 10%</p>	<ul style="list-style-type: none">● Analyze fall 2023 Panorama data to identify students reporting less than favorably overall to the SEL competencies (self-efficacy, social awareness, and emotional regulation)● Identify and implement a system of support for each of these students, including SOS, check-ins, regulation resources● School Counselors review data and meet with individual students who identify as needing support in the competencies of self-efficacy, social awareness, and emotional regulation	<ul style="list-style-type: none">● Principal● Assistant Principals● Members of the Student Support Team (Counselors, Psychologists, Nurses, and Assistant Principals)

Optimization of Resources

Priority 5: Strategically and Equitably Allocate District Resources: Remedy overcrowding

District Commitment to Optimization of Resources

Shrewsbury Public Schools maximizes student success by equitably allocating resources according to student needs while maintaining a fiscally sound budget, building efficient and effective systems to align efforts, and strengthening partnerships with all stakeholders. This work guarantees that all students can access the programs and services offered throughout Shrewsbury Public Schools.

2023-2027 Optimization Priority 5

Strategically and Equitably Allocate District Resources: Equitably distribute financial and other resources to maximize opportunities for all students.

District Goal	Action Steps	Staff Responsible
5.1: Seek remedy to high school overcrowding and academic space limitations by working to advance the application process with the Massachusetts School Building Authority (MSBA) for the potential expansion of Shrewsbury High School	<ul style="list-style-type: none"> Collaborate with school and town officials to complete all components of the Eligibility Module following a potential invitation into the Massachusetts School Building Authority's pipeline for an expansion of Shrewsbury High School 	<ul style="list-style-type: none"> Superintendent of Schools Assistant Superintendent for Finance & Operations SHS Principal & Assistant Principals Partnership with Shrewsbury Public Buildings

Goal Aligned with Optimization of Resources

SHS Goal	Action Steps	Staff Responsible
5.1: Continue work to resubmit expansion proposal to the MSBA	<ul style="list-style-type: none"> Continue to collaborate with school and town officials to resubmit the complete all components of the Eligibility Module to the MSBA 	<ul style="list-style-type: none"> Superintendent of Schools Assistant Superintendent for Finance & Operations SHS Principal & Assistant Principals Partnership with Shrewsbury Public Buildings

Questions?